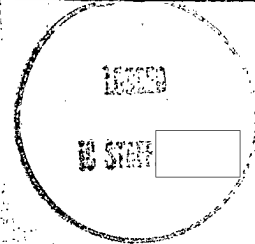




DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
WASHINGTON, D.C. 20330

ICS # 88-5588X
La 12-SR

12 Sep 1988



25X1

REPLY TO
ATTN OF: INF

SUBJECT: Information Sharing Letter

TO: SIOs (SEE DISTRIBUTION)

1. Our effort to "keep you in the loop" on force management issues continues. Attached are several information items--some topics are new, some are updates--but all are intended to keep you informed on what's happening in AF/INF.

2. We have two new officers in the Directorate of Force Management. Lt Col Tom King, the Air National Guard Advisor to the ACS/I, recently transferred from AF/INX to AF/INF. As we continue to expand our scope of force management areas of interest, we are pleased to have Lt Col King join us. We also have a new Chief of the Training and Education Division. Lt Col Jim Willis is replacing Maj Dana Downey who has performed superbly as the acting division chief for the past eight months. Fortunately, Maj Downey is not leaving--she will continue in AF/INFP as the Training Branch Chief. Lt Col Willis brings tremendous experience with him to help us work training and education issues, and we feel fortunate to have him with us.

3. As always, if any of the information items should prompt questions, please call me, AV 354-1674, or the action officer identified in the item. Thanks for your interest.

RONALD M. MELVIN, Colonel, USAF
Director, Force Management
ACS/Intelligence

1 Atch
INF Information Items

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ASSISTANT CHIEF OF STAFF, INTELLIGENCE
FORCE MANAGEMENT DIRECTORATE
INFORMATION ITEMS

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AIR NATIONAL GUARD (ANG) ADVISOR

In Jan 88, the Assistant Chief of Staff, Intelligence, and the Director, Air National Guard, signed a Memorandum of Agreement updating the support responsibilities of both parties for the position of ANG Advisor to the ACS/I. As part of our total force approach to intelligence force management, the ANG Advisor now works in the Force Management Directorate.

The current ANG Advisor, Lt Col Tom King, advises the ACS/I and his staff on all matters related to the management and utilization of ANG intelligence personnel. He also represents the ANG Director as the Senior Intelligence Officer and serves as the ANG liaison to intelligence activities of the MAJCOMs, SOAs, and national-level intelligence agencies.

Current issues for the ANG Advisor fall into two categories:

- 1) funding and filling existing manpower authorizations and
- 2) upgrading authorized positions to bring them in line with MAJCOM and unit tasking. Funding is key to manning of C-130 TAC airlift squadron intelligence authorizations; growth and training of the 169 Electronic Security Squadron, Salt Lake City, UT, through FY-90; and providing full-time intelligence officers for the three ANG TAC Control Groups. The upgrade actions affect the ANG's Officer and Enlisted Grade Enhancement Program and the reclassification of 91 ANG intelligence operations specialist positions (full-time air technicians) to identify increased experience requirements. (Lt Col King, INF, AV 227-9705)

NEW CHIEF, INTELLIGENCE TRAINING AND EDUCATION DIVISION

We'd like to introduce our new division chief--Lt Col Jim Willis who, based on his very diverse intelligence background, many of you may already know. Jim, recently arrived from HQ USAFE, has just the credentials we need for the INFP chief. Other than the fact he has first-hand experience in most of the intelligence disciplines, he also possesses detailed knowledge about the current intelligence training modernization programs and was one of the "founding fathers" of intelligence training consolidation at Goodfellow AFB. Prior to his HQ USAFE assignment, Jim was assigned to HQ USAF/INX, both as an executive officer and as the intelligence training program element monitor. Before that, he was a training staff officer at HQ ATC. In short, Lt Col Willis knows the Air Force intelligence training system and its associated programming and resourcing actions. We feel very fortunate to have him in this important position on the force management team. (Maj Downey, INFP, AV 227-3929)

AIR FORCE INTELLIGENCE FORCE DEVELOPMENT PLAN (FDP)

INF is undertaking a project to develop a new, updated Air Force Intelligence Force Development Plan. The original FDP, written in 1984, was authored and published with a narrow focus on training and manpower issues. While it fulfilled an important role in the past, it is in need of updating to meet our current and future needs.

