



Department of the Air Force

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Report to Congressional Committees

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# The United States Space Force Components Plan

March 2021

The estimated cost of this report or study for the Department of Defense is approximately \$22,000 for the 2021 Fiscal Year. This includes \$0 in expenses and \$22,000 in DoD labor.

National Defense Authorization Act for Fiscal Year 2021, Section 931





SECRETARY OF THE AIR FORCE  
WASHINGTON

**Space Force Components Report**

The Department of the Air Force is building the U.S. Space Force (USSF) to compete, deter, and win in the space domain. The National Defense Authorization Act for Fiscal Year 2021 provides the opportunity to be bold and develop a twenty-first century human capital management design for military personnel. This design should be optimized to attract, recruit, and retain the talent we need to fight and win in the space domain.

Key to competing, deterring, and defeating threats in space is our ability to manage and develop our Total Force. In consultation with the Chief of Space Operations, Chief of the Air Force Reserve, and the Chief, National Guard Bureau, this report outlines our approach to creating a Two Component USSF: a full- and part-time force component and a Space National Guard component. The construct will enable the USSF to provide resilient, defendable, and affordable space capabilities for our nation.

Sincerely,



John Roth  
Acting



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### Introduction

This report is provided to the congressional defense committees as directed in Section 931 of the National Defense Authorization Act for Fiscal Year 2021.

#### ORGANIZATION OF THE SPACE FORCE.

*(a) Limitations.*

- (1) The Secretary of Defense may not establish a Space National Guard or Space Reserve as a reserve component of the Space Force until the Secretary completes the study and determines, based on the result of such study, that a Space National Guard or a Space Reserve is the organization best suited to discharge, in an effective and efficient manner, the missions intended to be assigned to such organization.*
- (2) The Secretary of the Air Force.—Until the Secretary of Defense carries out subsection (b), the Secretary of the Air Force may not—*
  - (A) transfer, to another component of the Air Force, any member or civilian personnel of the Air National Guard who is assigned to a space mission; or*
  - (B) relocate any asset, or dissolve any element, of the Air National Guard or Air Force Reserve that is assigned to a space mission.*

*(b) STUDY AND REPORT REQUIRED - Not later than March 31, 2021, the Secretary of Defense shall conduct a study to formulate a plan regarding how best to organize the active and reserve components of the Space Force and submit to the Committees on Armed Services of the Senate and the House of Representatives a report regarding such study. The report shall include the following:*

- (1) The assumptions and factors used to make the plan.*
- (2) Individuals who made recommendations regarding the organization of such components.*
- (3) Determinations of the Secretary regarding the mission, organization, and unit retention of such components.*
- (4) The final organizational and integration recommendations regarding such components.*
- (5) The proposed staffing and operational organization for such components.*
- (6) The estimated date of implementation of the plan.*
- (7) Any savings or costs arising from the preservation of existing space-related force structures in the Air National Guard.*

In compliance with Section 931 of the FY21 NDAA, no recommendations within this report prohibit the reserve components of the Air Force from performing space missions

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**or continuing to support the Air Force and the Space Force in the performance of space missions.**

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### Executive Summary

The Department of the Air Force (DAF) is aggressively moving out on all fronts to make the United States Space Force (USSF) a highly effective and agile fighting force capable of deterring conflict and defending our nation's vital interests in space. At the direction of the Deputy Secretary of Defense (DSD), the DAF accomplished a Single Component Service (SCS) Study from February 2020 to May 2020. The study reviewed in detail, options for a new course of action to create a USSF as a single, new component, absorbing the Regular, Reserve, and Guard components within a new, full- and part-time component construct. The study produced four options for implementing a SCS. The construct would require a new body of law establishing a new component—no longer identified as Regular, Reserve, or Guard—offering full- and part-time service options, establishing a new structure, and offering ease of permeability between the service options, with the goal of eliminating friction points extant in the current legacy construct of Regular, Reserve, and Guard components.

