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**Operations**

**CREW OPERATIONS**



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This instruction implements Air Force Policy Directive (AFPD)10-12, *Space*, and Air Force Instruction (AFI)10-1201, *Space Operations*, and complements Air Force Space Command Instruction (AFSPCI) 36-2202, *Mission Ready Training, Evaluation and Standardization Programs*, for the officer and enlisted Space Operations (Air Force Specialty Codes [AFSC] 13SX, 1C6XX) and Intelligence (AFSC 1NXXX) career fields. It establishes policies that apply to the day-to-day management of the space and missile operations crew force. It applies to all Department of Defense (DoD) military and civilian personnel and foreign nationals assigned to Air Force Space Command (AFSPC) operations duties. This instruction is applicable to the Air Reserve Components (ARC) (Air Force Reserve Command and Air National Guard) units performing AFSPC operations missions when published in the AFRCIND2 and ANGIND2, respectively. Users should send comments and suggested improvements in accordance with (IAW) paragraph 9. Organizations at any level may supplement this instruction. All supplements will be coordinated through HQ AFSPC/XOT prior to publication. Process supplements as shown in AFI33-360, Volume 1, *Air Force Content Management Program - Publications*.

**SUMMARY OF REVISIONS**

Changes the title from *Crew Force Management* to *Crew Operations* because it discusses more than just crew force management. Incorporates previous guidance and clarification covering both Numbered Air Forces (NAFs). Updates office symbols, expands Operations Review Board (ORB) guidance, expands Mission Support (MS) training/certification requirements, establishes new Assignment Availability Code (AAC) 55 management, 1C6XX crew member management and unit staff manning policies, clarifies AFRC/DOT waiver authority, and modifies the list of Combat Mission Ready Crew Positions within Space Warning, Spacelift, Space Surveillance and Space Control. Due to substantial changes in this revision, this instruction should be reviewed in its entirety. A bar ( | ) indicates a revision from the previous edition.

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**1. Qualification Status.** Space operations training programs are designed to advance crew members who have completed Enlisted Space Prerequisite Training (ESPT) or Officer Space Prerequisite Training (OSPT) through Basic System Qualification (BSQ) to Basic Mission Ready (BMR) or Combat Mission Ready (CMR) qualification status. (Space 100 will replace OSPT and ESPT in Oct 04). 1NXXX personnel will attend specific training as required to attain CMR status. MS personnel will be certified IAW paragraph 1.4., as required.

1.1. **BSQ.** Following OSPT/ESPT (Space 100 after Oct 04) and upon completion of Air Education and Training Command (AETC) Initial Qualification Training (IQT), if available, a crew member attains BSQ status. If a formal IQT course exists, BSQ is a prerequisite for Unit Qualification Training (UQT) and is not intended to be a long-term qualification status. UQT provides the training necessary to initially qualify a crew member in a specific position required to perform the unit mission. Upon completion of UQT, the crew member attains BMR or CMR status IAW paragraphs 5. and 6.

1.2. **BMR.** Qualification status of individuals who have completed the minimum training required to be familiar with all tasks and proficient in selected tasks associated with their unit mission. BMR status applies to NAF commanders, wing commanders, vice commanders, operations group commanders and deputy group commanders and requires completion of an AETC mission area orientation course (when applicable) and UQT. NAF/Wing commanders can designate additional positions as BMR provided those positions do not require CMR status.

1.2.1. Units will determine proficiency task requirements for BMR qualification and forward them through their group/wing through their NAFs for concurrence to HQ AFSPC/XOT for approval.

1.2.2. NAF/Wing Commanders may require BMR certified individuals to upgrade to CMR. These individuals must comply with CMR qualification requirements IAW paragraph 6. Additional CMR task training requirements will be met through UQT-type training.

1.2.3. BMR qualified personnel will always perform crew duty with an individual CMR certified in the same duty position.

1.2.4. (20th Air Force [AF] units) BMR qualification includes Emergency War Order (EWO) and Codes familiarization training. EWO and Codes certifications are not required.

1.3. **CMR.** Qualification status of squadron commanders and below (and spacelift wing commanders) who have completed the minimum training required to be qualified and proficient in all tasks associated with their unit mission. Generally, this status applies to 13SX and 1C6XX personnel who have completed ESPT or OSPT (Space 100 after Oct 04), AETC IQT (if available) and UQT, have passed an evaluation and certified by an appropriate certifying official. CMR requirements will apply to additional career fields at selected units at the direction of HQ AFSPC/XO.

1.3.1. CMR personnel are responsible for completing a unit's real-time operational mission and should not be confused with individuals who provide mission critical support functions. Examples of CMR crew positions are those with individuals who command satellites, accept custody of missile sorties, control space launch countdown processing, and physically control warning and surveillance systems. Job performance requirements for CMR positions are documented in AFSPCI36-2203V1, *14 AF Training and Evaluation Performance Standards (TEPS)* and AFSPCI36-2203V2, *20 AF Training and Evaluation Performance Standards (TEPS)*.

1.3.2. For units with an EWO mission, Personnel Reliability Program (see AFI36-2104, *Nuclear Weapons Personnel Reliability Program (PRP)*), EWO and code handler certifications are prerequisites for CMR certification and performance of unsupervised duty.

1.3.3. HQ AFSPC/XO is the sole authority for revoking and establishing new CMR positions. Units and NAFs should submit recommendations with the appropriate justification through HQ AFSPC/XOT. Upon approval, HQ AFSPC/XO division(s) will update applicable guidance.

1.4. **MS.** MS personnel (e.g., communications, intelligence, safety personnel) who provide critical mission support, designated by the unit commander, will be certified in their unique duty requirements. In these cases, the unit commander will determine certification requirements. At a minimum, the certification requirements must include: an annual training plan identifying applicable job requirements, recurring training requirements, procedures for placement on/removal from restricted status, and procedures for decertification/recertification. The unit commander or next senior commander or deputy in the operational chain of command certifies the individual.

**2. ORB.** NAFs will establish an ORB process to conduct an investigation to determine the cause of any abnormal system response. Conduct United States Strategic Command (USSTRATCOM)-directed ORBs IAW NORAD Unified Instruction (NUI) 10-6, *Operations Review Boards*. Examples of circumstances requiring an ORB include: major system degradation, indications of erroneous system response/procedures with significant mission impact, and significant events where the cause cannot be determined by initial assessment or when corrective action is beyond minimal retraining/minor procedural changes.