Rather than merely updating the 1984 plan, INF is expanding the scope and utility of the document. It will be designed to provide the framework and guidance for managerial and programmatic actions to support manpower, personnel, and training requirements for the intelligence total force--Officers, Enlisted, Civilians, Reserves, and Guard--for the next 20 years.

The FDP supports AF/IN functional manager responsibilities for intelligence force management as stated in AFR 200-1. It is one of the sustaining plans of the Air Force Intelligence Plan (AFIP), which is the capstone document for Air Force Intelligence corporate planning. The FDP thrust is to ensure a viable, credible force structure for the total intelligence force to optimally execute the warfighting mission.

Success of the FDP is tied to ensuring it is in step with overall Air Force Intelligence corporate planning and complements other national and DoD planning documents. The FDP will dovetail with another major planning effort, the Intelligence Mission Area Analysis Plan (IMAAP), currently underway. IMAAP is a major planning focus for Air Force Intelligence and takes a total look at Air Force Intelligence now through 20 years. MAJCOM involvement in building both plans is the lynchpin to their ultimate success.

Like the IMAAP, the FDP will support specific mission objectives of Air Force missions/specialized tasks (as defined in AFM 1-1). Annexes will list alternative courses of action to remedy shortfalls identified in the basic document, while taking into consideration the realities of the the operating environment (e.g., fiscal constraints, demographic and technical forecasts, phaseout of obsolete equipment/missions, command priorities, etc.).

Completion of the FDP is projected 18 months from the start of the project (Sep 88). Commands will be contacted throughout this effort for project support as the data collection begins. We solicit your support for this important undertaking, since the FDP will be based on command requirements. We are committed to building a document that is realistic and useable for ensuring our intelligence force remains an integral part of the warfighting team.

(Capt Hachida, INFC, AV 354-4602)

OFFICER PROFESSIONAL DEVELOPMENT

HQ USAF/DP has conducted an integrated review of the officer development process. The goal of this effort is a redirection of the officer corps toward a program of officer professional development (OPD). Approved OPD initiatives fall into four major categories: education, assignment, evaluation, and promotion/force structuring actions.

Education: Only captains with no more than seven years commissioned service will be eligible to attend Squadron Officer School (SOS). To allow most captains to attend, SOS will eventually be shortened to six weeks. All majors will be required to take Intermediate Service School (ISS) in some form. Both ISS and Senior Service School (SSS) selection will be decoupled from promotion selection. Each year, MAJCOMs will determine which majors will meet the annual ISS designation board and which lieutenant colonels will meet the SSS board.

Assignment: AFR 36-23 is being totally revised and will include the basic OPD philosophy, formalize the commander's involvement in the program, and explain procedures for the revised AF Form 90. The ASTRA, JCS Intern, and MAJCOM "spotlight" programs will be discontinued. Existing directives on 7 Day Option rules will be enforced. Recognizing that quality deferred lieutenant colonels are valuable assets, these officers will be assigned viable jobs on Air Staff and MAJCOM staffs.

Evaluation: The revised Officer Evaluation System (OES) went into effect 1 Aug 88. The OES involves performance feedback, performance reporting, and promotion recommendation. Company grade officers must receive formal performance feedback and be provided a Performance Feedback Worksheet (PFW). The Officer Performance Report (OPR) provides an official record of an officer's performance. Promotion recommendations are inappropriate for the OPR. A separate Promotion Recommendation Form (PRF) will communicate promotion recommendations to the central selection board. The PRF process will be used for the upcoming CY89 captain, lieutenant colonel, and colonel selection boards.

Promotion/Force Structuring: Promotion to captain will result in a one year Active Duty Service Commitment. Consideration for below-the-promotion zone to major will begin two years early instead of the current three years. Consideration for Regular Air Force augmentation will only take place at about the 7 year point (currently three looks at 4/5/7 year points). Augmentation rates will vary for pilots, navigators, nonrated ops, and mission support. Due to officer force reduction, the Air Force will conduct a Selective Early Retirement Board (SERB) in Nov 88. This board will only consider colonels with five or more years in grade and lieutenant colonels deferred three times.

