

AIR FORCE PERSONNEL CENTER



MISSION

Air Force Personnel Center integrates and executes personnel operations to develop Air Force people and meet field commanders' requirements. AFPC is the Air and Space Expeditionary Force, or AEF, execution and standardization and evaluation agency for the Air Force. AFPC supervises and directs the overall management and distribution of military officers, lieutenant colonel and below; enlisted, senior master sergeant and below; and civilian personnel at grades GS-15 (or equivalent) and below.

AFPC also conducts military and civilian personnel operations to include overseeing performance evaluations, promotions, retirements, separations, awards, decorations, uniforms, education, personnel procurement, disability processing and the Air Force's voting program. It plans for contingencies, maintains active-duty personnel records and provides transition assistance and support to Air Force retirees. AFPC serves as the single manager for the military and civilian personnel data systems covering active-duty, Reserve, Guard and civilian personnel under the Total Force Management Concept.

Ensure that the Air Force has skilled people in the proper grades and specialties to complete the Air Force mission Manage assignments and facilitate professional development Plan and schedule USAF's air and space expeditionary force Develop user friendly Web-based, self-service tools to perform personnel functions.

Provide oversight to airmen and Family Readiness Centers Facilitate USAF worldwide casualty reporting Manage Missing in Action/Prisoners of War programs

The Air Force Personnel Center, with headquarters at Randolph Air Force Base, Texas, is a field operating agency of Headquarters U.S. Air Force, Deputy Chief of Staff for Manpower and Personnel. The center has responsibility for managing personnel programs and carrying out policies affecting Air Force active-duty and civilian members.

About 2,200 military, civilian and contractor personnel work at the center implementing personnel programs affecting nearly 336,000 active-duty members and more than 143,000 civilian employees through a worldwide network of personnel flights. The center manages some of the many personnel computer systems affecting an additional 106,000 Air National Guardsman and 191,000 participating, non-participating and "grey-area retiree" reservists.

The Air Force Personnel Center comprises seven directorates, each managing several key programs.

The Directorate of Air and Space Expeditionary Force Operations is responsible for execution of the AEF. It aids expeditionary Air Force operations by assisting in the planning and scheduling of AEF assets, identifying and refining training requirements, guiding deployment and redeployment planning, monitoring readiness, and providing continuity across the AEF spectrum. The directorate serves as the Air Force standardization and evaluation for AEF operations by overseeing unit type code posturing and coding as well as monitoring timeliness of the sourcing verification, names-in-system and reclama processes.

The Directorate of Assignments is responsible for managing the assignments and facilitating the professional development of all enlisted members and officers below the grade of colonel, with the exception of chief master sergeants and members of the staff judge advocate. In addition, the directorate handles humanitarian and exceptional family member assignments, joint duty, developmental academic, medical and military education for officers, and officer special duty assignments.

The Directorate of Civilian Force Integration formulates, coordinates and executes the force-shaping and force development needs for about 138,000 employees represented by 18 career field teams supporting 21 separate career fields. The directorate recruits and trains civilian interns to provide a cadre of future Air Force civilian leaders. It also identifies, develops and places high performing civilians in key managerial and executive positions throughout the Air Force; and manages training funds for 21 career fields to support leadership and management training, intern training and tuition assistance to qualified Air Force employees. The directorate is made up of four separate career field management divisions, the program management and support division and the force development support division. Each plays an integral role in the directorate's force-shaping and force development initiatives in the integration of the civilian workforce. The directorate provides civilian personnel management advisory service, recruitment and placement support, and leadership and management training and education for civilian employees, commanders, supervisors, managers and applicants for Air Force jobs. Within the director's office exists the newly formed bench team that serves as a mobile staffing

unit within the directorate to deliver recruitment and placement services to the directorate's Air Force customers.

The Directorate of Force Operations develops guidance, procedures and training for total force (active duty, Guard, Reserve and civilian) accountability in direct support of Air Force programs and Department of Defense reporting processes. The directorate provides accountability oversight to deployed forces. The directorate operates the Personnel Readiness Center, providing for total force mobilization during natural disasters, contingencies and situations warranting emergency actions. It is the Air Force focal point for Missing in Action/Prisoner of War programs, members reported missing, captured, or imprisoned, and members placed in an absent without leave/deserter status. The directorate is also the Air Force OPR for worldwide casualty reporting, notification of family members, and assistance to families and field commanders on benefits and entitlements.

