BY ORDER OF THE SECRETARY OF THE AIR FORCE

AFMS 35A1
27 June 1996

Manpower Standard

INTELLIGENCE FLIGHT

This Air Force Manpower Standard (AFMS) quantifies the manpower required to accomplish the tasks described in the process oriented description for varying levels of workload. This AFMS identifies the peacetime manpower to provide credible, timely intelligence support to wing and squadron operations to ensure effective mission training, planning, and execution. This standard applies to AFSOC and to installations supporting the C-130 aircraft mission in ACC, USAFE, PACAF, and AETC. This standard does not apply to installations supporting the B-2, SR-71, undergraduate flying training (UFT), and noncombat-coded transport aircraft. It also does not apply to the AF Reserve, Air National Guard, or to flights that have been cost compared (OMB Circular A-76). Bases should develop negative variances to account for processes not performed or performed by contract and positive variances for processes performed but not included in the AFMS. The 14-series regulations provide policy and procedural guidance for this flight. This standard was developed under an objective flight study in accordance with policy and guidance from the Air Staff and AFMAN 38-208, *Air Force Management Engineering Program (MEP)*, the governing manpower regulation. Send comments and suggested improvements on AF Form 847, **Recommendation for Change of Publication**, through channels, to AFMEA/AEDD, 550 E Street East, Randolph AFB, Texas 78150-4451.

1. Core Composition. The core composition of this AFMS was developed for an Intelligence Flight to support the model wings defined in paragraph 1.5 below.

1.1. **Responsibilities:**
1.1.1. **Applies Situational lntelligence.** Maintains Order of Battle, performs threat analysis, and determines political/military situation.
1.1.2. **Provides Intelligence Training.** Trains aircrews, conducts Continuing Intelligence Education, and provides support agency intelligence education.
1.1.3. **Provides Operations Mission Planning.** Validates Air Tasking Order (ATO), validates information from ATO, processes additional requirements, prepares mission materials, briefs mission planners, prepares penetration support, and briefs aircrews.
1.1.4**. Manages Evasion and Escape (E&E) Program.** Manages E&E program; prepares and maintains the Isolated Personnel Report (ISOPREP); and builds, maintains, and issues E&E kits.
1.1.5. **Provides Post Mission Support.** Completes mission tracking, debriefs aircrew, reviews Unit Type Codes (UTCs), and prepares post reports.

1.2. **Core Manpower Requirement:**
1.2.1. **Fighter Model =** 20 for 72 Primary Aircraft Inventory (PAI)
1.2.2. **Bomber Model** = 20 for 16 PAI
1.2.3. **Airlift Model =** 7 per 48 PAI
1.2.4. **Tanker Model =** 2 per flying squadron
1.2.5. **Training Model =** 3 per flying squadron
1.2.6. **AFSOC Model =** 23 per wing
1.2.7. **F-117 Model =** 52 per wing

OPR: AFMEA/AEDD (SSgt Dean Keller) Pages: 18/Distribution: F
Certified by: AFMEA/AED (Lt Col Rudy K. Bruback)

1.3. **Core Manpower Range.** 2 - 52

1.4. **Programming Factors:**
1.4.1. **X1.** The number of authorized primary officer aircrew members. To compute, multiply PAI times the ratio times the officer crew complement.
1.4.2. **X2.** The number of PAI for airlift aircraft.
1.4.3. **X3.** The number of authorized tanker squadrons.
1.4.4. **X4.** The number of flying training squadrons.
1.4.5. **X5.** The number of operational squadrons attached to an AFSOC Wing/Group.

1.5. **Core Definitions:**
1.5.1. **Fighter Core.** Fighter core is defined as one combat-coded dual-role, conventional equipped F-16 wing with 72 PAI, divided into three squadrons with 24 PAI each. The fighter core model covers the Intelligence Flight in the Operations Support Squadron plus the Unit Intelligence Sections in each flying squadron. These were measured as a total entity, but the MAJCOMs may distribute up to one officer and two enlisted positions to each flying squadron.
1.5.2. **Bomber Core.** Bomber core is defined as one combat-coded B-52 squadron with 16 PAI. The bomber core model covers the Intelligence Flight in the Operations Support Squadron plus the Unit Intelligence Sections in each flying squadron. These were measured as a total entity, but the MAJCOMs may distribute up to one officer and two enlisted positions to each flying squadron.
1.5.3. **Airlift Core.** Airlift core is defined as one strategic airlift C-141 wing with 48 PAI, divided into three squadrons with 16 PAI each. The airlift core model covers the Intelligence Flight in the Operations Support Squadron.
1.5.4. **Tanker Core.** Tanker core is defined as one combat-coded KC-135 squadron associated with a flying wing. The tanker core model covers the Intelligence Flight in the Operations Support Squadron.
1.5.5. **Training Core.** Training core is defined as one flying training squadron. This training standard applies only to fighter training units (FTUs) and combat crew training squadrons (CCTS). It does not apply to undergraduate flying training units.
1.5.6. **Special Operations (AFSOC) Core.** Special Operations (AFSOC) core is defined as one Special Operations Wing with four flying squadrons, regardless of MDS. The AFSOC core model covers the Intelligence Flight in the Operations Support Squadron.
1.5.7. **F-117 Core.** F-117 core is defined as one wing with 46 PAI divided into two 18 PAI squadrons and one 10 PAI training squadron.