Although implementation procedures are not fully developed, these initiatives complement the comprehensive redirection in Air Force officer professional development. We will keep you informed on further developments. (Maj Elliott, INFC, AV 354-4602)

AFR 36-23 REVISION

The CSAF has approved the initial four chapters of AFR 36-23, renamed Officer Professional Development (OPD). These chapters form Part I and focus on OPD philosophy, responsibilities, the assignment process, and the AF Form 90, Officer Assignment Worksheet. Work is now beginning on Part II which will include specialty chapters and professional development guides for each utilization field including intelligence. AF/INF and HQ AFMPC, Palace Sentinel, are working together to draft the intelligence chapter. We will use as a baseline the Chapter 35, AFR 36-23 change coordinated last year prior to the CSAF decision to completely rewrite AFR 36-23. This baseline will be modified to reflect guidance in the initial four chapters as well as the approved OPD initiatives which support the redirection in officer professional development. (Maj Elliott, INFC, AV 354-4602)

FOREIGN LANGUAGE SUPPORT TO THE STRATEGIC ARMS REDUCTION TALKS

With the possibility of a Strategic Arms Reduction Talks (START) treaty, we must do all we can to avoid the problems we had with the INF treaty manpower requirements. Air Force can not grow a Russian linguist overnight. While the INF treaty has been handled with existing resources, the increased START requirements (estimated by AF/XOXXI as a minimum of four times to as much as ten) will have a severe impact on multiple Air Force missions.

We have been in contact with representatives from AF/DPXO, AF/XOXXI, AF/PRME, Navy, Army, and the On-Site Inspection Agency (OSIA) and expressed our concerns. All agree that we have a valid point, but until the requirements are defined, there is little anyone is willing to do. Preliminary requirements for the INF treaty were not identified until the treaty was actually drafted. The services were caught in a catch-up game from the beginning. By AF/IN getting involved now, we want to apply pressure on OSIA to address specific START requirements as soon as possible.
(Maj Duarte, INFM, AV 354-6271)

FOREIGN LANGUAGE PROFICIENCY PAY (FLPP) UPDATE

The FLPP program has been in existence for over a year and is proceeding smoothly. To date, the Air Force has paid out a total of over \$800,000 with approximately 1,000 personnel receiving FLPP per month. We have explored many new or alternative approaches to expanding the program, some of which are identified in a proposed change to AFR 35-13, Foreign Language Proficiency Pay, as listed below.

We will soon submit a change to AFR 35-13 to incorporate recent policy changes instituted to improve the overall effectiveness of the program. These changes include, but are not limited to:

- Exempt exchange officers from the requirement to occupy a language designated position (LDP) on the unit manning document (UMD) to qualify for FLPP. Exchange officer positions are not normally included on a UMD.
- Authorize personnel assigned to an LDP during an extended TDY (90-180 days) to qualify for FLPP for the length of the TDY, provided they meet all other qualifications and do not require the language at their home stations. The Defense Language Proficiency Test (DLPT) should be current, taken prior to departing on the TDY, or, for short-notice TDYs, taken immediately upon return.
- Authorize exemption from the AF Form 1780, Request to Establish/Change Foreign Language Designated Position (LDP), requirement for 208XXX enlisted personnel authorizations since the language is inherent in the AFSC.
- Detailed instructions for completion of AF Form 1780 and a listing of Air Staff-level AFSC functional managers to expedite coordination for LDP submissions.