The four options outlined new approaches to creating a SCS, each requiring legislation and policies to establish such a construct. Upon review of the four options, DAF leadership determined a SCS introduced higher complexity, and irreconcilable legislative and policy barriers due to conflicting Title 32 and Title 10 authorities, when absorbing the current Air National Guard (ANG) construct into the new component. In addition, because the existing ANG space units are solely guard manned and equipped, it would result in an unacceptable level of risk to USSF mission execution as analysis estimated most members in the ANG space units would not volunteer to transfer to the new component, creating an immediate gap in capability, and a cost to rebuild mission capability. Moreover, the Space National Guard (SNG) provides crucial and immediate access to the State Partnership Program, enabling USSF's ability to rapidly build partner capacity. As a result, the DAF recommended to the Office of the Deputy Secretary of Defense a Two Component USSF: a new Space Component established through a new body of legislation with complementary policy changes incorporating the Regular and Reserve component authorities into a new, full- and part-time Space Component; and establishment of a separate SNG. This course of action allows the DAF to capture the key benefits of a new, 21st century military human capital management structure, while maintaining access to the critical, unique advantages a National Guard component has to offer.

The DAF is designing and building a USSF to meet National Defense Strategy objectives and three cornerstone responsibilities: preserve freedom of action, enable joint lethality and effectiveness, and provide independent options—in, from, and to space. Further, due to the small size, the USSF needs to adopt talent management practices designed to individually develop, retain, manage, and cultivate high impact military professionals. Therefore, the USSF requires a 21st Century approach to military human capital management capable of scaling on demand (scalable); doing so quickly and easily (agile); adapting to changing circumstances (flexible); and allowing its members to move easily between full- and part-time status (permeable). The USSF is designing and implementing the human capital strategy to tap into, and build upon, each person's unique and diverse strengths to power interconnected high-performing teams. These teams, mission-focused and populated by bold, innovative, and empowered people, are the foundation and heartbeat of the Space Force.



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The DAF will construct the new Space Component to capitalize on the Space Force Human Capital Strategy in terms of scalability, agility, flexibility and permeability. In this component, full- and part-time members will be managed under the same statutory authorities and human capital management system, increasing leadership opportunities and enhancing constructive credit and flexible work arrangements to better leverage individual talent currently serving in industry and academia. This model will allow for permeability between full- and part-time work not only expanding synergies with industry, but also optimizing the work life balance and flexible career management options for all members of the Space Force. Such a construct will not only allow for expanded reach of diverse candidates to join the workforce and enhance opportunities available to the force in congruence with deliberate development, it also provides unified command and control, enabling Space Force leaders to immediately adapt the force to meet emergent needs, and eliminate the excessive time normally required for coordination between multiple components and associated funding sources.

Moreover, the Space National Guard component will retain the unique attributes of the National Guard and also offer full- and part-time service options, mirroring existing ANG/ARNG authorities and policies. This includes providing capability to rapidly surge unit equipped forces to support U.S. Space Command and other Combatant Commands. Currently, Air National Guard space units and personnel are trained and ready in accordance with USSF standards. A Space National Guard would ensure an uninterrupted common Guardian space warfighter culture. The SNG can be established efficiently and effectively, eliminating the bureaucracy associated with the units performing space missions remaining in the USAF, a Service no longer tasked with the Space mission.

DoD leadership directed further development of the new Space Component, and a SNG. The DAF and NGB have developed detailed legislative proposals required for both the new Space Component and Space National Guard, and intend to synchronize legislative and policy proposals to ensure the Space National Guard personnel have entitlement and benefits parity with their new Space Component Guardian counterparts.

The DAF eagerly anticipates the opportunity to submit legislative proposals to Congress to establish this bold new construct over the Fiscal Years (FYs) 2022 and 2023 National Defense Authorization Act legislative cycles.

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### Report

The Department of the Air Force (DAF) is aggressively working on all fronts to make the United States Space Force (USSF) a highly effective fighting force capable of deterring conflict and defending our Nation's vital interests in the ultimate high ground. The DAF and NGB are moving forward with the development of the Two Component service course of action.

In January 2020, the Chief of Space Operations (CSO) presented the Deputy Secretary of Defense (DSD) with the Guard and Reserve organizational design options for USSF. The CSO recommended establishing a Space National Guard (SNG), and a Space Force Reserve, and to pursue a study to combine the Reserve and Regular components. The DSD tasked the DAF to conduct the study on a course of action that would not only combine the traditional Reserve and Regular components, but also the Guard component, thereby establishing a single component service (SCS).

The Department proceeded with the SCS study from February 2020 to May 2020. The notional single component would no longer have a legacy component structure of a Regular, Reserve, or Guard. The new Single Component would provide full- and part-time participation options, with a single military human capital management construct and combined Title 10 and Title 32 authorities. This study examined four implementation options that explored a variety of structures to create a single component, by using existing legislative authorities, or by creating a completely new body of law.