2. Standard Data:

2.1. **Approval Date.** March 1996

2.2. **Man-hour Data Source.** Expert Team Review

2.3. **Equations:**
2.3.1. **Fighter Model.** Y1 = 1171.46 + 21.11X1 (Man-hours)
2.3.2. **Bomber Model.** Y2 = 2131.06 + 10.31X1 (Man-hours)
2.3.3. **Airlift Model.** Y3 = 406.38 + 14.79X2 (Man-hours)
2.3.4. **Tanker Model.** Y4 = 2 (X3) (Manpower)
2.3.5. **Training Model.** Y5 = 3 (X4) (Manpower)
2.3.6. **AFSOC Model.** Y6 = 15 + 2 (X5) (Manpower)
2.3.7. **F-117 Model.** Y7 = 52 (Constant Manpower):
2.3.7.1. Y = 38 for core manpower for F-117.
2.3.7.2. Y = 14 additional manpower for Tactical Electronic Processing (TEP) Van Support.

2.4. **Workload Factors:**
2.4.1. **Titles:**
2.4.1.1. **XI.** Authorized primary officer aircrew members for each wing.
2.4.1.2. **X2.** PAI for combat-coded airlift aircraft for each wing.
2.4.1.3. **X3.** Number of authorized tanker squadrons.

2.4.1.4. **X4.** Number of authorized flying training squadrons.
2.4.1.5. **X5.** Number of operational squadrons attached to AFSOC Wing/Group.
2.4.2. **Definitions:**
2.4.2.1. **X1.** The total number of authorized primary officer aircrew members programmed for each wing.
2.4.2.2. **X2.** The total number of combat-coded airlift aircraft PAI programmed for each wing.
2.4.2.3. **X3.** The total number of tanker squadrons authorized at a base.
2.4.2.4. **X4.** The total number of flying training squadrons authorized in a wing other than for undergraduate flying training.
2.4.2.5. **X5.** The total number of operational squadrons attached to AFSOC wing/group.
2.4.3. **Sources:**
2.4.3.1. **X1.** AFI 65-503, *US Air Force Cost and Planning Factors*, Atch 39, Table A39- 1, for crew ratios and crew complement sizes. Also see AF Bases, Units, and Priorities Programming Document (PD) for Primary Aircraft Inventory (PAI) quantities.
2.4.3.2. **X2 through X5.** AF Bases, Units, and Priorities Programming Document (PD).

2.5. **Points of Contact:**
2.5.1. **Lead Technician.** Major Kevin Norton, HQ USAF/PER.
2.5.2. **Functional Representative.** Col James D. Willis, HQ USAF/INRV; Capt Robert Bragg, HQ USAF/INRV.
2.5.3. **AFMEA Representative.** SSgt Dean Keller, AFMEA/AEDD.

3. Application Instructions. Use the following procedures to determine the manpower required to provide intelligence support to wing and squadron operations:

3. 1. **Core Plus/Minus for Fighter Aircraft:**
3.1.1. **Step l.** Compute the number of authorized primary officer aircrew members by multiplying the number of Primary Aircraft Inventory (PAI) from AF Bases, Units, and Priorities PD times the crew ratio (from AFI 65-503).
3.1.2. **Step 2.** Next, multiply this product times the officer crew complement (contained in AFI 65-503). This product is the total number of officer aircrew members.
3.1.3. **Step 3.** Use the total number of officer aircrew members from Step 2 to solve the fighter man-hour equation. The equation is $Y1 = 1171.46 + 21.11X1$.
3.1.4. **Step 4.** Take the resultant man-hour value from Step 3 and add variance man-hours as listed in paragraph 3.7. Sum the man-hours and divide by the appropriate man-hour availability factor (MAF) plus overload factor to determine the manpower requirement.

3.2. **Core Plus/Minus for Bomber Aircraft:**
3.2.1. **Step 1.** Compute the number of authorized primary officer aircrew members by multiplying the number of Primary Aircraft Inventory (PAI) from AF Bases, Units, and Priorities PD times the crew ratio (from AFI 65-503).
3.2.2. **Step 2.** Next, multiply this product times the officer crew complement (contained in AFI 65-503). This product is the total number of officer aircrew members and is ready to input to the man-hour equation.
3.2.3. **Step 3.** Use the total number of officer aircrew members from Step 2 to solve the bomber man-hour equation. The equation is $Y2 = 2131.06 + 10.31X1$.
3.2.4. **Step 4.** Take the resultant man-hour value from Step 3 and add variance man-hours as listed in paragraph 3.7. Sum the man-hours and divide by the appropriate man-hour availability factor (MAF) plus overload factor to determine the manpower requirement.

3.3. **Core Plus/Minus for Airlift Aircraft:**
3.3.1. **Step 1.** Determine the number of Primary Aircraft Inventory (PAI) from AF Bases, Units, and Priorities PD.

3.3.2. **Step 2.** Use the total number of PAI from Step 1 to solve the airlift man-hour equation. The equation is $Y3 = 406.38 + 14.79X2$.
3.3.3. **Step 3.** Take the resultant man-hour value from Step 3 and add variance man-hours as listed in paragraph 3.7. Sum the man-hours and divide by the appropriate man-hour availability factor (MAF) plus overload factor to determine the manpower requirement.

3.4. **Core Plus/Minus for Tanker Aircraft:**
3.4.1. **Step 1.** Compute the number of authorized tanker squadrons from AF Bases, Units, and Priorities PD.
3.4.2. **Step 2.** Use the total number of authorized tanker squadrons from Step 1 to solve the tanker manpower equation. The equation is Y4 = 2 (X3). The resultant value is in whole manpower. No MAF will need to be applied. Now you must go to paragraph 3.7 to determine the required man-hours for variances. Sum the variance man-hours and divide by the appropriate man-hour availability factor (MAF) plus overload factor to determine the manpower requirement. Sum both manpower totals and round up to the next whole number.