The Directorate of Personnel Data Systems is the information technology focal point for AFPC and provides life-cycle management and sustainment of personnel data and records management systems for active military, Guard and Reserve. Directorate team members operate and maintain the military personnel data system, Defense Civilian Personnel Data System and Air Force civilian unique applications. The directorate also develops and implements IT architectures supporting personnel operations and the Personnel Services Delivery/Personnel Services Transformation initiatives; introduces, assesses and facilitates implementation of new technologies to improve business processes; and develops, coordinates, and implements strategies to intelligently implement proven best practices in communications and information management. The staff operates and maintains a portfolio of more than \$80 million in IT systems comprising nearly 700 servers supporting military and civilian personnel transactions for the total force. The directorate provides certification and accreditation for all Air Force personnel data systems, while providing network operations and security for worldwide access to Air Force personnel data systems.

The Directorate of Personnel Services develops guidance, procedures and training for active-duty, Guard, Reserve and civilian personnel directly supporting Air Force programs. It provides timely and accurate implementation for more than 200 personnel programs. These programs include recruitment, accessions, retraining, evaluations, education and training, promotions, awards and decorations, duty status, reenlistments, separations, retirements, entitlements and benefits, retiree services and the Air Force Disability Program. It exercises centralized authority for the planning and execution of all military and civilian personnel management programs that support Personnel Service Delivery initiatives. It evaluates, initiates, or revises plans and programs to ensure adherence to approved Air Force and Department of Defense policies and standards. The directorate acts as the personnel center's "face to the customer" via the Air Force Contact Center. It directs operations and training for military personnel flights and commander's support staffs. The directorate is responsible for planning, coordinating, administering and disseminating Air Force policy on matters affecting military personnel operations at the major command level and below. It administers defense and Air Force policy on identification card benefits and privileges, oversees three records and

management programs. The directorate also is responsible for operational support and training of career assistance advisors, and directs and guides the family support center program.

The Director of Staff manages the infrastructure resources of the center: budget and financial, manpower, civilian training and personnel programs security, safety, facilities and civil engineering. The directorate is also responsible for answering Air Force personnel related inquiries from Executive, Congressional, DOD, and Air Force senior leaders to the Office of the Secretary of the Air Force Legislative Liaison and serves as Inspector General for the agency.

In addition, AFPC is the home of the U.S. Air Force Selection Board Secretariat which plans, conducts and keeps records on about 50 selection and evaluation boards per year. These include officer promotion boards for major through major general, senior master sergeant and chief master sergeant enlisted evaluation boards, officer special selection and enlisted supplemental evaluation boards, and any other boards directed by the secretary of the Air Force to include selective early retirement, reduction-in-force and force shaping. Board members evaluate more than 40,000 records on an annual basis to determine which officers and senior noncommissioned officers are best qualified to become the Air Force's next generation of leadership. The secretariat maintains more than 107,000 selection records to support these boards and Airmen throughout the Air Force.

LINEAGE

Air Force Military Personnel Center, established and activated 31 Dec 1971
Redesignated Air Force Manpower and Personnel Center, 30 Jun 1978
Redesignated Air Force Military Personnel Center, 1 Jan 1986
Redesignated Air Force Personnel Center, 1 Oct 1995

STATIONS

Randolph AFB, TX, 31 Dec 1971

ASSIGNMENTS

United States Air Force, 31 Dec 1971

COMMANDERS

Brig Gen John R. Dyas, Jul 1963
Maj Gen George B. Greene, Jr., Jul 1965
Maj Gen Robert J. Dixon, Jul 1967 - July 1969
Maj Gen Rene G. Dupont, Aug 1969
Lt Gen Kenneth L. Tallman, May 1972
Maj Gen Travis R. McNeil, Jun 1973
Maj Gen Walter D. Druen, Jr. March 1975
Maj Gen L.W. Svendsen, Jr. July 1977
Maj Gen Kenneth L. Peek, Jr. June 1980
Maj Gen Robert D. Springer July 1982
Maj Gen J.B. Davis September 1984

Maj Gen Ralph E. Havens September 1986
Maj Gen Billy J. Boles July 1988
Maj Gen John E. Jackson Jr. October 1991
Maj Gen Michael D. McGinty May 1992
Maj Gen William B. Davitte January 1994
Maj Gen Susan L. Pamerlau February 1996
Maj Gen Donald A. Lamontagne May 1998
Maj Gen Richard E. Brown January 2000
Maj Gen Michael C. McMahon August 2001
Maj Gen Thomas A. O'Riordan November 2002
Maj Gen Anthony F. Przybyslawski, July 2004
Maj Gen K. C. McClain, #2008
Maj Gen Alfred Stewart, Aug 2010-Aug 2013