2.1. The ORB convening authority is the 14 AF/A3, 20 AF/DO or the wing/group/squadron CC at their respective organizational levels. ORB composition is at the discretion of the convening authority. Inform the respective NAF (if applicable), HQ AFSPC/XOT and the XO division with system responsibility via message when an ORB is convened (electronic versions are acceptable).

2.2. ORB minutes will be approved at the next organizational level above the convening authority. Send a copy of ORB minutes to the NAF (if applicable), with information copies to HQ AFSPC/XOT and the XO division responsible for the mission (electronic versions are acceptable). Forward a copy of ORB minutes documenting safety-related problems to HQ AFSPC/SE.

**3. Initial Operational Capability (IOC) for New or Upgraded Systems.** Prior to IOC, the wing/group ensures operations, training, standardization, evaluation and crew force management programs are developed and managed to provide adequate support to the new or upgraded system operations. The unit commander will report this status using Status of Resources and Training System criteria (see AFI10-201, *Status of Resources and Training System*). IOC declaration for AFSPC systems is managed IAW AFSPCI10-601, *Declaration of Initial Operational Capability (IOC) and Full Operational Capability (FOC)*.

#### **4. Duties And Responsibilities:**

##### **4.1. HQ AFSPC:**

4.1.1. The Directorate of Air and Space Operations (AFSPC/XO):

4.1.1.1. Implements Air Staff/develops AFSPC policy and guidance for space operations and provides assistance on issues that affect compliance when resolution is beyond the scope or resources of the NAFs.

4.1.1.2. Ensures Trained Personnel Requirements are established and adjusted to meet crew force requirements and forwarded to HQ USAF Career Field Managers for incorporation in the planning process.

4.1.1.3. The AFSPC/XO appoints AFSPC functional managers for AFSCs 13SX and 1C6XX.

4.1.1.4. The AFSPC/XO authorizes and/or revokes CMR crew positions, as necessary.

4.1.1.5. The AFSPC/XO approves AAC 55 waivers for periods greater than 12 months.

#### 4.2. NAFs:

4.2.1. Implement and supplement policies and requirements established by applicable DoD, AF and AFSPC directives and instructions.

4.2.2. Supervise subordinate unit operational activities and provide assistance on compliance issues when resolution is beyond subordinate units' scope or resources.

4.2.3. Establish an ORB process to conduct an investigation to determine the cause of any abnormal system response.

4.2.4. Monitor and assess unit mission readiness.

4.2.5. Standardize operations and procedures where applicable.

4.2.6. Ensure NAF commander maintains BMR status in a system operated by subordinate units.

4.2.7. NAF commanders approve AAC 55 waivers for periods of 7-12 months.

4.2.8. Submit a consolidated quarterly roster to HQ AFSPC/XOTT (due 45 days after the end of each quarter) reflecting all crew members granted AAC 55 waivers, medically disqualified or permanently PRP decertified, and instances where AFPC has broken AAC 55 for an Air Force-level PCS requirement.

#### 4.3. Space Wings:

4.3.1. Implement and supplement policies and requirements established by applicable DoD, AF and AFSPC directives and instructions.

4.3.2. Ensure effective management and quality control of policies and requirements established by applicable DoD, AF and AFSPC directives and instructions.

4.3.3. Supervise subordinate unit operational activities and operational effectiveness. Provide assistance on compliance problems when resolution is beyond subordinate units' scope or resources.

4.3.4. Ensure wing commander and vice wing commander maintain BMR status. For spacelift wings, ensure wing commander and vice wing commander maintain CMR status in the highest CMR position at the wing.

4.3.5. Ensure adequate host base support to sustain operations (medical, operations center, etc.).

4.3.6. Wing commanders approve AAC 55 waivers for periods of 1-6 months. Submit a consolidated quarterly roster to their respective NAFs reflecting all crew members granted AAC 55 waivers, medically disqualified or permanently PRP decertified, and instances where AFPC has broken AAC 55 for an Air Force-level PCS requirement.

#### 4.4. Groups:

(Note: When a group is a Direct Reporting Unit to the NAF, the group assumes responsibilities listed in paragraph 4.3. in addition to those listed below.)

- 4.4.1. Implement and supplement policies and requirements established by applicable DoD, AF and AFSPC directives and instructions and provide assistance on compliance issues when resolution is beyond subordinate units' scope or resources.
- 4.4.2. Ensure standardization of policies and procedures among subordinate units where applicable.
- 4.4.3. Ensure operations group commanders and deputy operations group commanders maintain BMR status. For spacelift wings, ensure operations group commanders and deputy group commanders maintain CMR status in the highest CMR position in their group.
- 4.4.4. Administer the Duties Not Including Flying (DNIF)/Duties Not Including Alert (DNIA) or special operations program IAW AFI48-123, *Medical Examinations and Standards*, and the local medical flight. Ensure personnel are not assigned to or participate in critical operations or duties if their physical or mental well-being is, or could be, adversely affected by conditions which may prevent mission accomplishment or endanger personnel safety. Groups may delegate program administration to subordinate units.

#### 4.5. Squadrons and Detachments:

- 4.5.1. Implement and supplement policies and requirements established by applicable DoD, AF and AFSPC directives and instructions.
- 4.5.2. Effectively employ personnel and maximize the number of CMR crews from available resources. Ensure individuals are removed from CMR status when assigned to a position where CMR is not required.
- 4.5.3. Ensure squadron or detachment commander and operations officer maintain CMR status if the unit mission requires CMR crews.
- 4.5.4. Ensure assigned personnel maintain required proficiency and adhere to system operations technical data or operating procedures, weapon system safety rules (WSSRs) and safe operating procedures, as required.
- 4.5.5. Certify individuals assigned to CMR and MS duty positions, as required.
- 4.5.6. Ensure additional duties do not interfere with individuals' responsibilities to accomplish the unit operations mission.
- 4.5.7. Submit a quarterly roster to their NAF reflecting all crew members granted AAC 55 waivers, medically disqualified or permanently PRP decertified, and instances where AFPC has broken AAC 55 for an Air Force-level PCS requirement.

#### 4.6. Individuals:

- 4.6.1. Maintain required proficiency and adhere to system operations technical data or operating procedures, WSSRs and safe operating procedures, as required.

4.6.2. Notify supervisors when a physical or mental condition exists, affecting themselves or other unit personnel, that may prevent mission accomplishment, cause mission degradation or endanger personnel safety.

4.6.3. Take necessary actions to ensure space and missile operations procedures are current and accurate.

## 5. BMR Certification :

5.1. **Certification Requirements.** BMR certification grants individuals the authority to perform supervised operations duty. A certification briefing is not required. Before individuals are BMR certified they must:

5.1.1. Complete the appropriate AETC mission area orientation course (if available) and UQT for the crew duty position as required by AFSPCI36-2202.