3.5. **Core Plus/Minus for Training Squadrons:**
3.5.1. **Step 1.** Compute the number of authorized training squadrons from AF Bases, Units, and Priorities PD.
3.5.2. **Step 2.** Use the total number of authorized training squadrons from Step 1 to solve the training manpower equation. The equation is Y5 = 3 (X4). The resultant value is in whole manpower. No MAF will need to be applied. Now you must go to paragraph 3.7 to determine the required man-hours for variances. Sum the variance man-hours and divide by the appropriate man-hour availability factor (MAF) plus overload factor to determine the variance manpower requirement. Sum both manpower totals and round up to the next whole number.

3.6. **Core Plus/Minus for AFSOC Units:**
3.6.1. **Step 1.** Compute the number of authorized operational squadrons assigned to an AFSOC wing/group from AF Bases, Units, and Priorities PD.
3.6.2. **Step 2.** Use the total number of authorized operational squadrons from Step 1 to solve the AFSOC manpower equation. The equation is Y6 = 15 + 2 (X5). The resultant value is in whole manpower. No MAF will need *to* be applied. Now you must go to paragraph 3.7 to determine the required man-hours for variances. Sum the variance man-hours and divide by the appropriate man-hour availability factor (MAF) plus overload factor to determine the variance manpower requirement. Sum both manpower totals and round up to the next whole number.

3.7. **Variances.** For a positive variance, identify the processes required beyond those listed in the core tasks/processes and compute the monthly man-hours required to accomplish workload. For a negative variance, compute the monthly man-hours associated with the core processes that are not accomplished at that location. These are the man-hours to be deducted from the "core plus/minus" man-hours/manpower.

3.8. **Base Wing Intelligence Requirements.** To determine the base wing intelligence requirements, sum the results of the core and variance man-hours required, as determined in paragraphs 3.1 through 3.7 above and divide by the appropriate MAF. Next, round up to the next whole number.

4. Statement of Conditions. None.

BENJAMIN N. CHAPMAN, Lt Col, USAF
Chief, Plans & Productivity Division

Attachments
1. Process Oriented Description
2. Standard Manpower Table
3. Approved Variances
4. Process Analysis Summary

PROCESS ORIENTED DESCRIPTION

INTELLIGENCE FLIGHT

A1.1. APPLIES SITUATIONAL INTELLIGENCE. Maintains Order of Battle, performs threat analysis, and determines political/military situation.

A1.2. SUPPORTS WING OPERATIONS CENTER/BATTLE STAFF SUPPORT. Provides intelligence support to the Wing Operations Center (WOC)/Battle Staff).

A1.3. PROVIDES OPERATIONS MISSION PLANNING SUPPORT. Validates Air Tasking Order (ATO), validates information from ATO, processes additional requirements, prepares mission materials, briefs mission planners, prepares penetration support, and briefs aircrews.

A1.4. PROVIDES TARGET MISSION PLANNING SUPPORT. Provides preplanned target folders, provides off-location route planning, and provides wing staff intelligence analysis.

A1.5. PROVIDES INTELLIGENCE TRAINING. Trains aircrews, conducts Continuing Intelligence Education, and provides support agency intelligence education.

A1.6. MAINTAINS INTELLIGENCE LIBRARY. Establishes information requirements, acquires information/data, stores and maintains materials, distributes to secondary user, inventories and/or eliminates materials, assists user in library research, and destroys/eliminates classified materials.

A1.7. MAINTAINS TARGET MATERIALS. Establishes requirement for target materials, acquires intelligence materials, stores and maintains target materials, distributes materials to secondary users, inventories and/or eliminates materials, and assists user in library research.

A1.8. MANAGES EVASION AND ESCAPE (E&E) PROGRAM. Manages E&E program; prepares and maintains ISOPREP; and builds, maintains, and issues E&E kits.

A1.9. SUPPORTS PLAN AND EXERCISE. Develops and updates Intelligence Annexes to plans, reviews higher headquarters plans, develops/updates higher headquarters Plan Summary, and develops/reviews wing Essential Element Information (EEI) for Intelligence.

A1.10. PROVIDES EXERCISE MISSION PLANNING SUPPORT. Validates Air Tasking Order (ATO), assembles target information materials, prepares weaponeering factors, assists aircraft in route planning, provides mensurated coordinates, prepares mission support materials, to include combat mission folders, and assists in post mission analysis.

A1.11. PROVIDES POST MISSION SUPPORT. Completes mission tracking, debriefs aircrew, reviews Unit Type Codes (UTCs), and prepares post reports.

A1.12. PROVIDES LOW-LEVEL ROUTE PLANNING SUPPORT. Plots route, develops, and maintains route folder.

A1.13. MANAGES INTELLIGENCE ACTIVITIES. Manages security program, develops local procedures, maintains mobility equipment/materials, directs intelligence activities, and coordinates wing intelligence activities with other offices.

A1.14. MANAGES/MAINTAINS AUTOMATED SYSTEMS. Uploads intelligence programs, maintains equipment status report, trains personnel in system operation, performs equipment minor maintenance, keys in systems, processes access passwords, and performs TEMPEST validation.