As the program grows and changes, we will continue to provide updates on significant FLPP developments.
(MSgt Vick, INFPE, AV 224-6164/6133)

AIR FORCE INTELLIGENCE RESERVE LANGUAGE TEAM PROGRAM

The Air Force Intelligence Agency's Intelligence Reserve Directorate operates a Foreign Language Training Program to maintain and upgrade foreign language skills of reservists filling HUMINT/Foreign Language Mobilization positions. The language program provides refresher training at the Defense Language Institute's Foreign Language Center, Monterey, CA; maintains a pool of linguists presently not assigned to HUMINT/language designated positions; and operates a Foreign Language Team in Russian, Arabic, Chinese Mandarin, Polish, Spanish, and German. Teams are predominantly composed of linguists with 2-level and above linguistic skills. Language teams meet up to four weekends a year at various CONUS locations. Meetings are conducted in a total immersion mode with a "no English" rule enforced insofar as possible. The emphasis is on conversational use of the language in a phased program of instruction. The teams also include linguists from the Navy, Marine Corps, and Army. The team program lends itself to accommodating active duty area specialists who desire foreign language refresher training in the languages listed above. (Mr Ralph Whitebergh, AFIA/RE, AV 354-4746/2938)

ADVANCES IN JOINT SPACE INTELLIGENCE TRAINING (JSIT)

In July 85, OSD designated HQ USAF the DoD Executive Agent for Joint Space Intelligence Training (JSIT). Since then INFP, in conjunction with representatives from each Service, its Service space organization, and DIA/OT-1, has worked hard to define DoD-wide JSIT requirements. ATC and the 3490 Technical Training Group (TCHTG) have made giant improvements in the Joint Space Intelligence Operations Course (JSIOC) since it was first implemented in 1985. That's what this article is about--to tell you about some recent developments.

First, JSIOC "hit the road" 16-26 Aug 88 in a mobile training team (MTT) version, courtesy of DIA/OT-1 in Washington D.C. But, DIA analysts were not the only people able to attend. Via DIA's funding of the MTT, analysts from DIA, NPIC, NSA, AFIA, and naval space organizations at Suitland, MD and Dahlgren, VA attended. If you think your organization would benefit from this two week course on space intelligence/space operations at the SI/TK level, we urge you to contact HQ ATC/TTOI, Maj Castillo, AV 487-2787.

In early August, the 3490 TCHTG began offering a new course, the Joint Space Intelligence Operations Policy Course (JSIOPC). This four-day course provides executive level students (Lt Col and above) a seminar on joint space intelligence/space operations with a slant towards policy and decision-making issues. The course is conducted almost entirely by senior experts throughout the Colorado Springs Space Community. More information on this course is also available through Maj Castillo at HQ ATC. (Maj Downey, INFPT, AV 227-3929)

TECHNICAL TRAINING SYSTEM ACQUISITION UPDATE

The following is an update for the various training equipment upgrades taking place at Goodfellow Technical Training Center:

SENTINEL BRIGHT I is the Air Force program to modernize crypto linguist training and is commonly referred to as the Voice Processing Training System (VPTS). Goodfellow AFB has received all 460 of its workstations and is diligently working on converting language courses to the computer-based training system. AF Systems Command is working on an engineer change proposal (ECP) to improve response time on the VPTS. While the ECP has not been made to all the VPTS workstations, initial indications suggest the system will be greatly enhanced.

SENTINEL BRIGHT II, the program to modernize cryptologic operator, system maintenance, ELINT analysis, and cryptologic analysis and reporting, is moving forward at an ever-increasing pace. In Sep and Oct 88, critical design reviews will be held to insure that the system meets all specifications prior to exercising the production options. We expect that the production option proviso should be activated in the first quarter of FY-89. Additionally, preparations are underway to begin installing the Courseware Development Facility (CDF) at Goodfellow AFB. We expect this facility to become operational mid to late Nov 88. With the delivery of the CDF, courseware developers at Goodfellow can begin development of computer-based training courseware. This will allow us to use SENTINEL BRIGHT II for training coincidental with equipment installation at Goodfellow.

SENTINEL ASPEN I, the program to modernize imagery training, is becoming a reality. After a bumpy start and difficult development period, softcopy and hardcopy generic imagery training is approaching its delivery time at Goodfellow. Loral Corporation is doing systems testing at its plant and expects to deliver 16 softcopy workstations and 45 hardcopy workstations to Goodfellow in the second quarter of FY-89. Additionally, the Program Management Decision (PMD) to expand the system by one additional softcopy and 60 additional hardcopy positions was signed 11 Aug 88 by the Air Staff. We expect it to be published shortly. Also, the Army has opted to buy this generic softcopy trainer to support training requirements at Ft Huachuca.