5.1.2. Complete a BMR observation as required by AFSPCI36-2202.

5.1.3. Meet medical qualifications for space and missile operations duty established in AFI48-123 (includes foreign nationals, if required by international agreement or IAW position descriptions supplied to the foreign country pursuant to international agreement).

5.1.4. (20 AF only) Meet medical qualifications for PRP duty established in AFI36-2104, as required. Required for PRP certifying officials.

5.1.5. When significant hardware, software or procedural changes impact unit mission requirements, recertify affected personnel to address the changes. AFSPC/XO will determine the requirement for recertification based on recommendations from the NAF, HQ AFSPC/XOT and the appropriate division within HQ AFSPC/XO, which has MAJCOM oversight of the affected mission.

5.2. **Certification Official.** The certifying official ensures successful completion of required mission-oriented training, observation, and required ancillary training.

5.2.1. The next senior commander or deputy in the operational chain of command certifies all BMR personnel. The NAF commander may waive this requirement.

5.2.2. 21 SW Geographically Separated Units (GSUs) and 50 SW (148th Space Operations Squadron [SOPS]) Chiefs of Standardization/Evaluation (or senior evaluator CMR certified in the BMR observed position) administer BMR observations and provide results to the next senior commander. The next senior commander makes a certification decision and determines additional training requirements.

5.2.3. 14 AF Space Air and Space Operations Center (SPACE AOC). 614 SOPS Chief of Standardization/Evaluation (or senior evaluator CMR certified in the BMR observed position) administers BMR observations and provides results to the next senior commander. The next senior commander makes a certification decision and determines additional training requirements.

5.2.4. Document duty position certification on the AFSPC Form 91, *Individual's Record of Duties and Qualification*.

5.3. **Restricted Status.** Personnel in restricted status will not perform supervised BMR duties. Document restricted status entry and reason on the AFSPC Form 91. Restricted status is required for each of the following:

5.3.1. Failure to complete recurring training IAW AFSPCI36-2202.

5.3.2. Failure to perform one alert/duty shift for 60 calendar days in the assigned duty position. Effective date will be the 60th day following the last shift/alert. (Not applicable to spacelift, mobile space control, and mobile missile warning).

5.3.3. When the certifying official determines an individual no longer possesses the proficiency or professionalism required and decertification is inappropriate.

5.4. **Removal from Restricted Status.** The certifying official determines removal from restricted status based on the circumstances of each case. Document removal from restricted status on the AFSPC Form 91. Before removing an individual from restricted status:

5.4.1. Individuals must complete missed recurring training.

5.4.2. Individuals failing to perform minimum alert or crew duty shifts must complete necessary training.

5.5. **Decertification.** Decertified personnel will not perform duties in the applicable duty position(s). Document decertification on the AFSPC Form 91. Decertify personnel for any of the following:

5.5.1. Failure to demonstrate the professionalism required justifying BMR status.

5.5.2. Failure to maintain job proficiency.

5.5.3. Failure to perform alert duties or shifts for 120 calendar days. (Not applicable to spacelift, mobile space control and mobile missile warning).

5.5.4. Failure to maintain the appropriate security clearance.

5.5.5. Permanent change of station (PCS).

5.5.5.1. Decertification is not required if the assignment is in the same system. The losing unit forwards the individual's certification information (as applicable) and the date of the last alert or duty shift to the gaining unit. The departing individual hand carries Individual Qualification Folder (IQF). The gaining unit may decertify incoming individuals and provide additional training prior to certification.

5.5.5.2. If the assignment is to a different system, decertify the individual and give the IQF to the departing individual.

5.5.6. Permanent change of assignment (PCA) to a non-BMR position.

5.5.7. Restricted status projected to exceed 120 days.

5.6. **Recertification.** Decertified crew members must complete the unit requalification training program and complete a BMR observation as required by AFSPCI36-2202. Document recertification on the AFSPC Form 91.

## 6. CMR Certification:

**6.1. Certification Requirements.** CMR certification grants individuals the authority to perform unsupervised operations duty. Before individuals are CMR certified, they must meet the criteria in paragraphs **6.1.1.** through **6.1.5.**:

6.1.1. Complete the appropriate IQT course (if available) and UQT for the crew duty position as required by AFSPCI36-2202.

6.1.1.1. Squadron commanders must attend IQT (or appropriate mission ready training) prior to assumption of command. UQT (if applicable) should also be completed prior to assumption of command.

6.1.1.2. Operations officers are not required to attend IQT (or appropriate mission ready training) prior to reporting to their unit. They may attend IQT as schedules permit. Do not enter individuals into UQT until completion of IQT, if IQT is available.

6.1.1.3. If an individual has been CMR in the unit's mission (like weapon system) within the last 4 years and there has been no major system modification, local requalification training at the unit is appropriate. Request an IQT waiver from HQ AFSPC/XOT. If the individual has not been CMR in the unit's mission or like weapon system within the last 4 years or a major system modification has occurred, IQT is required.

6.1.2. Complete an initial or upgrade qualification evaluation as required by AFSPCI36-2202.

6.1.3. Meet medical qualifications for space and missile operations duty established in AFI48-123 (includes foreign nationals, if required by international agreement or IAW position descriptions supplied to the foreign country pursuant to international agreement).

6.1.4. (20 AF only) Meet medical qualifications for PRP duty established in AFI36-2104.

6.1.5. Complete a formal CMR briefing. Briefing content is at unit discretion. Unit commanders will present the certification briefing to the next senior commander. CMR certification must be documented IAW paragraph **6.3.** (20 AF units: the EWO briefing may fulfill this requirement [see AFSPCI10-902, *ICBM EWO Training and Evaluation Procedures*]).

6.1.6. When significant hardware, software or procedural changes impact unit mission requirements, recertify affected CMR personnel to address the changes. AFSPC/XO will determine the requirement for recertification based on recommendations from the NAF, HQ AFSPC/XOT and the appropriate division within HQ AFSPC/XO, which has MAJCOM oversight of the affected mission. (20 AF units: refer to AFSPCI10-902 for EWO recertification instructions.)

**6.2. CMR Special Applications.** When a new unit or duty position is established, new equipment or system modifications occur, or new or significantly changed operations procedures requiring training or evaluation occur, the most experienced or qualified personnel in the unit may be designated as the subject matter experts (SME) and CMR. This only applies to those individuals necessary to develop/conduct the appropriate CMR training and evaluation programs or individuals necessary to support the operations, test, and evaluation process. SMEs must accomplish the appropriate training for the duty position, such as contractor-provided Type I training, and meet requirements in paragraphs **6.1.3.** and **6.1.4.** above.

