



Memorandum for All Defenders

7 June 2010

The Future of USAF Security Forces

Defenders, this letter requires your FULL read; its purpose is three-fold:

- 1) To share with every Defender the outcome of the Security Forces Worldwide Symposium
- 2) To share with every Defender our SF Mission, SF Vision, and SF Core Competencies
- 3) To share with every Defender the major initiatives that will advance our career field

The Security Forces Worldwide Symposium was held from 26-29 April 2010, at the home of Security Forces, Lackland Air Force Base, Texas. For four days, your Major Command and Numbered Air Force Security Forces leadership and in many cases your Squadron Commander's and Chief's, reviewed our progress in contributing to the Chief of Staff's highest priorities. We also recognized many of your peers as our Annual Security Forces Award winners. Their amazing accomplishments reflect the work of all 30,000 of you who wear the badge and beret. I'm proud of you and of what each of you do every day.

In conjunction with the Symposium, we held an Executive Council. The Executive Council group is made up of your Major Command Security Forces Colonels and Chiefs. We reached agreement on a career field strategy that will shape how we spend our very limited budgets and how we organize train and equip (OT & E) you for the next five to ten years. Most importantly, the SF mission, vision, and our core competencies were agreed upon to form the cornerstone of our strategy.

Mission: *Security Forces protect, defend, and fight to enable Air Force, Joint, and Coalition missions.*

Vision: *Mission-ready, resilient and air-minded Security Forces organized, trained, and equipped to deliver enduring integrated defense against threats to Air Force, Joint, and Coalition missions; recognized and respected for our air-centric expertise.*

SF Core Competencies: *Core competencies form the foundation upon which we organize, train, and equip, and are the cornerstone of our strength as a career field. Core competencies describe what makes us unique and are a fundamental basis for meeting the expectations of our stakeholders. Our Defender core competencies are:*

- *Develop Air-minded Defenders*
- *Sustain a warrior ethos with a technological aptitude*
- *Adaptive and innovative in delivering integrated defense effects*

While our mission and vision statements communicate my intentions and hopefully motivates you to see a common vision of the future, our core competencies describe and shape the collective knowledge, processes and culture of SF; they define how we fight and how we think. I expect all Defenders to know them and use them in your planning, training, and operations.

Mission-Ready -- Resilient -- Air-Minded

WORLDWIDE CONFERENCE OUTCOMES

The SF Executive Council also voted on several Organize Train & Equip issues that will advance our career field:

Organize: *Approved Civilian Police Insignia and titles for new Department of the Air Force civilian officers.* The future of our squadrons includes professional civilian police officers. They will be fully integrated into our units and will provide a new level of expertise to protect and serve our base communities. We have standardized their rank insignia and duty titles to ensure uniformity among all installations and Major Commands.

Train: *Approved Tier III certification for our Regional Training Centers. This certification allows our Defenders to perform some temporary duties outside the base boundary in the CENTCOM AOR when the mission demands.* We intend to add four essential courses to the current 14-day Base Security Operations (BSO) curriculum – HEAT/MRAP Rollover Training, High Risk for Isolation (HRI), additional tactical communications training, and Counter IED training. We anticipate this will expand the current BSO course to 15 or 16 days, vice just two weeks. Also, for the foreseeable future, all SF will continue to attend an approved RTC for a 45-day Area Security Operations (ASO) course or a BSO course prior to each deployment. *We are working hard on fielding education and training programs that address the operational and combat stresses associated with the high operations tempo we find ourselves in.* We are fielding a resiliency program at our Regional Training Centers. We are developing an educational construct for our SF schoolhouses. Also, *we are now supporting a decompression program in USAFE to improve reintegration of Airmen into their home units and families following deployments.* As we develop these programs, nothing will replace the engagement of Commanders and leaders who know the needs of their Airmen and ensure they are getting the support they need. We will keep you informed on developments in our SF resiliency training and education programs as they occur.

Equip: *Approved the SF Requirements Working Group (SFRWG) process.* This new process formalizes how we identify, prioritize, review and approve new equipment, technologies, and research & development. Most important for all SF, the time is over for free-lancing with independent unit-level or MAJCOM purchases of shiny gadgets and equipment from catalogues or vendors. *The goal is to have standardized gear that is fully vetted by our Requirements Working Group, Force Protection Commodity Council, and Equipment and Weapons Configuration Board.* Intrusion Detection Systems will be purchased through our existing contract and R&D will be managed by the Air Staff through existing multi-functional working groups. This approach will save millions of dollars and deliver a more standardized and capable force.

CLOSING COMMENTS

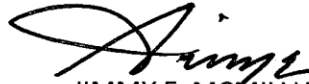
Rarely in our Air Force history has there been more fundamental challenges to solve and opportunities to advance Security Forces competencies. We are entering a new decade in the 21st century with a persistent threat to our Nation, our installations, our values, and our Service. Demand for our capabilities and effects will continue to remain high, driving robust training requirements and high expectations from senior AF and joint leaders. The American people, our Airmen, and their families are relying on us to get the job done.

My mantra is “**AIRMAN FIRST**” and I am committed to ensuring we stay focused on the basics -- our core values, discipline, premier training, and family support. There is much work to do to realize the many goals we have and it will require a sustained, long term effort among SF officer, enlisted, and civilian

leaders. Understanding our strategy and the direction of our career field is an important step in this process.

Defenders...YOU secure, protect, and defend Air Force combat power. You will deliver results with mission-ready, resilient, Air-minded Defenders. Thanks for your continued loyalty, commitment, and great service to our Nation.

Defensor Fortis!

A handwritten signature in black ink, appearing to read "Jimmy", with a stylized flourish extending from the end.

JIMMY E. MCMILLIAN, Brig Gen, USAF

Director of Security Forces

DCS/Logistics, Installations & Mission Support