HONORS

Service Streamers

Campaign Streamers

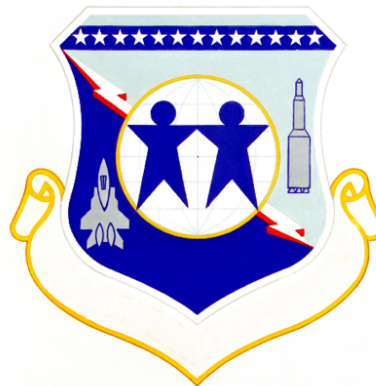
Armed Forces Expeditionary Streamers

Decorations

Air Force Organizational Excellence Awards

1 Jan 1984-31 Dec 1985
15 Aug 1986-14 Aug 1988
1 Sep 1990-31 Oct 1992
1 Sep 1993-30 Sep 1995
1 Oct 1995-30 Sep 1997
1 Oct 1997-30 Sep 1999

EMBLEM





Ultramarine blue and Air Force yellow are the Air Force colors. Blue alludes to the sky, the primary theater of Air Force operations. Yellow refers to the sun and the excellence required of Air Force personnel. The lightning flash indicates speed and power. The globe and orbit describes the global nature of the mission. The Airman standing on the orbit shows the center's primary concern. (Approved, 8 Jan 2004)

MOTTO

OPERATIONS

The Air Force Military Personnel Center was established April 1, 1963, as a Headquarters Air Force field extension of the Deputy Chief of Staff, Personnel, and in 1971 became a separate operating agency. Its name was changed to the Air Force Manpower and Personnel Center in 1978, when the Air Force integrated the manpower and personnel functions at U.S. Air Force Headquarters level.

In October 1985, the manpower function was realigned and separated from personnel. This resulted in the center being renamed the Air Force Military Personnel Center, Jan. 1, 1986. The center became a field operating agency Feb. 5, 1991.

The Air Force Personnel Center was formed during a consolidation of the Air Force Military Personnel Center and Air Force Civilian Personnel Management Center, Oct. 1, 1995.

The former Civilian Personnel Operations was established on July 1, 1976 and was a direct reporting unit of the Air Force Directorate of Civilian Personnel until Feb. 5, 1991 when it was renamed the Air Force Civilian Personnel Management Center and became a field operating agency. It became a directorate within the Air Force Personnel Center Oct. 1, 1995.

On Aug. 29, 2006, the Air and Space Expeditionary Force Center, Langley AFB, Va., became a direct reporting unit of the Personnel Center. It became the center's newest directorate, Oct. 1, 2007.

Established as a separate operating agency, on December 31, 1971. Effective February 5, 1991, status changed from a separate operating agency to a field operating agency of the USAF.

Established as Air Force Military Personnel Center, and activated as a separate operating agency, on 31 December 1971. Redesignated Air Force Manpower and Personnel Center on 30 June 1978.

The Air Force Military Personnel Center (AFMPC) at Randolph AFB, Tex., provides a ready force of people essential to the Air Force mission. It carries out policies and programs developed by DOS/Personnel in Washington and works in consultation with Air Force major commands and functional managers.

About 500 officers, 800 enlisted persons, and 700 civilians are assigned to the Center to manage personnel programs influencing the lives and careers of military members from service entry into their retirement years.

Much of AFMPC's efforts deal with the assignment of more than half a million USAF men and women Stateside and overseas. A key word in assignment policies is stability— fewer moves and longer stays between assignments.

Assignments in the continental US are normally for a minimum of three years, with first-term airmen and officers who are serving four-year terms receiving no more than two assignments after initial training. Careerists without dependents assigned to certain long-tour overseas areas are now required to serve the thirty-six-month "accompanied" tour length, and home basing or follow-on assignments, wherever practicable, will be provided for personnel assigned to short-tour areas.

Active-duty service commitments (ADSCs) for airmen entering some formal training courses ensure a fair return to the Air Force on training costs. ADSCs for officers entering undergraduate pilot or helicopter training June 15, 1979, or later, will be increased from the present five years to six years.

AFMPC is deeply involved in better utilization of women. The first ten women to graduate from pilot training were assigned to T-37, T-38, T-43, KC-135, C-141, C-9, and WC-130 aircraft. The first five women navigators were assigned to WC-130, KC-135, and C-141 aircraft. In January, fifteen women were selected to enter combat crew training to become Titan II missile launch officers.

