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**DEPARTMENT OF THE AIR FORCE
AIR FORCE LOGISTICS MANAGEMENT AGENCY**

LETTER REPORT

FUELS MANPOWER STUDY

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BACKGROUND: In the early 1990s, the size of the fuels career field was about 6,900 personnel. In recent years, the career field has experienced significant manpower reductions from a variety of reduction plans. As end strength has decreased, operations tempo has increased. The fuels community must assess the impact of these reductions and address future Air Expeditionary Force (AEF) requirements. This study compares fuels career field projected end strength against projected mission commitments to 2003.

PROBLEM STATEMENT: HQ USAF/ILSP is faced with proposed manpower reductions for the fuels career field. A determination must be made on the impact these proposed reductions will have on fuels manpower, readiness, and the ability to support Air Force requirements.

OBJECTIVES: Analyze current and projected fuels manpower requirements through 2003, and compare them to proposed manpower reductions. Provide data to HQ USAF/ILSP to assist them in identifying any potential capability degradations resulting from these reductions.

ANALYSIS: The numbers used in this study are based on the best available projection data from Air Force manpower sources. Fluctuations in numbers are expected, but not to the extent that they will significantly effect the outcome.

This report is broken out into two parts. Part one examines currently identified manpower reductions and the effects these programs will have on overall end strength. Part two discusses proposed manpower increases through the implementation of AEF, and how it will impact total strength.

Manpower Reductions: Manpower reduction programs in the Fuels career field (2F0X1) will cause a continued decline in total strength in the years between 1998 to 2003. Active duty strength levels at the time of this study were 3,791.

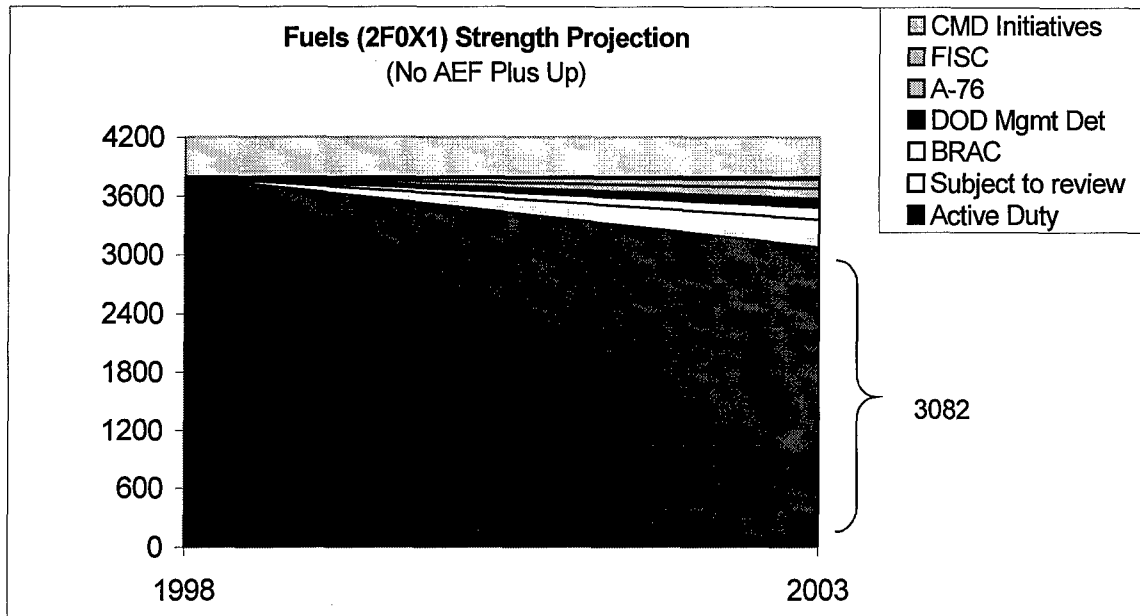


Figure 1. 2F0X1 Strength Projections (No AEF plus up)

If all currently forecasted personnel reduction initiatives are implemented, it will reduce this number to 3,082 by the year 2003. This loss of 709 positions equates to an 18.7% reduction in active duty military members (Figure 1). There are six manpower reduction initiative categories listed below with the number of manpower reductions (Table 1). Command initiatives represents programs that cut manpower positions to fund fuel system modifications that reduce manpower required for filling of refueling units. The Fuels Information Service Center (FISC) initiatives resulted from efforts to improve organizational structure. A-76 represents OMB circular A-76 studies for competitive sourcing. DoD Management Determinations are positions that are under review where the workload is not separable from core or restricted workload. BRAC represents Base Realignment and Closure Commission (BRAC) initiatives.