SENTINEL ASPEN II, an initiative to modernize the remainder of general intelligence training at Goodfellow AFB using the SENTINEL BRIGHT II technology, is about to start. The Concept of Operations has been written and the Program Management Decision was signed 11 Aug 88. We are currently distributing the PMD and expect delivery of the system in the first or second quarter of FY-90. If the funding lines do not take a cut, the system will be sized at approximately 250 workstations.

When all four programs are completely delivered in the mid 90s, Goodfellow AFB will be the largest user of computer-based training in Air Training Command. Equipment will include 23 mainframe computers and over 1500 workstations. The tremendous task faced by the 3480 Technical Training Wing, converting your courses to computer-based training, is truly deserving of everyone's support. We applaud your support to Goodfellow and encourage your continued policy of sending highly qualified personnel to Goodfellow. Not only do they construct and maintain your courses, they teach and "Show the Way" to our future intelligence personnel. (Maj Malipsey, INFP, AV 224-6133)

STUDY OF INTELLIGENCE PERSONNEL SYSTEMS UPDATE

The National Academy of Public Administration (NAPA), which is performing a comprehensive study and comparative analysis of the Civilian Personnel Management and Compensation Systems of the Intelligence Community, will submit its second interim report to the House and Senate Permanent Select Committee on Intelligence on 1 Sep 88. The final report is due 29 Dec 88.

A major objective of the program is to develop recommendations for improvement in the Intelligence Community agencies' compensation and benefits systems. In August, NAPA began collecting data for the compensation portion of the study with the following three objectives:

- a) Evaluate the existing pattern of compensation (pay and benefits) within and among the agencies of the Intelligence Community in terms of consistency and equity.
 - Evaluate the pattern of compensation of other employers in comparison to the Intelligence Community.
 - Evaluate the rationale for any compensation differences among agencies.
- b) Review current proposals for changes in pay and benefits within the Intelligence Community and develop criteria or guidelines for future changes.
- c) Examine proposals and make recommendations for changes in compensation systems beyond those currently under consideration.

(Ms Hoopes, INF, AV 354-4484)

DoD INTELLIGENCE CAREER DEVELOPMENT PROGRAM MANUAL

In Oct 88, DIA plans to distribute the new DoD 1430.10-M-3, DoD-Wide Intelligence Career Development Program Manual for General Intelligence Personnel dated Jul 88, to all servicing Consolidated Civilian Personnel Offices and each Intelligence Career Development Program registrant. This manual provides a one-source document for registrants within the Intelligence Career Development Program and includes program requirements, changes, and refinements which have been published since the original manual was issued in Jul 1973. It supersedes the following documents: DoD 1430.10-M-3, dated Feb 78; and DoD Manual 1430.10-M (Annex 3: General Intelligence) Procedural Manual, Defense Intelligence Special Career Automated System, dated Mar 84. The manual supports the Civilian Intelligence Personnel Management System.

(Ms Hoopes, INF, AV 354-4484)

Promotion statistics for the MSgt and SSgt cycles that compare AF-wide selection rates with rates for intelligence AFSCs are provided below. Five intelligence AFSCs, identified with an asterisk, are on the Chronic Critical Shortage skills list to receive a slightly higher rate than AFSCs with better NCO manning. USAF policy is equal promotion, within mathematical limits, for all AFSCs. Promotions are not analyzed by command.

FY-89 MSgt Promotions

The AF-wide FY-89 MSgt selection rate was 18.87%. Average time-in-grade was 4.20 years and time in service was 15.03 years. FY-89 promotions approximate the FY-88 rate. However, FY-89 selections reflect a reduction in selection rates since the FY-83 to FY-87 period. For example, there were 6726 selectees out of 30,000+ eligibles (22.1%) in FY-88 and 7700-9600 out of 25,000-31,000 eligibles (28.3%-32.5%) during the period FY-83 through FY-87.

