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## Personnel Management Act (PMA) for the US Space Force Frequently Asked Questions

Updated May 2024

### Initial Transfer to USSF Full-Time Frequently Asked Questions

#### **Q. How does the initial application window via the Space Force Personnel Management Act (PMA) process work?**

The initial application window via the PMA allows qualified Air Force Reserve (AFR) Airmen in space related career fields to apply for transfer to the U.S. Space Force in a full-time capacity. Below is the notional timeline:

- PMA initial application window announcement is published via official channels ([www.spaceforce.mil/Transfers](http://www.spaceforce.mil/Transfers)) and 1-2 weeks later the application window opens.
- The application window will remain open for 6 months; applicants apply via <https://myvector.us.af.mil/>.
- Prior to each transfer board application packages are retrieved from MyVector and prepared for the Transfer Board.
- Approximately 1-2 months after the application window opens the first PMA Transfer Board is held.
- After the board adjourns, the output is sent to the Chief of Air Force Reserve (AF/RE) for final release from the AFR and SF/S1 for approval, with the goal of announcing the board results prior to the next scheduled board.
- Prior to public release of selectees on [www.spaceforce.mil/Transfer-programs](http://www.spaceforce.mil/Transfer-programs), the Space Force will notify AF/RE of individuals selected for transfer. AF/RE will notify the selectee's unit commander and the unit commander is encouraged to notify and congratulate the selectee.
- Concurrent with publication of the selectee list on [www.spaceforce.mil](http://www.spaceforce.mil), selectees will receive an email from the Space Force officially notifying them of their selection. The email will contain additional instructions with a Space Force point of contact to help the selectee transition to the Space Force.

#### **Q. Who can apply for the initial PMA transfer to the Space Force?**

At this time only AFR officers who hold the following Core AFSCs: 13S; 17X; 14N; 6X and AFR enlisted Airmen who hold the following Control AFSC (CAFSC): 1C6X1; 1N0; 1N1; 1N2; 1N3; 1N4; 1N8; 1D7X1, 1D7X2, 1D7X3, can apply for transfer to Space Force.

#### **Q. I am nearing retirement; will Space Force consider me for PMA transfer in a full-time capacity?**

Space Force will consider members nearing retirement; however, member must be able to fulfill the minimum 2-year transfer active-duty service commitment (ADSC) prior to mandatory retirement date (MRD)/High Year Tenure (HYT).

#### **Q. Can I apply for PMA transfer if I'm pending a Medical Evaluation Board (MEB)?**

Airmen pending a MEB may apply; however, if selected for transfer, the MEB must be favorably resolved prior to transfer.



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### **Q. Can I apply for PMA transfer if I'm on an Administrative Hold?**

Members on an administrative hold are not eligible to apply for transfer to Space Force; however, once the administrative hold has been favorably resolved, member may apply provided they are otherwise eligible and application window is still open.

NOTE: Personnel with specific types of derogatory information (sexual assault convictions, punitive removal from command, and other issues as determined by your Service leadership), are not eligible for transfer to the Space Force.

### **Q. What if I'm deployed when the Space Force PMA transfer application window opens? Can I still apply?**

Personnel serving on deployments can apply for PMA transfer to the Space Force. If selected for transfer and released by AF/RE, Space Force will work with the AFR to determine your transfer timeline.

### **Q. If I have an assignment or am selected to deploy, what impact does that have on my ability to apply for PMA transfer to the Space Force?**

Selection for assignment or deployment does not preclude your ability to apply to PMA transfer to the Space Force. If selected for and released, Space Force will work with the AFR to determine transfer timelines.

### **Q. Will I be required to move/relocate upon transfer to USSF?**

#### ***Colonels and below***

- All transfer applicants will have input in the assignment process:
  - Members complete form outlining location preferences, desired jobs, experience, family status, etc.
  - Member preferences will be taken into consideration when making assignment determinations to meet the needs of the USSF.
- If a transfer applicant is assigned at or near a Space Force location and an authorized vacancy exists, it may be possible for the member to remain local for their first assignment if that is their stated preference.
- Members that are not assigned at or near a Space Force location, or members assigned at or near a Space Force location, but no authorized vacancy exists, will likely be reassigned, which may require PCS.
- Definition of "at/near" – daily commute is common by the civilian public from the Guardian's residence to the newly assigned location (DAFI 36-2110).
- Members will compete for future assignments in accordance with USSF assignment processes such as the Guardian Assignment Timeline (GAT) for O-5 & below and E-6 & below, the Enlisted Talent Management Board (TMB) for E-7 through E-9, and the Colonel Gameplan Process for O-6.