Initiative	Positions
CMD Initiatives	23
FISC	92
A-76	102
DoD Mgmt Determined	89
BRAC	122
Subject to Review	281

Table 1. Proposed Manpower Reduction Break Out

Subject to Review represents positions categorized in the Defense Review Initiative Directive (DRID) as positions identified for loss due to reengineering or regionalization.

After projected manpower reductions are completed in 2003, and barring any further reductions, the remaining end strength will be 77% War Mobilization Plan (WMP) tasked. The current Air Force average of WMP taskings versus total strength is 68%.

Projected Increases: The fuels career field has established a requirement for 288 positions to support the most recent Air Expeditionary Force (AEF) operations projections. The fuels career field has also proposed an AEF plus up of 216 positions to Air Force manpower teams to support this change in operation. This 216-person manpower increase is reflected in Figure 2. These additional positions would increase total strength to 3,298 and reduce the number of fuels personnel WMP tasked to 72% Air Force wide.

More importantly, the implementation of AEF is intended to eliminate current Palace Tenure requirements and stabilize rotations. This will be particularly important and provide the greatest benefit to personnel in the five skill level (2F051). They have the highest percentage of WMP taskings, their current manning is 74%, and Palace Tenure commitments average 1.34 years between temporary duty assignments.

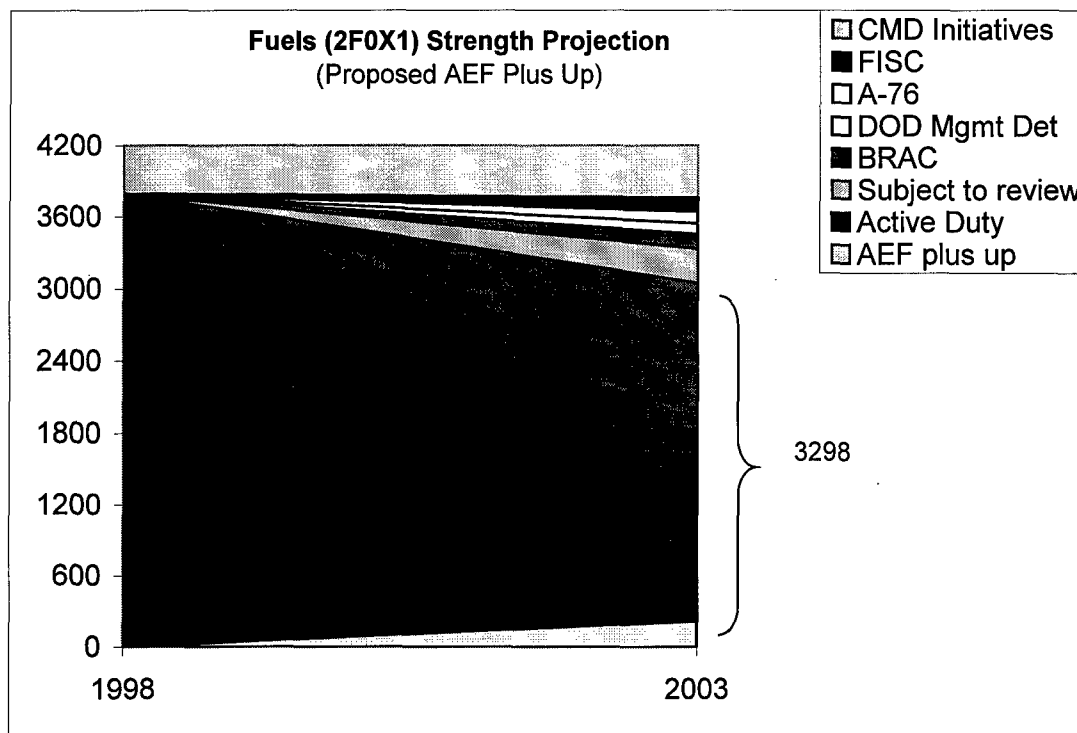


Figure 2. 2F0X1 Strength Projections with AEF Plus Up

The current Air Force wide WMP tasking level is 2,378 positions. Figure 3. shows the trend changes in total strength expected after factoring reductions and increases, and the relationship to current WMP authorizations. It also shows current Palace Tenure taskings (191) and the AEF requirement (288). However, this doesn't include unscheduled MAJCOM contingency taskings that must also be supported.

