

CSO MESSAGE TO GUARDIANS (C-NOTE #24)

DATED: 27 MARCH 2024

SUBJECT: A UNIFIED MODEL OF SERVICE

FROM: CSO

TO: ALL PERSONNEL

UNCLASS

In the FY24 National Defense Authorization Act, Congress passed the Space Force Personnel Management Act (SFPMA), which heralds a monumental shift in how Guardians manage their careers in the service of our Nation. This is a tremendous opportunity, but it pushes us to answer a lot of questions if we want to get it right. So, as a first step, I hosted a townhall with Reservists to learn their thoughts and concerns. To keep us all on the same page, let me share a few highlights.

First, I want to clarify what we envision moving forward. There will no longer be “Active Duty” and “Reserve” components supporting space operations; there will simply be “Guardians” serving in full and part-time positions with an ability to move between the two. This is a fundamental change to how we do business. For example, I don’t anticipate part-time Guardians maintaining mission-ready status in 24/7 employed-in-place operations. Instead, we will leverage their expertise in institutional and Service-retained functions like education, training, and test units or key staff positions.

Second, let me acknowledge the sheer amount of work we have ahead of us. We want all Reserve Space Professionals to join the Space Force, full or part-time. To make that possible, there are a lot of administrative details we must solve. We will use a phased approach beginning with Reservists in full-time status who volunteer for full-time duty. For those that volunteer without caveat, we will work to place you based on your prioritized desires. Fortunately, we are a small Service, so we can tailor this case-by-case in a way that other Services cannot.

Third, let me set expectations. We have yet to put in place the administrative processes to manage a part-time force—promotions, retirements, and more are still to be decided. I have pressed our team to move quickly, but this is going to take time. As I said in the townhall, my intent is to have everything resolved and operational as soon as possible to make the most of this opportunity.

I am hopeful that we will open the first transfer window this summer for full-time Guardians since the process to do so largely exists already as part of interservice transfers. Next will come windows for our part-time billets once we have worked through the details I described. No matter what, we will not ask our members to make a choice until we have provided them with all the information they need to do so. Expect more communications to follow, including S1-led Ask Me Anything Sessions to answer questions and address concerns as we put this new framework into place.

Leaving the townhall, I was reminded again that people are, without doubt, the Space Force’s greatest resource. There is no one-size-fits-all model for serving our Nation, so our objective is to eliminate anything that gets in the way of doing so. SFPMA empowers us to establish a personnel management system that meets Service requirements but grants Guardians more flexibility to lead their lives. I am thrilled to navigate this new opportunity with you to build a more effective Space Force.

Semper Supra!