STANDARD MANPOWER TABLE

WORK CENTER/FAC	APPLICABILITY MAN-HOUR RANGE
Intelligence Flight/35A1	321.4 - 8356.4

AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
Intelligence Officer	14N3B	MAJ							1	1	1
Intelligence Officer	14N3B	CPT				1	1	1	1	1	1
Intelligence Officer	l4N3B	LT									1
Intel Ops Targeting Supt	1N090	SMS									
Intel Ops Craftsman	1N071	MSG									
Intel Ops Craftsman	1N071	TSG	1	1	1	1	1	1	1	1	1
Intel Ops Journeyman	1N051	SSG			1		1	1			1
Intel Ops Journeyman	1N051	SRA	1	1	1	2	2	2	2	2	1
Intel Ops Apprentice	1N031	AIC		1	1	1	1	2	1	2	1
Target Intel Craftsman	1N072	MSG									
Target Intel Craftsman	1N072	TSG									1
Target Intel Journeyman	1N052	SSG							1	1	
Target Intel Journeyman	1N052	SRA							1	1	1
Target Intel Apprentice	1N032	AIC									1
TOTAL			2	3	4	5	6	7	8	9	10
AIR FORCE SPECIALTY TITLE	**AFSC**	**GRADE**	**MANPOWER REQUIREMENT**								
Intelligence Officer	14N3B	MAJ	1	1	1	1	1	1	1	1	1
Intelligence Officer	14N3B	CPT	2	2	2	2	2	2	3	3	3
Intelligence Officer	l4N3B	LT		1	1	1	1	1	1	1	1
Intel Ops Targeting Supt	1N090	SMS									
Intel Ops Craftsman	1N071	MSG			1	1	1	1	1	1	1
Intel Ops Craftsman	1N071	TSG	1	1				1	1	1	1
Intel Ops Journeyman	1N051	SSG	1	1	1	1	1	1	1	1	2
Intel Ops Journeyman	1N051	SRA	2	2	2	2	2	2	2	2	2
Intel Ops Apprentice	1N031	AIC	1	1	2	2	2	2	2	2	2
Target Intel Craftsman	1N072	MSG									
Target Intel Craftsman	1N072	TSG	1	1	1	1	1	1	1	1	1
Target Intel Journeyman	1N052	SSG					1	1	1	1	1
Target Intel Journeyman	1N052	SRA	1	1	1	1	1	1	1	2	2
Target Intel Apprentice	1N032	AIC	1	1	1	1	1	1	1	1	1
Information Mgt Journeyman	3A051	SRA				1	1	1	1	1	1

NOTE 1. MAJCOMs may adjust proportion of 1N0X1 and 1N0X2 to meet mission need.

NOTE 2. MAJCOMs may convert officer to enlisted; not vice versa. See NOTE 3.

TOTAL			11	12	13	14	15	16	17	18	19

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STANDARD MANPOWER TABLE

WORK CENTER/FAC			**APPLICABILITY MAN-HOUR RANGE**								
Intelligence Flight/35A1			321.4 - 8356.4								
AIR FORCE SPECIALTY TITLE	**AFSC**	**GRADE**	**MANPOWER REQUIREMENT**								
Intelligence Officer	14N3B	MAJ	1	1	1	1	1	1	1	1	1
Intelligence Officer	14N3B	CPT	3	3	3	3	3	3	3	3	3
Intelligence Officer	l4N3B	LT	2	2	2	2	2	2	2	2	2
Intel Ops Targeting Supt	1N090	SMS									
Intel Ops Craftsman	1N071	MSG	1	1	1	1	1	1	1	1	1
Intel Ops Craftsman	1N071	TSG	1	1	1	1	1	1	1	1	1
Intel Ops Journeyman	1N051	SSG	2	2	2	2	2	2	2	2	2
Intel Ops Journeyman	1N051	SRA	2	3	3	3	3	3	3	4	4
Intel Ops Apprentice	1N031	AIC	2	2	2	3	3	3	3	3	4
Target Intel Craftsman	1N072	MSG									
Target Intel Craftsman	1N072	TSG	1	1	1	1	1	1	1	1	1
Target Intel Journeyman	1N052	SSG	1	1	1	1	2	2	2	2	2
Target Intel Journeyman	1N052	SRA	2	2	2	2	2	2	3	3	3
Target Intel Apprentice	1N032	AIC	1	1	2	2	2	2	2	2	2
Information Mgt Journeyman	3A051	SRA	1	1	1	1	1	1	1		1
Information Mgt Apprentice	3A031	AIC						1	1	1	1
TOTAL			20	21	22	23	24	25	26	27	28
AIR FORCE SPECIALTY TITLE	**AFSC**	**GRADE**	**MANPOWER REQUIREMENT**								
Intelligence Officer	14N3B	MAJ	1	1	1	1	1	1	1	1	1
Intelligence Officer	14N3B	CPT	3	3	3	3	3	3	3	3	3
Intelligence Officer	l4N3B	LT	2	2	2	2	2	2	2	2	2
Intel Ops Targeting Supt	1N090	SMS		1	1	1	1	1	1	1	1
Intel Ops Craftsman	1N071	MSG	1	1	1	1	1	1	1	1	1
Intel Ops Craftsman	1N071	TSG	1	1	1	2	2	2	2	2	2
Intel Ops Journeyman	1N051	SSG	2	2	3	3	3	3	3	3	3
Intel Ops Journeyman	1N051	SRA	4	4	4	4	4	4	4	5	5
Intel Ops Apprentice	1N031	AIC	4	4	4	4	4	4	4	4	4
Target Intel Craftsman	1N072	MSG		1	1	1	1	1	1	1	1
Target Intel Craftsman	1N072	TSG	1					1	1	1	1
Target Intel Journeyman	1N052	SSG	2	2	2	2	2	2	3	3	3
Target Intel Journeyman	1N052	SRA	3	3	3	3	4	4	4	4	4
Target Intel Apprentice	1N032	AIC	3	3	3	3	3	3	3	3	4
Information Mgt Journeyman	3A051	SRA	1	1	1	1	1	1	1	1	1
Information Mgt Apprentice	3A031	AIC	1	1	1	1	1	1	1	1	1
NOTE 3. Substitute one Captain for one enlisted only if 4th combat squadron exists.											
TOTAL			29	30	31	32	33	34	35	36	37

