

**12/13/05 MEDIA BRIEFING
AIR FORCE SECRETARY MICHAEL WYNNE
CHIEF OF STAFF GEN. MICHAEL MOSELEY**

EXTRACT ON THE UPCOMING USAF PERSONNEL REDUCTIONS

BEGIN SECTION ON PERSONNEL CUTS

Secretary Wynne: The first thing we should realize, and then I'd like to turn it over to the Chief, is that this is comprised of all of the Air Force, our total force. This is active, this is civilian, this is Reserve and National Guard, so we are looking at over the course of, if you will, starting actually in FY06 through FY11, so over the course of six years we're talking about 40,000 people or approximately 6,700 or 6,800 a year.

Every effective organization I've ever been associated with can do this through accession and/or through attrition approximately that number, two or three percent of their people. This is out of a total force of about 800,000 if you add all of the components up. So it's manageable.

Now the question is if we get to the point where we have in fact get to involuntary, I would tell you that we are, we have a very, I think, structured plan and a good one to try to minimize any disruption in people's lives. I'll turn over the specifics to the Chief here.

General Moseley: We're working our way through the accessions piece of this to get a better grip on what do we reduce on accessions as far as officer and enlisted.

On the officer side you've got 950, 960, 965 that come out of the Academy every year. You've got a set number that come out of ROTC with scholarships and non-scholarship. Then you have OTS as a bit of a buffer as the elasticity.

So what do we do with fixed graduates of the Academy and some elasticity in ROTC and OTS? We don't know the answer to that yet, but we'll get that soon.

On the enlisted side, how many less can you bring on accessions without creating a bathtub through certain career fields and year groups downstream? That part we're working our way through. And how then do you maintain the facilities for basic military training and tech schools and keep those at the highest level possible?

To be honest, I've asked General Looney to look at extending basic military training out to something much more robust than six weeks, and to look at including ground combat skills and expeditionary training in both basic military training and tech school to make that much more aggressive than it has been in the past. I don't have an answer for you on that yet. But before junior officer or junior enlisted leaves, there's also a set of cascading opportunities that we want to provide options for. For instance, 13 percent of the officer career fields are stressed and you know the definition of that is multiple deployments, back to back deployments, or lack of skill sets inside that up to seven levels or nine levels on the enlisted side.

Twenty percent of the enlisted career fields are stressed. So before anybody leaves I want to make sure that we have opportunities to move people into those stressed career fields and balance those across that entire spectrum of deployable ops -- air battle managers, navigators, PJs, air traffic controllers, security forces, some services, et cetera.

So first would be to balance the critical stressed AFSCs. Second would be to look at movement into the reserve component, starting with the reserve, and those stressed career fields also. Third would be the Guard, by state and those stressed career fields also. Fourth would be opportunities to move into Air Force civilian billets.

So if you think about what I've just said, we move from individual potentially leaving into stressed career fields active, stressed career fields Reserve, stressed career fields Guard, civilians, and we've not lost any of the opportunity on the people, nor have they left the Air Force.

Secretary Wynne: I will tell you that every one of the people that are in the Air Force or in the civilian workforce for the Air Force, have opted into the Air Force to provide value to us. We value them in turn. We've in fact paid for their education, we've invested in technical schools, training schools, and in some cases upper education and graduate schools.

The junior officers that we have have volunteered to come join us and have volunteered to lend their skills to make a better Air Force. We value every one of these people and we have no intention, if you will, of having them leave with a bad feeling in their heart. So we want to make sure that we do everything in our power to manage this problem on a level by making them proud to have been a part of the United States Air Force throughout their career.

General Moseley: There's more. The last part of that beyond the civilian piece is inter-service transfer to facilitate movement -- Coast Guard, Navy, Army, Marines. And only then, if all of those cascading sets of options are not attractive or a person is not qualified, then out. But the out part is what the Secretary's talked about. How do we work that across the spectrum of educational finances or scholarships, et cetera? How do we either recoup or not recoup that if we ask the person to leave? But before the person goes, that whole set of thinking is what we want to bring to bear to this problem.

Media (AF Times): Just to follow up, what was the -- Just a few years ago you were talking you only need to get rid of 10,000 people, and now that number's jumped by 30,000. Is it set at 40,000 now? What brought on the expeditional people need to be removed?

Secretary Wynne: Right now it's a lot of lessons learned that we've learned over the time of how we can better manage the Air Force, and when you choose to go down, if you will, an application of lean principles, unfortunately in our budgeting system you have to actually begin to claim out-year and set up out-year budgets.

In a normal situation we probably wouldn't try to set goals for FY11, if you will, on a process that we're simply entering into. But since we are entering into it, I wanted to establish firm goals so that we could have goals to pass down to the major commanders to make this achievement and to, if you will, force a catalyst into the system to gain these efficiencies and effectiveness.

Our overall goal remains to have an effective and efficient Air Force on behalf of the taxpayer.

END SECTION ON PERSONNEL CUTS