




DEPARTMENTS OF THE ARMY AND THE AIR FORCE
JOINT FORCES HEADQUARTERS - ALASKA
OFFICE OF THE ADJUTANT GENERAL
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1 Mar 08

MEMORANDUM FOR Brig Gen Deborah McManus, AAG-Air

SUBJECT: AKANG Personnel Strength Level

1. The Alaska Air National Guard personnel strength levels continue to decline. Presently, the AKANG is just slightly above 81%, one of the lowest in the nation. In addition, the 176th Wing and 168th Air Refueling Wing rank as two of the five consistently lowest-manned units in the Air National Guard. This trend has reached a crisis level.
2. With BRAC relocating Kulis ANGB to Elmendorf AFB in the next 36 months, the BRAC-directed addition of four C-130 aircraft to the 176th Wing and the development of a C-130 associate operation within the Wing, along with the establishment of a TFI associate C-17 unit at Elmendorf AFB, aggressive action must immediately be taken to correct this manpower problem. Missions are at risk.
3. Recruiting and retention is a leadership issue. A more aggressive recruiting and retention program is necessary. Therefore, I am directing that the AKANG contact NGB and request a formal recruiting and retention staff assistance visit to help in identifying resources and/or programs that can be implemented immediately to reverse this negative trend.
4. Because this is a leadership issue, I am also directing that all promotions to the grade of E9, O5, and O6 must have TAG approval, effective immediately. This includes any person who has met a board, but has not pinned on as of 29 Feb 08. When submitting the proposed promotion to this office, the following must be attached: a statement concerning the recruiting and retention efforts and achievements of the individual, the average assigned personnel strength for the member's unit for the six months prior to the promotion request and the current strength level of the member's unit.
5. It is imperative the Alaska Air National Guard reverse this trend. It is not simply a recruiter problem. As I have stated, this leadership problem will require aggressive action from all leaders within your organization.


CRAIG E CAMPBELL, Maj Gen AKANG
The Adjutant General - Alaska