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STANDARD MANPOWER TABLE

WORK CENTER/FAC	APPLICABILITY MAN-HOUR RANGE
Intelligence Flight/35A1	321.4 - 8356.4

AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
Intelligence Officer	14N3B	MAJ	1	1	1	1	1	1	1	1	1
Intelligence Officer	14N3B	CPT	3	3	3	3	4	4	4	4	4
Intelligence Officer	l4N3B	LT	2	2	2	2	2	2	2	2	2
Intel Ops Targeting Supt	1N090	SMS	1	1	1	1	1	1	1	1	1
Intel Ops Craftsman	1N071	MSG	1	1	1	1	1	1	1	1	1
Intel Ops Craftsman	1N071	TSG	2	2	2	2	2	2	2	2	2
Intel Ops Journeyman	1N051	SSG	3	3	3	3	3	4	4	4	4
Intel Ops Journeyman	1N051	SRA	5	5	6	6	6	6	6	6	6
Intel Ops Apprentice	1N031	AIC	5	5	5	5	5	5	5	6	6
Target Intel Craftsman	1N072	MSG	1	1	1	1	1	1	1	1	1
Target Intel Craftsman	1N072	TSG	1	1	1	2	2	2	2	2	2
Target Intel Journeyman	1N052	SSG	3	3	3	3	3	3	3	3	3
Target Intel Journeyman	1N052	SRA	4	5	5	5	5	5	5	5	5
Target Intel Apprentice	1N032	AIC	4	4	4	4	4	4	5	5	5
Information Mgt Journeyman	3A051	SSG									1
Information Mgt Journeyman	3A051	SRA	1	1	1	1	1	1	1	1	1
Information Mgt Apprentice	3A031	AIC	1	1	1	1	1	1	1	1	1
TOTAL			38	39	40	41	42	43	44	45	46
AIR FORCE SPECIALTY TITLE	**AFSC**	**GRADE**	**MANPOWER REQUIREMENT**								
Intelligence Officer	14N3B	MAJ	1	1	1	1	1	1			
Intelligence Officer	14N3B	CPT	4	4	4	4	4	4			
Intelligence Officer	l4N3B	LT	2	2	2	2	2	2			
Intel Ops Targeting Supt	1N090	SMS	1	1	1	1	1	1			
Intel Ops Craftsman	1N071	MSG	1	1	1	1	1	1			
Intel Ops Craftsman	1N071	TSG	2	2	2	2	2	2			
Intel Ops Journeyman	1N051	SSG	4	4	4	4	4	4			
Intel Ops Journeyman	1N051	SRA	6	7	7	7	7	8			
Intel Ops Apprentice	1N031	AIC	6	6	6	7	7	7			
Target Intel Craftsman	1N072	MSG	1	1	1	1	1	1			
Target Intel Craftsman	1N072	TSG	2	2	2	2	2	2			
Target Intel Journeyman	1N052	SSG	3	3	4	4	4	4			
Target Intel Journeyman	1N052	SRA	6	6	6	6	6	6			
Target Intel Apprentice	1N032	AIC	5	5	5	5	6	6			
Information Mgt Journeyman	3A051	SSG	1	1	1	1	1	1			
Information Mgt Journeyman	3A051	SRA	1	1	1	1	1	1			
Information Mgt Apprentice	3A031	AIC	1	1	1	1	1	1			
NOTE 4. Senior positions at Mt Home, Pope, Moody, and Holloman AFBs may only be Lt Col.											
TOTAL			47	48	49	50	51	52			

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APPROVED VARIANCES

INTELLIGENCE FLIGHT

A3.1. Title. Positive Mission Variance for Low Altitude Navigation Targeting Infra-Red Night (LANTIRN).

A3.1.1. **Definition.** Workload includes providing the precision coordinates needed to utilize accurate navigation and pinpoint weapons delivery capabilities of LANTIRN-equipped aircraft. Specific tasks are: establishes requirement for LANTIRN materials, acquires LANTIRN materials, stores and maintains LANTIRN materials, and provides mensurated coordinates.

A3.1.2. **Applicability and Impact:**

Location	Man-Hours
Aviano AB	160.70
Eielson AFB	88.40
Elmendorf AFB	88.40
Hill AFB	160.70
Moody AFB	160.70
Mt Home AFB	50.00
Osan AB	88.40
Pope AFB	50.00

A3.2. Title. Negative Mission Variance for Air-to-Air Mission Design Series (MDS).

A3.2.1. **Definition.** This negative variance deducts manpower for lack of Air-to-Ground weapons targeting requirements, since air-to-air roles do not perform these core tasks.