**6.3. Certification Official.** The certifying official ensures the successful completion of required mission-oriented training, evaluation and ancillary training.

6.3.1. The unit commander or operations officer documents, in writing, CMR certification for crew members in their unit. For spacelift wings, the next senior commander in the chain of command is the CMR certification official.

6.3.2. Document CMR, EWO and additional duty position certification on the AFSPC Form 91.

6.3.3. 21 SW GSU and 50 SW, 148 SOPS Chiefs of Standardization/Evaluation (or senior evaluator CMR certified in the evaluated position) administer CMR evaluations (initial, recurring or special) to GSU commanders and operations officers and provide results to the next senior commander (or deputy). The next senior commander (or deputy) makes a certification decision and determines additional training requirements.

6.3.4. (SPACE AOC). 614 SOPS Chief of Standardization/Evaluation administers CMR evaluations (initial, recurring or special) to the unit commander and operations officer and provides results to the 614th Space Operations Group (SOPG) commander or deputy. The 614 SOPG/CC (or deputy) makes a certification decision and determines additional training requirements.

6.4. **Restricted Status.** Personnel in restricted status will not perform unsupervised CMR crew duties. Document restricted status entry and reason on the AFSPC Form 91. As a minimum, the certifying official restricts personnel for the following:

6.4.1. Failure to pass an evaluation. Multi-position and dual-position certified personnel are restricted in all assigned duty positions that require the same knowledge or proficiency that resulted in the evaluation failure.

6.4.2. Failure to complete recurring training IAW AFSPCI36-2202.

6.4.3. Failure to complete a recurring evaluation IAW AFSPCI36-2202.

6.4.4. Failure to receive an annual physical examination IAW AFI48-123.

6.4.5. Failure to perform one alert/one duty shift for 45 calendar days in the assigned CMR duty position (including ARC). Dual-position certified personnel are only required to perform one duty shift every 45 days. Multi-position certified personnel are required to perform one duty shift in each position every 45 days. (Not applicable to spacelift, mobile space control and mobile missile warning)

6.4.5.1. Effective date will be the 45th day following the last alert/duty shift.

6.4.5.2. (20 AF units) Alert duty at Vandenberg during Force Development Evaluation and Operations Plan 8044 Revision Software Testing (Vigilant Vanguard) is creditable toward alert currency requirements of this instruction.

6.4.6. (20 AF units) Failure to maintain EWO or code handler currency.

6.4.7. (20 AF units) Failure to accomplish annual nuclear surety or missile safety training.

6.4.8. When the certifying official determines an individual no longer possesses the proficiency or professionalism required and decertification is inappropriate.

6.5. **Removal from Restricted Status.** The certifying official determines when to remove an individual from restricted status based on the circumstances of each case. Multi-position certified individuals must meet the requirements in each duty position for which they are in restricted status. Document removal from restricted status on the AFSPC Form 91. Before removing an individual from restricted status:

6.5.1. Individuals who have failed an evaluation:

6.5.1.1. Must complete the required corrective action.

6.5.1.2. As a minimum must successfully complete a special evaluation. The certifying official may direct a recurring evaluation.

6.5.2. Individuals who have not received a recurring evaluation prior to their delinquency date must receive a recurring evaluation IAW AFSPCI36-2202.

6.5.3. Individuals must complete missed recurring training.

6.5.4. Individuals whose annual medical examination has expired must receive an examination and be determined medically qualified for CMR duty.

6.5.5. For failure to perform minimum alert or crew duty shifts, individuals must:

6.5.5.1. Complete necessary training (if required).

6.5.5.2. Be observed performing crew duties (simulator or field) by an instructor or evaluated by an evaluator, as determined by the certification official.

6.5.5.3. (20 AF units) Complete an EWO certification, as required (refer to AFSPCI10-902).

6.5.6. (20 AF units) Individuals placed in restricted status for EWO or code handling errors or non-currency must complete individual training.

6.5.7. (20 AF units) Individuals placed in restrictive status for failing to complete nuclear surety or missile safety training must complete the training.

6.5.8. Individuals placed in restricted status for substandard performance or due to a lack of professionalism must satisfy requirements established by the certifying official.

6.6. **Decertification.** Decertified personnel will not perform duties in the applicable duty position(s). Document decertification on AFSPC Form 91. Decertify personnel for any of the following:

6.6.1. Failure to demonstrate the professionalism required justifying CMR status.

6.6.2. Failure to maintain job proficiency.

6.6.3. (20 AF units) Pending PRP decertification action as circumstances warrant.

6.6.4. Non-performance of alert duties or shifts for 90 calendar days. (Not applicable to spacelift, mobile space control and mobile missile warning)

6.6.5. Failure to maintain the appropriate security clearance.

6.6.6. PCS.

6.6.6.1. If the assignment is to a non-crew position, give the IQF and Career Field Education and Training Plan (enlisted only) to the departing individual. Enlisted personnel on assignment as AETC instructors must deliver a copy of their IQF documenting CMR certification to the gaining unit. This verifies their credentials as SMEs in the areas they will instruct. EWO certification documents may be destroyed or given to the individual.

6.6.6.2. If the assignment is in the same system, decertification is not required. Retain only the individual's evaluation delinquency date and date of last alert/duty shift. The gaining unit commander or operations officer must ensure the remainder of CMR certification requirements is

accomplished. Additionally, the losing unit gives the IQF (with annotation of individual's evaluation delinquency date and date of last alert/duty shift) to the departing individual. The gaining unit may decertify incoming individuals and provide additional training prior to recertification.

6.6.6.3. If the assignment is to a different system, decertify the individual and give the IQF to the departing individual.

6.6.7. PCA to a non-CMR position. Decertification before receipt of an approved AF Form 2096, *Classification/On-the-Job Training Action*, is authorized if:

6.6.7.1. The individual has completed the crew tour, unless appropriate waiver authority has approved an AAC waiver. The waiver must be approved prior to PCA and decertification. (See paragraphs 7.4. and 7.5.)

6.6.7.2. The unit has coordinated the assignment with HQ AFSPC/DPAOO and HQ AFPC/DPAOO1 and these agencies concur.

6.6.8. Change of duty position when the unit commander does not want the individual to become multi-position or dual-position certified.

6.6.9. Restricted status projected to exceed 90 days. (Note: once an individual exceeds 90-calendar days restricted status, units must decertify the individual.)