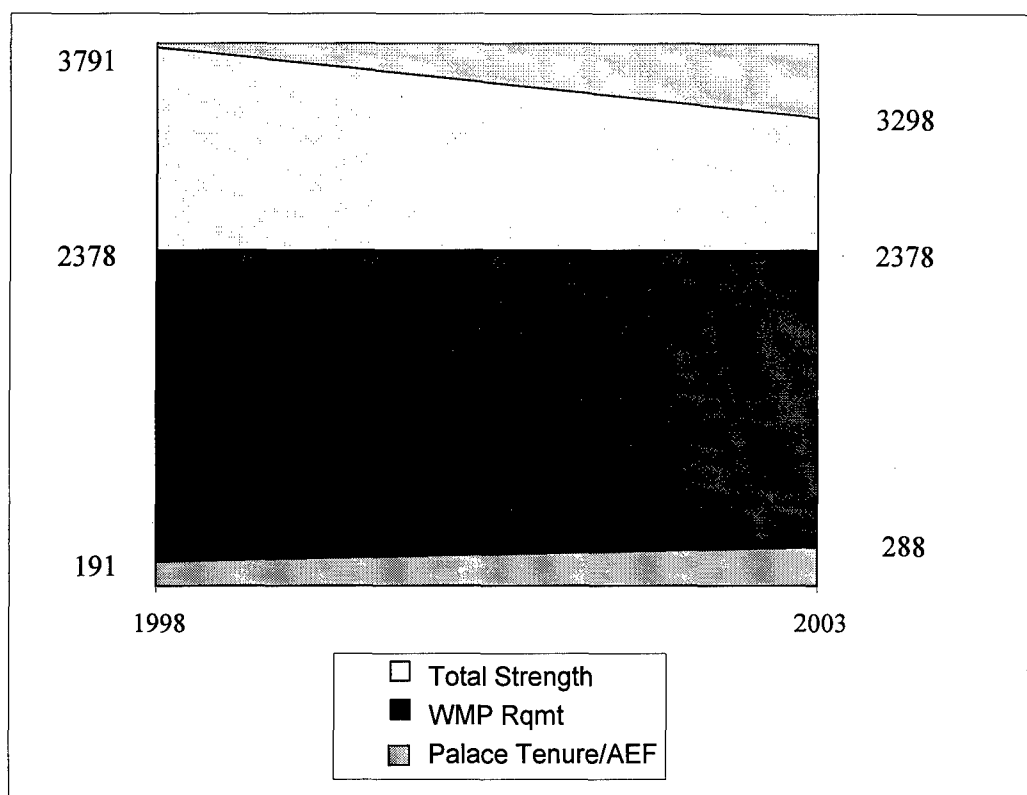


Figure 3. Current vs. Future Manpower Projections

CONCLUSIONS: Manpower in the fuels career field has been reduced by approximately 45% since the early 1990's. It appears that reductions will level off by 2003. The 72% WMP tasked rate remains above the Air Force average of 68%. This is important because it reflects how lean this career field has gotten since reductions-in-force began. Few personnel are left who are not directly WMP tasked. Those remaining are predominantly command, special duty, and staff positions. Continued force reduction beyond 2003, given current temporary duty tempo, may potentially effect full WMP implementation. However, the anticipated benefits from implementation of the AEF and the proposed addition of 216 positions will provide some relief, help stabilize the career field, and help improve future retention rates. Especially at the five-skill level where Palace Tenure rotations are the highest.

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13. ABSTRACT (Maximum 200 Words)

This study examines the effects of projected force reductions on the Fuels Specialist career field (2FOX1). It also addresses the effects that proposed manpower increases from the Air Expeditionary Force (AEF) concept will have on end strength. The study compares 1998 personnel strength against the projected strength for the year 2003, with consideration given to the factors above. The study revealed a continued decline in end strength to 2003 with a projected decrease in end strength of 709 positions. The wartime tasking commitment in the year 2003 is projected to be 72 percent. Those not tasked consist of staff, headquarters and major command positions. While temporary duty taskings are as high as 1.34 years for some Palace Tenure commitments, a proposed 216 person increase in this field resulting from AEF implementation would help reduce the frequency of temporary duty rotations.

14. SUBJECT TERMS

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