<u>AFSC</u>	<u>Eligibles</u>	<u>Selected</u>	<u>Selection Rate</u>
AF-wide	34,559	6521	18.87%
201X0 (Ops Intel)*	143	32	22.38%
201X1 (Tgt Intel)	41	8	19.51%
202X0 (Traffic Analyst)	128	24	18.75%
205X0 (ELINT)*	47	10	21.28%
206X0 (Imagery)	58	11	18.97%
207X1 (Morse Oper)	103	19	18.45%
207X2 (Printer Oper)*	76	17	22.37%
208XX (Linguists)*	219	49	22.37%
209X0 (C ³ CM)*	12	3	25.00%
222X0 (Surveyor)	11	2	18.00%
233X0 (Photo Equip)	53	10	18.87%
99606 (HUMINT)	9	2	22.22%

FY-89 SSgt Promotions (A-Cycle)

The AF-wide selection rate for the FY-89A SSgt cycle (10.75%) was slightly higher than the FY-88 rate--8.2% for 88A and 9.2% for 88B. Average time-in-grade was 3.09 years and time-in-service was 5.99 years. This increased selection rate was due to the FY-88 DOS Rollback program which reduced the number of eligibles and increased the number of vacancies. However, promotions continue to be well below FY-83 to FY-87 levels (ranging from 12.9% to 15.4%).

<u>AFSC</u>	<u>Eligibles</u>	<u>Selected</u>	<u>Selection Rate</u>
AF-wide	84,019	9028	10.75%
201X0 (Ops Intel)*	156	20	12.82%
201X1 (Tgt Intel)	115	12	10.43%
202X0 (Traffic Analyst)	249	26	10.44%
205X0 (ELINT)*	120	15	12.50%
206X0 (Imagery)	148	16	10.81%
207X1 (Morse Oper)	298	32	10.74%
207X2 (Printer Oper)*	134	17	12.69%
208XX (Linguists)*	790	103	13.04%
209X0 (C ³ CM)*	34	4	11.76%
222X0 (Surveyor)	11	1	9.09%
233X0 (Photo Equip)	120	13	10.83%
99606 (HUMINT)	4	1	25.00%

(CMSgt Boyd, INFC, AV 354-2740/4602)

SELECTIVE REENLISTMENT BONUS (SRB) PROGRAM CHANGES

The impact enlisted reenlistment rates have on intelligence capabilities and replacement costs dictates command involvement in retaining the trained intelligence airman/NCO. A recent SRB program change will be implemented on 1 Sep 88 (additions/increases) and 1 Oct 88 (deletions/decreases). The Zone A bonus is for the first term, Zone B is for the second term, and Zone C is for the career NCO. The table below provides a history of Zone A/B/C bonuses paid 20XXX members since Jan 86. There are no Zone C bonuses in the current program. The two columns at the right reflect impact of the Aug 88 change on intelligence AFSCs.