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### *Colonel and Colonel Selects*

- All non-Delta Command and non-Senior Materiel Leader (SML) colonel and colonel select assignments are determined via the USSF Colonel Gameplan process.
- All Delta command and SML assignments are determined via the USSF Command and Senior Materiel Leader Selection Board (CSSB).
- Once applicants are approved for transfer to USSF, SIL will have follow-on engagement with members on their assignment preferences and any additional CSSB and/or Gameplan submission requirements.
- CSO and VCSO approve the CSSB and gameplan assignment recommendations based on needs of the USSF and the member's preferences. Additionally, the USSF considers unique circumstances of each member such as family situation and medical needs.
- While colonel assignments exist at a variety of locations, most O6 assignment opportunities are in Colorado Springs, CO, Los Angeles, CA, and the National Capital Region.
- Assignment actions will not be finalized until after Senate scrolling is complete.

### **Q. If I apply for PMA transfer to the Space Force full-time, when will I transfer?**

Transfer timing will be worked post selection and will depend on several factors:

- Must be medically cleared for transfer to Space Force (a medical review of your DD Form 3024, Annual Periodic Health Assessment will be conducted by the Medical Standards Office).
- Must be matched to a Space Force assignment location.
- Officers only: Must have an approved Space Force Appointment Scroll. Scroll appointment approval timeline is approximately 4 to 6 months from the date the appointment scroll is submitted.
- **Promotion and Professional Military Education (PME) Timing. Examples below:**
  - **Officer promotion only:** If you have been selected for promotion on a mandatory promotion board, your promotion will be honored. For officers selected for promotion via position vacancy, you will need to pin on prior to transferring to USSF.
  - **Enlisted promotion only:** If you have been selected for a position vacancy promotion in the Air Force Reserve, that promotion should be finalized prior to transfer to USSF.
  - **Officer and Enlisted:** If you are completing Intermediate Level Education in residence in 2025 you would transfer upon completion of ILE.

### **Q. If I don't opt into Space Force, what happens to me? And when?**

The USSF has five years to implement the Personnel Management Act transfers for both full-time and part-time positions. Space Professionals in the Reserves who choose not to transfer into the USSF at the end of the five-year implementation period will have the option to retrain for other opportunities (if currently holding an AFSC of 13S/1C6) or be realigned with mission requirements within the Air Force Reserves, separate, or retire (if qualified).



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### **Q. If I transfer to the Space Force will I have to do some type of re-enlistment?**

All PMA transfers to full-time will separate from the AFR and enlisted members will be required to enlist in the Space Force. Enlisted members will enlist by completing a DD Form 4, Enlistment/Reenlistment Document Armed Forces of the United States.

### **Q. What are the possible duty stations in the Space Force?**

The Space Force will have 6 main operating bases in the CONUS personnel including Peterson SFB, Colorado, Buckley SFB, Colorado, Schriever SFB, Colorado, Vandenberg SFB, California, Los Angeles AFB, California, and Patrick SFB, Florida. Additionally, there are opportunities at other smaller GSUs available around the world.

### **Q. How will my assignment be determined?**

Assignments will be determined using existing Space Force assignment methodology, including an analysis of Space Force by mission requirements, developmental needs, and member preference. Reference the PMA Assignment Flowchart on the [PMA Teams Channel](#) in the Guardian Forum.

### **Q. How will transferring to the Space Force affect my pay?**

The authorization of the PMA does not change pay, benefits, or retirement calculations. Members transferring to full-time status will receive active duty pay and benefits.

### **Q. How will promotion opportunities and advancement be impacted for those who transfer to Full-Time under PMA to the Space Force?**

Service members who transfer to Space Force will meet Space Force promotion processes and boards in accordance with Space Force promotion eligibility criteria. Officer promotion eligibility is based upon Date of Rank and Time in Grade ([USSF Officer Promotion Eligibility Chart](#)). Enlisted promotion eligibility is also based upon Date of Rank and Time in Grade. ([USSF Enlisted Promotion Eligibility Chart](#)).

### **Q. In the future, will I have the opportunity to apply for a part-time assignment?**

Yes, there will be opportunity to apply for part-time work roles once PMA is fully implemented. Right now, we estimate the USSF will have a part-time capability in 2026 due to information technology and personnel system modifications required to ensure pay and benefits associated with part time work roles are properly accounted for. As soon as policies, processes and procedures are in place to manage full- and part-time force USSF will conduct a deliberate application and transfer process for current and prospective Guardians.

### **Q. What is the best way to contact the transfer team?**

The best way to contact the PMA Transition Team is through the following email ([SF.PMA.Questions@spaceforce.mil](mailto:SF.PMA.Questions@spaceforce.mil)) or via the [PMA Teams Channel](#) in the Guardian Forum. The team is actively monitoring both locations and will provide responses in a timely manner.