6.6.10. A disqualifying medical condition as determined by HQ AFSPC/SG.

6.7. **Recertification.** Decertified crew members must complete the unit requalification training program and a CMR evaluation as required by AFSPCI36-2202. Additionally, these individuals must complete a formal CMR certification briefing IAW paragraph 6.1.5. of this instruction. Document recertification on the AFSPC Form 91. (20 AF units) Refer to AFSPCI10-902 for EWO recertification instructions.

**7. Crew Force Management:** The goal is to maximize crew force experience while sustaining staff manning at an adequate level for unit programs.

7.1. **Crew Designators.** (20 AF units) For scheduling purposes, assign each crew a unique identifier. Designate individuals not assigned to a crew as CMR spare crew members.

7.2. **Crew Positions.** CMR crew positions are normally filled with 13SX, 1C6XX and 1NXXX personnel. Units with CMR crew positions filled by personnel with other AFSCs (foreign nationals excluded) must submit a waiver request to HQ AFSPC/XO through HQ AFSPC/XOT IAW paragraph 10. of this instruction. Refer to **Attachment 2** for a list of CMR crew positions.

7.3. **Crew Scheduling.** Adherence to safe operating procedures and WSSRs is mandatory and has prime consideration in the planning, scheduling, briefing, and conduct of all activities. NAFs/units will develop a comprehensive scheduling plan to effectively manage personnel resources. NAFs and subordinate units will develop and publish comprehensive policies governing specific alert and shift requirements in a supplement to this instruction.

7.4. **Officer Crew Tour Commitment Dates.** (Except ARC) Officer crew members in CMR positions (operations officers and above excluded, where applicable) at CONUS non-isolated bases are placed on an AAC 55. The AAC 55 is intended to provide a stabilized crew force, a Trained Personnel Requirements validation tool and to ensure payback for AETC training. The code is controlled by the

Air Force Personnel Center (AFPC) and may be terminated for a higher-level Air Force priority. Personnel with an AAC 55 must perform duty in a CMR position until an appropriate authority waives the AAC 55 or the AAC 55 expires. Individuals whose primary duties do not require CMR certification (e.g., plans, executives, protocol) should not remain CMR certified. Ideally, officers selected for these positions should be near or at the end of their crew tours. Normally, AAC 55 begins with the CMR certification month. The individual becomes available for reassignment during the assignment cycle when the AAC expires. For example, an individual is CMR certified on 22 Aug 03 and receives a 3-year AAC 55. The AAC 55 begins on 22 Aug 03 and expires 1 Aug 06. The individual is available for reassignment during the summer assignment cycle, Jun-Sep 06. The local Military Personnel Flight (MPF) administers the AAC 55. Use the following to determine AAC 55 length:

7.4.1. Initial missile operations crew tour. Officers without a prior space or missile crew tour are coded for 4 years from CMR certification date.

7.4.2. Initial space operations crew tour. Officers without a prior space or missile crew tour are coded for 3 years from CMR certification date.

7.4.3. Subsequent space or missile operations crew tours. Officers with prior space or missile operations crew experience (13SX billet) who are assigned to a second space or missile operations tour will receive an AAC 55 of 3 years from CMR certification, with the following exception: individuals receiving a second missile crew tour will not be assigned an AAC 55, but will be managed through current Air Force Assignment System PCS criteria.

7.4.4. Unit inactivation. Follow-on assignments for officers at inactivating units will be determined through the AFPC assignment process. Follow-on crew tours after unit inactivation will be coded IAW paragraph [7.4.3](#).

7.4.5. Officers applying for schools or special programs do not require an AAC 55 waiver prior to the selection board. This includes boards for flying training, AFIT programs, Phoenix Hawk, AF Intern Program, Top Hand and the AF Weapons Program. Officers should contact HQ AFSPC/XOT for boards not listed above. If the officer is selected, the unit must process a waiver to accurately account for AAC 55 commitments.

7.4.6. A waiver is required prior to removal of officers from duty in a CMR position if the AAC 55 has not expired. HQ AFSPC/XO is the AAC 55 waiver authority; however, this authority is delegated to 14 AF and 20 AF commanders for waivers of 7-12 months and wing commanders for waivers of 6 months or less. Documentation of NAF and unit waivers will be IAW local unit procedures and will include a roster of all crew members granted AAC 55 waivers, the purpose for the waiver and the original and new AAC 55 expiration dates. Units will send quarterly copies of the roster to their NAFs, who will consolidate the inputs and forward to HQ AFSPC/XOTT via hard-copy or e-mail. Since the Trained Personnel Requirement is based on AAC 55 expiration dates, units should not expect replacements for officers with AAC 55 waivers until the original AAC 55 expires. HQ AFSPC/DPAO will coordinate with HQ AFSPC/XOTT on assignment actions of crew personnel with an AAC 55, as required. Waivers are not required when removal from CMR duty is the result of medical disqualification, permanent PRP decertification or if AFPC has broken the AAC 55 to meet an Air Force-level PCS requirement. Units will also reflect these instances in their quarterly rosters.

7.4.7. **Unit Staff Manning.** To ensure a strong crew force and appropriate wing staff manning, the following guidelines apply:

7.4.7.1. (20 AF) Missile units will fill their company grade staff positions using internal resources to the maximum extent. When necessary, PCS manning will be provided based on priorities determined by HQ AFSPC/DPAO (in coordination with HQ AFSPC/XOTT), but careful planning and coordination should minimize these occurrences. Flexible application of AAC 55 will support this process. Recognizing the time-sensitive nature of Codes Controller manning, HQ AFSPC/XO will support AAC 55 waivers at 2.5 years for this position. Other staff fills should not occur prior to 3 years of crew duty, based on approved AAC 55 waivers at the appropriate level.

7.4.7.2. (14 AF) Space unit manning is complicated by varied crew-to-staff ratios and large staff requirements. Positions for crew-experienced staff officers exceed crew positions in many squadrons, driving a higher rate of crew-to-staff rotations than missile units. Space unit commanders should minimize crew force turbulence to the maximum extent and seek AAC 55 waivers only as required to maintain staff capabilities. Crew members with the highest time on crew should be primary candidates for staff positions.

**7.5. Enlisted Crew Tour Commitment Dates.** (Except ARC) Based on assignment policy, most first term airman will complete 2 years of crew duty before PCS, all other enlisted crew members will complete 3 years without the need for an AAC. Selectively manned units will utilize procedures other than listed in this paragraph to maintain crew force stability. Other units will use the following guidance to assign AACs to enlisted crew members.

