



DEPARTMENT OF THE AIR FORCE  
AIR EDUCATION AND TRAINING COMMAND

14 JUN 2002

MEMORANDUM FOR HQ USAF/DP

FROM: AETC/CC  
1 F Street, Suite 1  
Randolph AFB TX 78150-4308

SUBJECT: Three-Year Controlled Tours

1. Beginning several years ago with the push to increase our recruiter force, senior leadership has expressed a view that all officers and NCOs should expect to "give back to the Air Force" by serving a tour as a recruiter, educator or trainer. There is no doubt our current leaders share this belief as shown by their continued emphasis on the importance of the AETC mission.
2. A vital ingredient to quality production is a viable and vibrant recruiter and instructor corps. Unfortunately, too many folks in this command have been allowed to "homestead" in our special duty billets. I want to initiate a policy of coded, maximum, 3-year tours following upgrade training for officers and NCOs assigned as recruiters, trainers and instructors. I further propose any extensions for trainers and instructors be limited to one year, one time. Requests would require wing commander and HQ AETC endorsement to ensure my group and squadron commanders are not part of the problem. We want to add recruiters to this limited extension policy as soon as manning allows.
3. I believe this policy will be a win-win. For AETC, it ensures fresh ideas, relevant experience and current expertise. For the Air Force, it guarantees our best and brightest are returned to their career field with a refreshed outlook and new tools stemming from recruiting, teaching and mentoring our newest airmen. I believe we can increase volunteers for these critical billets by eliminating long-held beliefs that once "drafted" into AETC you'll never get out, and that AETC tours decrease promotability. Our promotion rates are all too often below Air Force averages, but I am convinced a significant factor is deciding to homestead despite career impacts.
4. It is our desire to institute this new policy as soon as possible. Also, we will work with AFPC to begin reassigning those who have spent too much time in this command. We will do this over time so as not to create a sudden void requiring replacements. Please have your staff contact my POC, Colonel Fred Wall, AETC/DP, at DSN 487-3109 so we can quickly establish the necessary written policies to implement this overdue change. Thanks for your support.

  
DONALD G. COOK  
General, USAF  
Commander

cc:  
AFPC/CC