A3.2.2. **Applicability and Impact:**

Location	Man-Hours
Langley AFB	-320.00
Kadena AB	-320.00
Eglin AFB	-320.00
Elmendorf AFB	-214.00
Mt Home AFB	-80.00

A3.3. Title. Positive Mission Variance for All-Weather Aerial Delivery System (AWADS).

A3.3.1. **Definition.** Intelligence support to all-weather air drop capability for radar equipped C-130 aircraft.

A3.3.2. **Applicability and Impact:**

Location	Man-Hours
Pope AFB	320.00
Ramstein AB	320.00

A3.4. Title. Positive Mission Variance for Intelligence Systems Support.

A3.4.1. **Definition.** The intelligence automated systems management includes Sentinel Byte, Constant Source, secondary imagery transmission systems, and mission planning aids such as Improved Many on Many (IMOM) and Mission Support System (MSS).

A3.4.2. **Applicability and Impact:**

Location	**Man-Hours**
Aviano AB	120.00
Barksdale AFB	120.00
Cannon AFB	120.00
Davis-Monthan AFB	120.00
Dyess AFB	120.00
Eglin AFB	120.00
Eielson AF]3	114.00
Ellsworth AFB	120.00
Elmendorf AFB	114.00
Fairchild AFB	120.00
Grand Forks AFB	120.00
Hill AFB	120.00
Lakenheath AB	120.00
Langley AFB	120.00
Little Rock AFB	120.00
Kadena AB	114.00
Kunsan AB	114.00
McConnell AFB	120.00
Mildenhall AB	180.00
Minot AFB	120.00
Misawa AB	114.00
Moody AFB	120.00
Mt Home AFB	120.00
Nellis AFB	120.00
Osan AB	114.00
Pope AFB	120.00
Ramstein AB	120.00
Sey Johnson AFB	120.00
Shaw AFB	120.00
Spangdahlem AB	120.00
Whiteman AFB	120.00

A3.5. Title. Positive Mission Variance for Composite Wing Air Mission Tasking (ACC).

A3.5.1. **Definition.** Composite wings are multidiscipline attack packages and require independent development of Air Tasking Orders (ATOs). Missions may include: air-to-air, air-to-ground, airlift, tankers, and bombers. Intelligence provides significant support and input to ATO development.

A3.5.2. **Applicability and Impact:**

Location	Man-Hours
Moody AFB	480.00
Mt Home AFB	1125.00
Pope AFB	480.00

A3.6. Title. Positive Mission Variance for Multi-Mission Design Series (Multi-MDS) Wings (PACAF and USAFE).

A3.6.1. **Definition.** Formation of Multi-MDS Wings involving different aircraft requires additional intelligence support for the different aircraft types assigned. Aircrew training requirements and intelligence document requirements are increased in order to support different aircraft with varying missions and capabilities. Aircrew trainers must add additional information to Wing supplements, training objectives, lesson plans, and tests to cover the requirements of mixed aircraft.

A3.6.2. **Applicability and Impact:**

Location	Man-Hours
Eielson AFB	160.70
Elmendorf AFB	160.70
Lakenheath AB	160.70
Kadena AB	160.70
Osan AB	195.00
Spangdahlem AB	160.70

A3.7. Title. Positive Mission Variance for Strike Planning (PACAF and USAFE).

A3.7.1. **Definition.** Tasks associated with contingency-oriented targeting program planning required in a "pre-planned" status for the following units.

A3.7.2. **Applicability and Impact:** (Compute with the Wartime Surge MAF of 309.00.)

Location	Man-Hours
Aviano AB	1125.00
Lakenheath AB	1125.00
Kunsan AB	1125.00
Osan AB	1125.00
Spangdahlem AB	1125.00

A3.8. Title. Positive Mission Variance for Analytic Photogrammetric Positioning System (APPS) (ACC and USAFE).

A3.8.1. **Definition.** An intelligence system that provides precision, i.e., geopositioning data to F-111 and F-15E weapons systems, and used for strike planning support only.

A3.8.2. **Applicability and Impact:**

Location	Man-Hours
Cannon AFB	270.00
Lakenheath AB	640.00
Mt Home AFB	80.00
Sey-Johnson AFB	160.00

A.3.9. Title. Positive Mission Variance for Air Base Defense (ABD) (PACAF).

A3.9.1. **Definition.** Increased mission demand caused by base being declared under wartime conditions, thus a wartime unit configuration is required due to wartime taskings and response limitations.

A3.9.2. **Applicability and Impact:** (Compute with the Wartime Surge MAF of 309.00.)

Location	Man-Hours
Kadena AB	69.90.
Kunsan AB	69.90
Misawa AB	69.90
Osan AB	69.90
Yokota AB	69.90

A3.10. Title. Positive Mission Variance for Mobility.

A3.10.1. **Definition**. Reviews plans for mobility requirement; establishes mobility operating instruction; develops mobility action checklist; maintains mobility improvement program; briefs personnel; accomplishes premobility processing; accomplishes mobility training; maintains required mobility technical publication, map, and chart; and maintains mobility kit.

A3.10.2. **Applicability and Impact:**

Location	Man-Hours
Aviano AB	50.00
Barksdale AFB	50.00
Cannon AFB	50.00
Davis-Monthan AFB	50.00
Dyess AFB	50.00
Eglin AFB	50.00
Eielson AFB	50.00
Ellsworth AFB	50.00
Elmendorf AFB	50.00
Grand Forks AFB	50.00
Hill AFB	50.00
Lakenheath AB	50.00
Langley AFB	50.00
Little Rock AFB	50.00
Kadena AB	50.00
McConnell AFB	50.00
Mildenhall AB	50.00
Minot AFB	50.00
Misawa AB	50.00

Moody AFB	50.00
Mt Home AFB	50.00
Nellis AFB	50.00
Pope AFB	50.00
Ramstein AB	50.00
Sey Johnson AFB	50.00
Shaw AFB	50.00
Spangdahlem AB	50.00

A3.11. Title. Positive Mission Variance for Multi-Stage Improvement Program (MSIP).