7.5.1. Units with missions that require all enlisted crewmembers assigned to hold TS/SCI clearances and are not selectively manned will apply to be added to the AF Stabilized Tour Guide IAW AFI36-2110, *Assignments*, paragraph 2.15.6. This will provide crew force stability upon the individual's arrival to the unit through assignment of AAC 44, 3-year Stabilized Tour.

7.5.2. Units may request AAC 51, Operational Deferment, for enlisted crew members selected to fill NAF/Wing/Group and OSS Staff positions not to exceed 4 years, 3 months time on station. For enlisted crew members selected to fill NAF/Wing/Group or OSS Staff positions that PCS to the duty assignment, no AAC is required. Only one AAC code will be assigned per manpower billet. If crew members are double-billeted in the same manpower position, only one AAC will be approved.

7.5.3. Operational units performing weapon system upgrades or bringing new weapon systems online may request AAC 39, Operational Continuity, Airmen not to exceed 3 years, for designated SMEs to support transition. Units will identify the minimum number of enlisted crew force personnel required to sustain support of upgrade/new weapons system transition. New AAC 39s will only be approved to replace SMEs that PCS, PCA, separate or retire.

7.5.4. No more than one AAC per person will be approved for a given crew tour/assigned unit.

7.5.5. HQ AFSPC/XOT is the approving authority for enlisted AAC requests. Submit requests through HQ AFSPC/XOTT, 150 Vandenberg St., Suite 1105, Peterson AFB CO 80914-4020.

**7.6. Adjusting Crew Tour Commitment Dates.** (Except ARC) The operations or launch group commander (OG/CC, LCG/CC) may adjust crew commitment dates in the instances listed below. Adjustments are accomplished by the local MPF. Since adjustments must be in monthly increments, the OG/CC or LCG/CC must develop policy for periods greater than or less than 30 days.

7.6.1. Crew members who experience delays in receiving a final security clearance of more than 180 days after their date arrived station (DAS) are eligible for a crew tour adjustment. If the OG/CC or LCG/CC approves the adjustment, the commitment date begins on the 180th day after the DAS.

7.6.1.1. Due to the abnormal delays affecting the security clearances of some individuals, the OG/CC or LCG/CC may request an additional adjustment to the AAC 55 through HQ AFSPC/XOT. Provide DAS, CMR certification date and desired start and end of AAC 55.

7.6.2. The OG/CC or LCG/CC may grant a tour commitment extension beyond the 90-day point for crew members who are in DNIF/DNIA status for more than 90 cumulative days. For example, an individual DNIF for 110 days may incur a 20-day tour extension.

7.7. **Duties Not Including Flying/Duties Not Including Alert.** This process ensures individuals with medical conditions that could affect mission accomplishment or endanger personnel safety do not perform operational duties. The terms DNIF, DNIA and Duties Not Including Controlling (DNIC) are synonymous (reference AFI48-123). Each wing will use either DNIF or DNIA exclusively.

7.7.1. Personnel assigned to CMR/BMR positions (including foreign nationals, if required by international agreement or IAW position descriptions supplied to the foreign country pursuant to international agreement) who fail to meet the applicable medical standards established in AFI48-123 will be placed in DNIF/DNIA status and not perform CMR/BMR duties on on-line systems.

7.7.2. Personnel in DNIF/DNIA status who are not on convalescent leave, hospitalized, or assigned to quarters may perform additional duties as determined by the unit and competent medical authority.

## 8. Technical Data And Procedures:

8.1. **Technical Data.** Operational systems and weapon systems will not be operated without validated and verified technical data or operations procedures. Once technical data or operational checklists are in place, crews will use these technical data/checklists at all times (or as specified in the technical data) when operating the systems.

8.2. **Operations Manuals.** The NAFs will specify procedures for proper marking and annotations on hardcopy technical data consistent with the provisions of T.O. 00-5-1, *Air Force Technical Order System* and all other applicable technical order directives.

8.3. **Space Operations Procedures (14 AF Units).** This section outlines the basic process for development, validation, and approval of procedures based on new or changed operations requirements for units without formally published technical data. These procedures can be permanent or temporary. Contractor-developed procedures are produced and delivered according to the specifications in the governing contract. The implementing unit must review these contractor documents for impact to unit procedures.

8.3.1. Procedures Development and Validation:

8.3.1.1. Development. Any unit, wing, or headquarters agency may develop a procedure to address new or changed requirements. Analyze the requirement to determine what actions space operations personnel must perform, the expected response for each action, and which crew positions are responsible for executing those actions.

8.3.1.2. Validation. The organization(s) required to implement the procedure first validates it through trial use. Run the procedures, noting the expected outcome for each step or task. If the outcome is not as expected, then an analysis must be accomplished to determine any required modifications to the procedures or expected results. Provide recommendations to the developer for consideration or approval. If the trial run of a new procedure may impact operations or operational equipment, it must be conducted on an off-line simulator/system (if available) with sufficient fidelity to ensure no mission impact/equipment damage to the operational system.

8.3.2. Permanent Procedures. These are necessary to ensure successful mission accomplishment. Although they are usually required for an indefinite period of time, they may be periodically modified to keep pace with changes to system or mission requirements. Permanent procedures are documented in positional checklists or operations manuals. Locally prepared checklists are formatted IAW T.O. 00-5-1, MIL-PRF-38314, *Manuals, Technical: Operation and Associated Checklist (Space Systems), Preparation of*, and MIL-STD-38784, *Standard Practice for Manuals, Technical, General Style and Format Requirements*.

8.3.2.1. Changes. Changes to permanent procedures are categorized according to the urgency for their implementation. Modifications usually are affected through the replacement of whole pages. The three categories of changes are emergency, urgent, and routine.

8.3.2.1.1. Emergency. These require immediate action on a deficiency that, if not corrected, would result in a fatality or serious injury to personnel, extensive damage or destruction of equipment or property, or inability to achieve or maintain the mission.

8.3.2.1.2. Urgent. These require action on a deficiency which, if not corrected, could cause one or more of the following: personnel injury; damage to equipment or property; reduce operational efficiency; or could jeopardize the safety or success of mission accomplishment.

8.3.2.1.3. Routine. These require action on deficiencies that does not fall into the emergency or urgent categories. These are modifications to existing procedures that do not affect the overall process for completion, such as administrative changes.

8.3.2.2. 14 AF develops procedures regarding the coordination and approval process for permanent procedures contained in positional checklists and operations manuals as well as checklist numbering schemes.

8.3.2.2.1. The coordination process must address procedure technical accuracy assurance, standardization of procedures, and training requirements.