Recruiting and retention programs managed by AFMPC help get and keep the right kinds of people. At the opposite end of military careers, the Center develops and manages separation and retirement procedures, and serves as the point of contact between the Air Force and retirees, their dependents, and survivors of active and retired members.

More than thirty boards met at the center during the past year to select USAF people for promotion to temporary and permanent officer grades and to senior and chief master sergeant. Other AFMPC boards selected officers for Regular appointment, education and training courses, and specialized assignments, and chose some highly qualified chief master sergeants for extension of tenure to thirty-three years.

AFMPC designs, develops, and operates personnel evaluation systems—the officer effectiveness reports (OER), and airman performance reports (APR). The Center also plans and manages evaluation programs, including airman promotion system specialty knowledge tests (SKT) and promotion fitness examinations (PFE).

Even the off-duty activities of USAF members are an AFMPC concern as the Center oversees the Air Force morale, welfare, and recreation program that is operated mainly at base level.

To keep track of all the promotions, recruitments, separations, retirements, and assignment actions, AFMPC operates one of the largest personnel data and records management systems in the world.

Through the programs they manage, the men and women of AFMPC strive for better mission performance and more satisfying careers for Air Force members.

Personnel Operating Functions to Transfer For many years, USAF officials had discussed the idea of consolidating personnel operating functions into a single personnel center or command. In fact, between the end of World War II and 1962, the Air Force had examined that possibility in 26 separate studies. Air Training Command had a special interest in the consolidation issue because it possessed two major personnel functions--recruitment and training. Then in 1962 the Office of the Secretary of Defense introduced Project 39, which was directed at cutting headquarters strength by 15 to 30 percent. That brought renewed interest in consolidation, because moving personnel functions to Randolph could save over 1,000 authorizations at the Pentagon. In mid-1963 the Air Force moved various personnel functions from Washington, D.C., to Randolph. The move was wrapped in controversy, because of discussions to consolidate personnel functions possibly with ATC--in effect, creating an Air Force Training and Personnel Command. Much of the opposition to consolidation came from senior air commanders who feared they would lose control over their sources of manpower, if ATC managed all personnel. This consolidation never happened, but the various personnel offices were combined at Randolph into a separate USAF Military Personnel Center on 2 November 1963.

The new USAF Military Personnel Center stood up on 2 November 1963.

The Air Force Military Personnel Center (AFMPC), Randolph AFB, Texas, replaced the Air Force Manpower and Personnel Center on 1 January 1986. The AFMPC mission is to put military personnel at the right location so that commanders can do their jobs. The AFMPC works with Air Force Recruiting Service and Air Training Command to recruit, classify, and train the number and types of people needed by the Air Force. The center holds promotion boards for ranks up

to colonel, selects officers for AFIT and other schools and training, designates officers and NCOs to attend professional military training, and selects the Twelve Outstanding Airmen of the Year.

Three San Antonio-based field operating agencies consolidated with the recent release of an initial operational capability announcement, Air Force officials said Monday. Officially announced June 1, the Air Force Personnel Center, Air Force Services Agency and Air Force Manpower Agency, FOAs under the Air Force Deputy Chief of Staff for Manpower, Personnel and Services, are now united as the new Air Force Personnel Center, and efforts are underway to fully integrate the agencies' functions. Air Force Secretary Michael Donley and Chief of Staff Gen. Norton Schwartz signed the FOA consolidation program guidance letter May 23, authorizing the consolidation. "Consolidating allows us to streamline processes, identify efficiencies and reduce overhead in the A1 enterprise," said Lt. Gen. Darrell Jones, deputy chief of staff for Manpower, Personnel and Services. "This just makes good business sense for the Air Force in today's budget-constrained environment." The program guidance letter also confirmed that the name of the consolidated FOA will be the Air Force Personnel Center. However, the integrated agency will be a re-engineered organization with processes designed to better serve Airmen. "The new Air Force Personnel Center will be structurally different from the previous independent agencies, which will allow us to better focus our resources, effort and time on Airmen and families, force support squadrons and other A1 enterprise customers," said Maj. Gen. A. J. Stewart, AFPC commander. Process and management structure reviews are ongoing as cross-functional teams work to design the new agency, Stewart said, citing such immediate efficiency actions as consolidating readiness, financial management and training functions. "The Air Force is counting on us to get this consolidation right, and we have the multi-skilled, talented and adaptable team to make it happen," said Stewart. 2012

USAF Unit Histories
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Sources

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The Institute of Heraldry. U.S. Army. Fort Belvoir, VA.
Air Force News. Air Force Public Affairs Agency.