A3.1.1.1. **Definition.** Provides Intelligence support to a classified F- 15 air-to-air avionics and other weapon system improvements. Intelligence support includes briefing and debriefing F-15 pilots to evaluate program improvements from an intelligence perspective.

A3.11.2. **Applicability and Impact:**

Location	**Man-Hours**
Eglin AFB	160.70
Langley AFB	160.70
Kadena AB	60.00
Lakenheath AB	160.70
Mt Home AFB	60.00
Spangdahlem AB	60.00

A3.12. Title. Positive Mission Variance for Theater Threat Analysis (USAFE).

A3.12.1. **Definition.** Intelligence support to USAFE airlift aircraft flying throughout the CINCEUR AOR. These units provide intelligence support on and to locations that have no military presence.

A3.12.2. **Applicability and Impact:**

Location	**Man-Hours**
Mildenhall AB	160.70
Ramstein AB	160.70

A3.13. **Title.** Positive Mission Variance for Conventional Air Launched Cruise Missile (CALCM) (ACC).

A3.13.1. **Definition.** Only Air Force unit with this mission requirement. Unique capabilities of CALCM result in additional intelligence tasking to support worldwide OPLAN tasking, special exercises, and special operational missions. Provides and maintains facilities, equipment, target materials, and reference library. Provides Operational and Target Intelligence to support mission planning. Includes research on tasked country capabilities, targets, and situation analysis.

A3.13.2. **Applicability and Impact:**

Location	**Man-Hours**
Barksdale AFB	160.70

A3.14. Title. Positive Mission Variance for C- 130 H3 Model (ACC).

A3.14.1. **Definition.** The C- 130 H3 model weapon system has an upgraded radar (APN-24 1, Low Power Color Radar). This upgraded radar will allow the C- 130 H3 to conduct aerial delivery missions in adverse weather just like the All Weather Aerial Delivery System (AWADS). This increased capability drives a requirement for targeting information such as radar predictions.

A3.14.2. **Applicability and Impact:**

Location	Man-Hours
Little Rock AFB	320.00

A3.15. Title. Positive Mission Variance for F-16 High-Speed Anti-Radiation Missile (HARM) Targeting System (ACC).

A3.15.1. **Definition.** The F-16 HARM Targeting System (HTS) generates intelligence support requirements for Suppression of Enemy Air Defenses (SEAD) missions. Provides advanced electronic combat training for pilots, HTS briefings, HTS debriefings, mission planning, and weapons effect assessment concepts and procedures. Works some of the increase in Constant Source use for mission planning, emitter trend analysis, last minute pilot updates, monitoring weapon system employment effects, resolving ambiguous signals, and debriefing missions. Develops and refines emitter trend analysis techniques and ambiguity resolution procedures. Builds exercise data bases and coordinates with the Operational Support Office.

A3.15.2. **Applicability and Impact:** (2 Enlisted 1N052, Target Intelligence Journeyman)

Location	Man-Hours
Shaw AFB	320.00

A3.16. Title. Positive Mission Variance for Operational Intelligence Support of Imagery Exploitation, Interpretation, and Dissemination for AC-130 (Gunship) Weapons System (AFSOC).

A3.16.1. **Definition.** Accomplishes photo/video exploitation and interpretation, aerial reconnaissance imagery analysis, and data extraction from aerial low light/infrared television sensor and forward-looking infrared systems; produces and analyzes first-phase imagery intelligence report and supporting material to include mosaic and annotated photographic products; and manages imagery data base for the Special Operations Planning and Rehearsal System.

A3.16.2. **Applicability and Impact:**

Location	Man-Hours
Hurlburt Field	642.80

A3.17. Title. Positive Mission Variance for Nuclear Airlift Forces (AMC).

A3.17.1. **Definition.** Provides intelligence support to aircrews performing airlift of nuclear weapons/materials (in accordance with guidance in AFI 14-101 and AMCP 14-103).

A3.17.2. **Applicability and Impact:**

Location	Man-Hours
Charleston AFB	80.00
Travis AFB	80.00

A3.18. Title. Positive Mission Variance for Intelligence System Support (AMC).

A3.18.1. **Definition.** Provides support for AMC unit intelligence work centers equipped with Combat Information System, Constant Source, Joint Deployable Intelligence Support System, and Secondary Imagery Dissemination System.

A3.18.2. **Applicability and Impact:**

Location	Man-Hours
Charleston AFB	120.00
Dover AFB	120.00
Fairchild AFB	120.00
Grand Forks AFB	120.00
Malmstrom AFB	120.00
McChord AFB	120.00
McConnell AFB	120.00
McGuire AFB	120.00
Robins AFB	120.00
Travis AFB	120.00

A3.19. Title. Positive Mission Variance for Maintaining Mobility Readiness (AMC).

A3.19.1. **Definition.** Develops and reviews mobility plans, OIs, and checklists. Inventories, inspects, and maintains mobility containers and equipment. Monitors and maintains records of personnel on mobility status. Conducts training and maintains technical and flight publications.