8.3.2.2.2. The approval process must identify the final approval authority for new or changed procedures. The final approval authority ensures the procedure satisfies the operational requirement, is technically accurate, is in compliance with DoD and Air Force directives or instructions, and is formatted appropriately.

8.3.2.3. All permanent procedures are maintained in the appropriate work center or issued to all personnel performing duties in the work center. No new or changed procedures will be used for operations until properly coordinated and approved. A unit may recommend to the approving authority that the procedure be categorized as a Temporary Procedure (TP) pending final approval. In this case, the procedure must meet all TP requirements before implementation.

8.3.2.4. Individuals have the responsibility to take actions necessary to ensure the procedure in use is accurate. Work centers will review procedures at least annually to ensure accuracy, currency, and mission applicability.

8.3.2.5. Forward a copy of all approved permanent procedures and related training material to the unit providing system initial qualification training, as applicable.

8.3.3. Temporary Procedures. TPs are used to temporarily alter existing permanent procedures. Posted directly opposite the affected procedure, they are usually required to be implemented because of a unique mission requirement (e.g., to support system testing or to support a system engineering analysis requirement). They are seldom modified; instead, they are regenerated as a new TP and the previous version rescinded. TPs may be used to affect partial changes to permanent procedures until the procedure or page may be replaced in its entirety IAW paragraph **8.3.2.1**.

8.3.3.1. A Temporary Procedure Request (TPR) is the document used to implement a TP. Initially attached to the TP during the coordination process and prior to TP posting, the TPR includes the following information (at a minimum): posting and removal instructions, effective dates, issuing agency, and coordinating/approval agencies and signatures.

8.3.3.2. There are three categories of TPs: emergency, urgent, and routine.

8.3.3.2.1. Emergency. These require immediate action that, if not implemented, would result in a fatality or serious injury to personnel, extensive damage or destruction of equipment or property, or inability to achieve or maintain the mission.

8.3.3.2.2. Urgent. These require action which, if not corrected, could cause one or more of the following: personnel injury; damage to equipment or property; reduce operational efficiency; or could jeopardize the safety or success of mission accomplishment.

8.3.3.2.3. Routine. These require action that does not fall into the emergency or urgent categories. These are modifications to existing procedures that do not affect the overall process for completion, such as administrative changes.

8.3.3.3. 14 AF develops requirements regarding the approval, coordination, and control of TPs.

8.3.3.3.1. At a minimum, the coordination process must ensure technical accuracy and training requirements, as required.

8.3.3.3.2. All affected duty positions must be knowledgeable of and have access to a copy of the TPR and associated TP prior to performing duty in the weapon system or receipt of weapon system training.

8.3.3.4. Units review open TPs for possible integration into permanent procedures. 14 AF develops requirements for reviewing TPs, to include schedule, responsible agency and revocation and extension authorities. 14 AF may delegate this responsibility to the wings.

8.3.4. Supplemental Procedures. Supplemental procedures are used to amplify/augment existing permanent procedures without altering them. 14 AF develops procedures regarding the coordination and approval process for supplemental procedures.

**9. Changes.** Forward recommended changes to this instruction via letter, message or AF Form 847, *Recommendation for Change of Publication*, to HQ AFSPC/XOTT, 150 Vandenberg St., Ste 1105, Peterson

AFB CO 80914-4240. Provide information copies to HQ AFSPC/IGIOS, 125 East Ent Ave, Peterson AFB CO 80914-1281, 14 AF/OV, 747 Nebraska Avenue, Suite B-109, Vandenberg AFB CA 93437-6268 and 20 AF/DOM, 6610 Headquarters Drive, F. E. Warren AFB WY 82005-5215.

**10. Waiver Authority.** HQ AFSPC/XOT is the waiver authority for this instruction unless specifically stated otherwise. HQ AFRC/DOT is the waiver authority for AF Reserve personnel. Waivers will be granted on an individual and controlled basis. Waiver authority may not be delegated.

10.1. Waiver Procedures. Submit fully justified waiver requests through each intermediate level of command to HQ AFSPC/XOT.

10.1.1. Describe the specific requirement and state the reason a waiver is required.

10.1.2. Indicate when the waiver will no longer be required.

10.1.3. Intermediate command levels will recommend approval or disapproval of the waiver request.

10.1.4. AF Reserve units. AFSPC gained units will process waivers IAW paragraphs **10.1.** – **10.1.3.** through 310 SG/DO. The 310 SG/DO will submit waiver requests through 10 AF/DOT to HQ AFRC/DOT with courtesy copies forwarded to 14 AF/OV for additional recommendation. HQ AFRC/DOT will forward the waiver request to HQ AFSPC/XOT for review and recommendation. Upon receipt of the HQ AFSPC/XOT input, HQ AFRC/DOT will approve/disapprove the waiver and provide a copy to HQ AFSPC/XOT.

**11. Clarifications.** Process requests for clarification via memorandum or message to HQ AFSPC/XOTT, 150 Vandenberg St., Ste 1105, Peterson AFB CO 80914-4240, 14 AF/OV, 747 Nebraska Avenue, Suite B-109, Vandenberg AFB CA 93437-6268 and 20 AF/XOM, 6610 Headquarters Drive, F. E. Warren AFB WY 82005-5215. Provide information copies to HQ AFSPC/IGIOS, 125 East Ent Ave, Peterson AFB CO 80914-1281.

DOUGLAS M. FRASER, Maj Gen, USAF  
Director of Air and Space Operations

## Attachment 1

## GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION

***References***

DoD Directive 1327.5, *Leave and Liberty*

MIL-PRF-38314, *Manuals, Technical: Operation and Associated Checklist (Space Systems), Preparation of*

MIL-STD-38784, *Standard Practice for Manuals, Technical, General Style and Format Requirements*

T.O. 00-5-1, *Air Force Technical Order System*

AFPD 10-12, *Space*

AFI10-201, *Status of Resources and Training System*

AFI10-206, *Operational Reporting*

AFI10-1201, *Space Operations*

AFI33-360V1, *Air Force Content Management Program--Publications*

AFPD36-22, *Air Force Military Training*

AFI36-2104, *Nuclear Weapons Personnel Reliability Program*

AFI36-2110, *Assignments*

AFI36-2201V1, *Training Development, Delivery, and Evaluation*

AFI36-2251, *Management of Air Force Training Systems*

AFI36-2616, *Trained Personnel Requirements*

AFI36-3003, *Military Leave Program*

AFMAN36-8001, *Reserve Personnel Participation and Training Procedures*

AFI48-123, *Medical Examinations and Standards*

AFI60-101, *Operations and Resources*

AFI91-101, *Air Force Nuclear Weapons Surety Program*

AFI91-102, *Nuclear Weapon System Safety Studies, Operational Safety Reviews, and Safety Rules*