AFSC	JAN 86	AUG 86	MAR 87	DEC 87	MAR 88	AUG 88	Zone A -	Zone B
201X0	0/0/0	.5/0/0	.5/0/0	1/0/0	1/0/0	1/1/0	No Chg	+1
201X1	1/1/0	1/1/0	1/1/0	1/.5/0	1/0/0	1/0/0	No Chg	No Chg
202X0	.5/1/0	.5/1/0	1/1/0	1/.5/0	1/0/0	1/0/0	No Chg	No Chg
205X0	1/1/0	2/2/1	3/2/1	3/2/1	3/2/0	3/2/0	No Chg	No Chg
206X0	.5/0/0	.5/0/0	1/0/0	1/0/0	1/0/0	1/0/0	No Chg	No Chg
207X1	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	0/0/0	No Chg	No Chg
207X2	0/1/1	0/1/1	.5/1/0	0/1/0	1/0/0	1/1/0	No Chg	+1
208X1	2/2/2	2/2/2						
208X1A	*	*	3/2/1	3/2/.5	3/2/0	3/2/0	No Chg	No Chg
208X2	2/2/2	2/2/2						
208X2A	*	*	3/2/1	3/2/.5	3/2/0	3/2/0	No Chg	No Chg
208X2B	*	*	1/2/1	1/1/0	1/1/0	1/1/0	No Chg	No Chg
208X2E	*	*	0/1/1	0/1/0	0/1/0	0/1/0	No Chg	No Chg
208X3	2/2/2	2/2/2						
208X3A	*	*	2/1/1	2/1/0	1/1/0	2/2/0	+1	+1
208X3B	*	*	2/2/1	2/2/.5	2/2/0	2/2/0	No Chg	No Chg
208X3C	*	*	2/2/1	3/2/1	3/2/0	3/2/0	No Chg	No Chg
208X3D	*	*	1/1/1	1/1/0	1/1/0	1/1/0	No Chg	No Chg
208X3F	*	*	1/1/0	1/1/0	1/1/0	1/1/0	No Chg	No Chg
208X3J	*	*	1/0/0	1/0/0	1/0/0	1/0/0	No Chg	No Chg
208X4	2/2/2	2/2/2						
208X4A	*	*	1/1/1	1/1/0	1/1/0	2/2/0	+1	+1
208X4B	*	*	2/1/1	2/1/0	2/1/0	2/1/0	No Chg	No Chg
208X4C	*	*	1/1/0	0/0/0	0/0/0	0/0/0	No Chg	No Chg
208X4D	*	*	1/1/0	1/0/0	1/0/0	1/0/0	No Chg	No Chg
208X4E	*	*	1/1/0	1/0/0	1/0/0	1/0/0	No Chg	No Chg
208X4G	*	*	1/1/0	1/0/0	1/0/0	1/1/0	No Chg	+1
208X4J	-	-	**	2/1/0	2/1/0	2/1/0	No Chg	No Chg
208X5	2/2/2	2/2/2						
208X5A	*	*	2/1/1	2/1/1	2/1/0	3/1/0	+1	No Chg
208X5B	*	*	1/0/0	1/0/0	1/0/0	1/0/0	No Chg	No Chg
208X5C	*	*	2/1/1	2/0/0	2/0/0	2/0/0	No Chg	No Chg
208X5D	*	*	2/2/1	2/2/1	2/2/0	2/2/0	No Chg	No Chg
208X5E	*	*	1/0/0	0/0/0	0/0/0	0/0/0	No Chg	No Chg
209X0	.5/.5/1	0/.5/1	.5/1/1	.5/1/0	1/0/0	1/1/0	No Chg	+1

* Bonuses were paid all 208XXX linguists equally thru Feb 87.

** A new AFSC created early 1987.

(CMSgt Boyd, INFC, AV 354-2740/3602)

SENIOR ENLISTED INTELLIGENCE PROGRAM (SEIP)

The SEIP was established to provide our top senior intelligence NCOs an advanced study course in national intelligence organizations; collection management; production, collection, and dissemination of national intelligence; intelligence analysis; indications and warning operations; scientific and technical intelligence; and regional area studies. The 41-week course is designed to enhance the professional knowledge of selected senior NCOs.

The course, established in 1980, is taught at the Defense Intelligence College, Bolling AFB, Washington D.C. Air Force began sending students in Sep 82. To date, 32 Air Force senior NCOs have attended the program. Of these, 12 completed the Post Graduate Intelligence Program (PGIP) available to individuals with a bachelor degree. The 1987-1988 class of 11 senior NCOs, our largest to date, had eight PGIP graduates. Budgetary and assignment limitations have allowed only five attendees for 1988-1989; however, four of these are eligible for PGIP.

For best utilization, every attempt is made to assign SEIP/PGIP graduates to national, joint, or operational positions of responsibility within the intelligence community. A special experience identifier (SEI) of 002 has been established to track these graduates and identify positions suitable for individuals with this additional education.

We solicit your participation in encouraging your top-notch senior NCOs to apply for this exceptional program. Our 032255Z Aug 88 message outlined eligibility criteria and requested volunteers for the 1989-1990 class. (MSgt Vick, INFPE, AV 224-6164/6133)