A3.19.2. **Applicability and Impact:**

Location	Man-Hours
Charleston AFB	50.00
Dover AFB	50.00
Fairchild AFB	50.00
Grand Forks AFB	50.00
Malmstrom AFB	25.00
McChord AFB	50.00
McConnell AFB	50.00
McGuire AFB	50.00
Robins AFB	25.00
Travis AFB	50.00

A3.20. **Title.** Positive Mission Variance for Suppression of Enemy Air Defenses (SEAD) Mission (PACAF).

A3.20.1. **Definition.** Operates, maintains, and configures the Constant Source Operators Terminal (CSOT) at the Wing Intelligence Flight and the 13th and 14th Fighter Squadron Intelligence Sections; and establishes, manages, and updates the Electronic Order of Battle (EOB) for wing and squadron aircrew mission planning. Provides Electronic Intelligence (ELINT) and Electronic Combat (EC) expertise; supports the High-Speed Anti-Radiation Missile (HARM) program; researches and briefs Electronic Warfare (threat) systems; and assumes the Electronic Warfare Officer (EWO) duties inherent in a "Wild Weasel" wing.

A3.20.2. **Applicability and Impact:**

Location	Man-Hours

Misawa AB	321.40

A3.21. Title. Positive Mission Variance for Intelligence Support to Rescue Unit Operations and Training (PACAF).

A3.21.1. **Definition.** The rescue mission requires extensive intelligence training on USAF mission planning factors and execution and enemy threat capabilities, force disposition, and employment. Rescue crews must also be intimately familiar with the latest enemy threat situation and deployment patterns to be able to successfully and safely conduct their missions. Intelligence specialist ensures adequate training and support to the assigned aircrews and provides 24-hour coverage when required. Provides coordination between Rescue Coordination Centers, operational aircrews, and the rescue forces to ensure that aircrew evasion plans and authentication information are validated and provided to all elements. This support is vital for successful rescue and recovery of downed USAF aircrews.

A3.21.2. **Applicability and Impact:**

Location	**Man-Hours**
Kadena AB	320.00

A3.22. Title. Positive Mission Variance for Intelligence Support to E-3B Operations and Training (PACAF).

A3.22.1. **Definition.** The E-3B mission requires extensive intelligence training on friendly and enemy aircraft capabilities and employment. Aircrews must also be intimately familiar with the latest enemy threat parameters and deployment patterns to be able to successfully and safely conduct their missions. Wing and squadron commanders require instant accessibility to intelligence professionals who must conduct routine and special training, advise during mission planning, and generally keep the commanders and aircrews up to date on the most current political and threat situation. Intelligence specialist ensures adequate training and support to the assigned aircrews and provides 24-hour coverage when required. This support is vital for successful mission accomplishment and aircraft/aircrew safety.

A3.22.2. **Applicability and Impact:**

Location	**Man-Hours**
Elmendorf AFB	160.70
Kadena AB	160.70

PROCESS ANALYSIS SUMMARY

FIGHTER/BOMBER INTELLIGENCE FLIGHT

	PROCESS TITLE	CORE MAN-HOURS	PROJECTED WORKLOAD	FRACTIONAL MANPOWER
1.	Applies Situational Intel	748.61	21 days/mo	4.66
2.	Supports WOC/Battle Staff	24.96	4 exercises/yr	0.16
3.	Provides Ops Msn Plan Spt	33.39	54 missions/mo	0.21
4.	Provides Target Msn Planning Spt	193.85	25 folders/mo	1.21
5.	Provides Intel Training	776.45	90 crew members	4.83
6.	Maintains Intel Library	380.88	21 days/mo	2.37
7.	Maintains Target Materials	321.84	21 days/mo	2.00
8.	Manages E&E Program	28.47	30 E&E kits/mo	0.18
9.	Supports Plan & Exercise	138.58	1 plan/mo	0.86
10.	Provides Exercise Msn Planning Spt	59.81	54 missions/mo	0.37
11.	Provides Post Msn Spt	56.25	54 missions/mo	0.35
12.	Provides Low Level Route Planning Spt	20.65	150 folders/mo	0.12
13.	Manages Intelligence Activities	242.93	21 days/mo	1.51
14.	Manages/Maintains Automated Systems	129.97	21 days/mo	0.81
	TOTAL FRACTIONAL MANPOWER			**19.64**

NOTE: The above processes are listed in priority order (highest being first).

PROCESS ANALYSIS SUMMARY

PEACETIME AIRLIFT INTELLIGENCE FLIGHT

	PROCESS TITLE	CORE MAN-HOURS	PROJECTED WORKLOAD	FRACTIONAL MANPOWER
1.	Situational Awareness	356.61	21 cps days/mo	2.22
2.	Wing Operations Center/Battle Staff Support	24.96	4 exercises/yr	0.16
3.	Operations Mission Planning Spt	57.77	50 ops msns/mo	0.36
4.	Intelligence Training	210.78	7 lessons/wk	1.31
5.	Maintains Intelligence Library	161.54	21 ops days/mo	1.01
6.	Target Materials	37.38	21 cps days/mo	0.23
7.	Evasion and Escape (E&E)	17.25	36 E&E kits/mo	0.11
8.	Plans and Exercises	45.93	4 exercises/yr	0.29
9.	Post Mission Support	11.09	50 cps msns/mo	0.07
10.	Intel Management	139.10	21 cps days/mo	0.87
11.	Systems Management	54.32	21 cps days/mo	0.34
			TOTAL FRACTIONAL MANPOWER	**6.97**

NOTE: The above processes are listed in priority order (highest being first).