AFI91-114, *Safety Rules for the Intercontinental Ballistic Missile Systems*

AFI91-301, *Air Force Occupational and Environmental Safety, Fire Protection and Health (AFOSH) Program*

AFI91-302, *Air Force Occupational and Environmental Safety, Fire Protection and Health (AFOSH) Standards*

NUI10-6, *Operations Review Boards*

AFSPCI10-601, *Declaration of Initial Operational Capability (IOC) and Full Operational Capability (FOC)*

AFSPCI10-902, *ICBM EWO Training and Evaluation Procedures*

AFSPCI36-2202, *Mission Ready Training, Evaluation and Standardization Programs*

AFSPCI36-2203V1, *14 AF Training and Evaluation Performance Standards (TEPS)*

AFSPCI36-2203V2, *20 AF Training and Evaluation Performance Standards (TEPS)*

*Abbreviations and Acronyms*

**AAC**—Assignment Availability Code

**AETC**—Air Education and Training Command

**AFI**—Air Force Instruction

**AFPD**—Air Force Policy Directive

**AFSC**—Air Force Specialty Codes

**AFSPC**—Air Force Space Command

**AFSPCI**—Air Force Space Command Instruction

**AOC**—Air and Space Operations Center

**ARC**—Air Reserve Component

**BMR**—Basic Mission Ready

**BSQ**—Basic System Qualification

**CMR**—Combat Mission Ready

**DAS**—Date Arrived Station

**DNIA**—Duties Not Including Alert

**DNIF**—Duties Not Including Flying

**DoD**—Department of Defense

**ESPT**—Enlisted Space Prerequisite Training

**EWO**—Emergency War Order

**FOC**—Full Operational Capability

**GSU**—Geographically Separated Unit

**IAW**—In Accordance With

**IOC**—Initial Operational Capability

**IQF**—Individual Qualification Folder

**IQT**—Initial Qualification Training

**LCG**—Launch Group

**MPF**—Military Personnel Flight

**MS**—Mission Support

**NAF**—Numbered Air Force  
**NUI**—NORAD Unified Instruction  
**OG**—Operations Group  
**ORB**—Operations Review Board  
**OSPT**—Officer Space Prerequisite Training  
**PRP**—Personnel Reliability Program  
**PCA**—Permanent Change of Assignment  
**PCS**—Permanent Change of Station  
**SME**—Subject Matter Expert  
**SOPG**—Space Operations Group  
**SOPS**—Space Operations Squadron  
**TEPS**—Training and Evaluation Performance Standards  
**TP**—Temporary Procedure  
**TPR**—Temporary Procedure Request  
**UQT**—Unit Qualification Training  
**USSTRATCOM**—United States Strategic Command  
**WSSR**—Weapon System Safety Rules

### *Terms*

**Air Reserve Component (ARC)**—The ARC includes both Air Force Reserve Command and Air National Guard units.

**Basic Mission Ready (BMR)**—Qualification status of individuals who have completed the minimum training required to be familiar with all tasks and proficient in some of the tasks associated with the mission of their unit.

**Basic System Qualification (BSQ)**—Qualification status of individuals who have completed AETC-provided Initial Qualification Training or Unit Qualification Training if no AETC IQT is available.

**Certification**—Written authority placing an individual in BMR or CMR status.

**Combat Mission Ready (CMR)**—HQ AFSPC/XO-designated personnel who have completed Enlisted or Officer Space Prerequisite Training, Space or Missile Initial Qualification Training (if available), and Unit Qualification Training, and have been successfully evaluated and certified by a certifying official. 1NXXX personnel attend system-specific training to attain CMR status.

**Decertified Status**—The status of personnel previously certified in a BMR/CMR position who are not permitted to accomplish duties associated with that position.

**Dual-Position Certified**—The status of an individual who is certified in more than one duty position and the tasks are either identical in both positions or the task requirements of one position are a subset of the

other duty position.

**Duties Not Including Alert (DNIA)**—Temporarily medically unfit for operations duty. Refer to AFI48-123.

**Duties Not Including Flying (DNIF)**—Temporarily medically unfit for operations duty. Refer to AFI48-123.

**Mission Support**—The status of personnel who do not exercise operational control of space or missile systems, but who serve in roles that directly support the operation of these systems.

**Multi-Position Certified**—The status of operations personnel who are CMR in more than one CMR duty position and the operations tasking of one position is not a direct subset of the other duty position.

**Restricted Status**—The status of BMR/CMR certified personnel who may not perform supervised/unsupervised operations duty, respectively.

**Space 100**—The initial course of Space Professional Development, presented to the space cadre by AETC's 381st Training Group at Vandenberg AFB, CA.

**Attachment 2**

**COMBAT MISSION READY CREW POSITIONS**

**20 AF**

Missile Combat Crew Commander (MCCC)

Deputy Missile Combat Crew Commander (DMCCC)

**14 AF**

Space Warning

Crew Commander (CMDR)

Deputy Crew Commander (DCMDR)

Crew Chief (CCH)

Mission Crew Chief (MCCH)

Systems Crew Chief (SCCH)

Data Systems Operator (DSO)

Ground Systems Operator (GSO)

Space Console Operator (SCO)

Satellite System Operator (SSO)

Satellite Command and Control

Crew Commander (CMDR)

Crew Chief (CCH)

Ground Systems Operator (GSO)

Payload System Operator (PSO)

Satellite System Operator (SSO)

Satellite Vehicle Operator (SVO)

Spacelift

Aerospace Control Officer (ACO)  
Air Force Launch Director (AFLD)  
Air Force Launch Crew Commander (AFLC)  
Deputy Air Force Launch Crew Commander (DAFLC)  
Mission Flight Control Officer (MFCO)  
Range Control Officer (RCO)  
Range Operations Commander (ROC)  
Operations Director (OD)  
Spacelift Commander (SLCC)  
Senior Mission Flight Control Officer (SMFCO)

Space Surveillance

Crew Commander (CMDR)  
Crew Chief (CCH)  
Space Console Operator (SCO)

Space Control

Flight Commander (FCMDR)  
Commander (CMDR)  
Crew Chief (CCH)  
Orbital Analyst (OA)  
Space Control Analyst (SCA)  
Space Control Technician (SCT)  
Space Control Officer (SPCO)  
Space Surveillance Analyst (SSA)