Upon completion of the SCS study, SAF/MR presented to the Chief of Space Operations (CSO) four options for implementing a Single Component Service (SCS): 1) a new, single component model, with new authorities and implementing policies; 2) a contract model, leveraging new or modification of existing authorities to contract with individuals; 3) a National Guard model leveraging the authorities and construct of the Air National Guard (ANG); and 4) a Reserve model leveraging the authorities and construct of the Air Force Reserve.

The study group recommended Option 1, a new, single component model, with new authorities. A true 'single component service' with permeability between full- and part-time service members, offered the innovative, 21st century approach, to military human capital management. It would require new legislation, with complementary policy changes to create seamless permeability between full- and part-time service with a focus on finding, developing, and retaining diverse individuals intentionally placed into high-performing teams, in line with the Space Force Human Capital Strategy. This new component builds on the Space Force's new talent management system as it will expand a members' opportunity for service through a flexible work system that permits easily transition between full- and part-time status, ensures retention of critical talent, and deliberate talent management throughout the Human Capital lifecycle.

While this group looked at integrating all components into the single Space Component, the group noted a pure, single component service construct introduced higher complexity, and legislative and policy barriers associated with reconciling Title 32 and Title 10 authorities, state vs federal authorities, when absorbing the legacy ANG construct into the new component. In addition, because the existing ANG space units are solely guard manned and equipped, it would

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result in an unacceptable level of risk to USSF mission execution as analysis estimated most members in the ANG space units would not volunteer to transfer to the new component, thus creating an immediate gap in capability, and a cost to rebuild the mission capability within the USSF. Moreover, the SNG provides crucial and immediate access to the State Partnership Program, enabling USSF's ability to rapidly build partnerships.

The CSO then requested a follow-on review to explore the benefits of a Two Component service, combining only the Regular and Reserve Components. The team conducted this review from May to June 2020. The team found establishing a new component integrating the current Regular and Reserve components, and establishing a separate SNG component, maximized the benefits found during the SCS COA study, while retaining the unique National Guard capabilities, including providing capability to rapidly surge unit equipped forces to support the Combatant Commands. This model also contained fewer implementation barriers, significantly reduced cost, and reduced risk to mission during the transition. Therefore, the CSO recommended, and the Secretary of the Air Force concurred, to recommend to the Department of Defense (DoD) leadership a Two Component Service model.

### *(1) The assumptions and factors used to make the plan...*

An Integration Team formed under the authority of the Assistant Secretary of the Air Force for Manpower and Reserve Affairs to further develop the proposal. The Terms of Reference to Determine Options for USSF SCS, dated 24 February 2020, and Terms of Reference for the Legislation and Policy Proposals for Two Component USSF, dated 15 October 2020, delineated the assumptions the Study Teams applied to develop the options for the selected course of action. They include:

- Incorporates a full- and part-time membership
- Transitions all Air Force Reserve Component's space missions to the USSF
- USSF assumes administrative control for all assigned full- and part-time Space component forces
- SNG assumes administrative control for all assigned SNG forces
- Requires new legislation to implement
- Requires no significant addition of manpower resources to implement
- Reduces seams/friction points in Total Force structure is a priority
- Maintains existing Uniformed Services Employment and Reemployment Rights Act (USERRA) protections will carry over to all USSF Components

### Factors to Consider

DoD's warfighting doctrine and capabilities continue to evolve since the inception of the United States military services and militia. Modern uses of the reserve components are dynamic and go beyond the historic strategic reserve concept. The NGB, in coordination with the DAF, submitted for consideration a legislative proposal for FY22 to establish and implement the SNG. The legislative proposal uses existing authorities, already in law for the Air and Army National Guard, to apply to a SNG. Additionally, the DAF developed a legislative proposal to establish a new Space Component using new statutory authorities to incorporate the flexibility and benefits

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of full- and part-time service. This component will be lean, scalable, agile and flexible, allowing members to move more easily between full- and part-time statuses (permeable). We expect policy proposals supporting the component structures to include the following considerations:

