



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
WASHINGTON, DC



MEMORANDUM FOR AF/A1
AFRC/CV
NAF/CCs
ARPC/CC
AFRC/A1
AFRC/RS

SUBJECT: Regular Air Force (RegAF) or Reserve Retirees to Air Force Reserve (AFR) Indispensability Policy

U.S.C. Title 10, Chapter 1005, Section 10145, *Ready Reserve: Placement In*, authorizes members who are RegAF or Reserve retirees to serve in the AFR to meet critical manning needs if approved by the Secretary or an authorized delegate. A need is deemed to be critical if the AFSC and/or skill level is manned at less than 80% at wing level or above, has been vacant for at least 6 months, and cannot be filled by sources other than retired members. Since the law dictates that members brought in under this program require a determination of indispensability, the AFR uses this program sparingly to address critical manning challenges to fill positions requiring certain desired skill sets or at hard-to-fill locations. As such, indispensability should not be viewed as a tool to fill any vacant position, but for those that meet a critical AFR need. To ensure all other avenues to fill positions are exhausted, supporting documentation highlighting efforts taken to fill the position (i.e., dates advertised, number of applicants and reason for non-selection) will be required as part of the request.

A RegAF or Reserve retiree's service is deemed to be indispensable if they are current in the required AFSC and/or skill level or can become current in time to meet the critical need. Applicants will be restricted to an initial 2-year contract followed by annual reviews for a continuation determination. Contract extensions are based solely on the needs of the AFR and require AFRC/CV approval. Furthermore, since indispensability is needs-based, members selected to fill another position or selected for promotion must submit a new request for AF/RE indispensability approval prior to being moved or changing positions due to promotion. It's also important to note that promotion does not warrant continuation. A retired RegAF officer holding a Regular commission who is seeking to enter the AFR is required to request an appointment into the AFR and be approved on an OSD scroll prior to AF/RE approval.

The current and anticipated long term crisis with airline hiring growth to meet the private sector demands along with the current military demand is driving a need for the AFR to reevaluate some of our indispensability restrictions in paragraph 1 and 2 above. Therefore, the addendum to this policy (Atch 2) will apply to retirees in certain AFSCs, especially those where our greatest need exists such as operations and maintenance AFSCs, including hard to fill Air Reserve Technician (ART) positions. Relaxing these restrictions is a temporary measure aimed at meeting the immediate needs of the AFR and may be discontinued when optimal manning levels are achieved.

My points of contact for implementation of this policy are CMSgt Roy Blanchard, AF/REPP, 703-614-0723 and Mr. Rick Harrington, AF/REPP, 703-614-0686.

MARYANNE MILLER
Lieutenant General, USAF
Chief of Air Force Reserve

Attachments:

1. Contract for RegAF or Reserve Retired To Air Force Reserve Program
2. Addendum to Indispensability Policy and Contract for Approved AFSCs

cc:
AFRC/JA & WG/CCs