- **Boldness:** Show ability to take risks; confident and courageous.
- **Innovation:** Feature new methods; advanced and original.
- **Agility:** Ability to act quickly and with less bureaucracy.
- **Flexibility:** Ability to scale the Force in a rapidly changing environment. Facilitate meaningful opportunities for full- and part-time service that foster career intermissions and collaboration, education and training with academia, industry, and international partners, maximizing the preparation, training, and retention of world-class Space expertise.
- **Resiliency:** Ability as an organization to scale, adapt and thrive without risk to mission or personnel.
- **Sustainability:** No significant increase in resourcing and costs to the DAF. Ability to build senior leaders with a mix of full- and part-time experience.
- **Efficiency:** Limited/no transaction costs and barriers associated with organizing, administering, recruiting, instructing, and training (OARIT) to present forces to combatant commanders.
- **Effectiveness:** Ability to succeed in mission execution and professional development, to ensure a war-time surge capability.
- **Holistic:** Mirror lifecycle management (Recruit, Engage, and Retain) framework.
- **Feasibility and Risk:** Assess political interest, and perceived viability, both internal and external.

### *(2) Individuals who made recommendations regarding the organization of such components.*

The SCS Study Team and the Two Component Assessment Team met over several months and included over 100 subject matter experts from across the Air Force and Space Force, including advisors from various DoD offices and RAND.

An Executive Steering Group (ESG), led by the Deputy Assistant Secretary of the Air Force for Reserve Affairs and Airman Readiness (SAF/MRR), provided oversight for the entire effort with General Officer and Senior Executive Service membership. The study team participated in multiple working and sub-working groups to provide the ESG recommendations. The working groups and the ESG consisted of representation from the following offices:

- Deputy Assistant Secretary of the Air Force for Reserve Affairs and Airman Readiness (SAF/MRR), Chair
- Deputy Chief of Space Operations for Human Capital (SF/S1), Co-Chair
- Office of the Chief of Space Operations, Director of Staff (SF/DS)
- Chief of the Air Force Reserve (AF/RE)
- National Guard Bureau, Director of Space Operations (NGB/SO)
- Director, Total Force Integration, Office of the Secretary of the Air Force (DAF/DSI)
- General Counsel of the Department of the Air Force (SAF/GC)
- The Judge Advocate General, Headquarters U.S. Air Force (DAF/JA)

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- Deputy Assistant Secretary of the Air Force for Budget (SAF/FMB)
- Director, Legislative Liaison, Office of the Secretary of the Air Force (SAF/LL)
- Director, Public Affairs, Office of the Secretary of the Air Force (SAF/PA)
- Director, Force Management Policy (AF/A1P), Deputy Chief of Staff for Manpower, Personnel & Services (AF/A1)
- Deputy Chief of Space Operations for Intelligence, Operations & Communications (SF/S2/3/4/6/10)
- Headquarters Space Operations Command, Director of Operations & Communications (SPOC/S3/6)
- Director, Current Operations (AF/A3O), Deputy Chief of Staff for Operations (AF/A3)  
Deputy Chief of Staff for Plans & Programs (AF/A5)
- Air Force Warfighting Integration Capability (AFWIC)
- Deputy Chief of Staff for Studies, Analyses & Assessments (AF/A9)
- United States Space Force Senior Enlisted Advisor
- The Adjutant General, State of Colorado
- The Adjutant General, State of Oregon
- Deputy Assistant Secretary of Defense for Reserve Integration (OSD P&R, RI)
- Deputy Assistant Secretary of Defense for Military Personnel Policy (OSD P&R, MPP)
- Deputy Assistant Secretary of Defense for Space Policy (OSD P, SP)
- Joint Staff, Vice Director for Manpower & Personnel (JS/J1)
- RAND Corporation

The working group included action officer level representatives of the ESG. In addition, the National Guard Bureau (NGB) also ensured participation from Colorado, Florida, and New York, representing states with space mission equities. For the SCS study and follow-on Two Component effort, SAF/MRR and SF/S1/4 led the core working group, and established sub working groups as required to address specific aspects of the legislative and policy proposals.

*(3) Determinations of the Secretary regarding the mission, organization, and unit retention of such components.*

The Secretary of the Air Force, CSO, and their key senior staff leadership agreed “Two Component Service” course of action allows the DAF to capture the key benefits of a single component while maintaining access to the key unique advantages a National Guard Component has to offer. Integrating three component structures introduced more significant complexity and barriers, and put USSF mission execution at risk, particularly those capabilities provided by ANG space units. Establishing a separate National Guard component reduced this risk, complexity, and preserved unique capabilities the ANG brings to the total force effort.

The Secretary of the Air Force recommended to the DSD a Two Component USSF. The DAF has finalized a legislative proposal for FY22 and will develop a legislative proposal for FY23 to support this construct. The DAF has submitted a legislative proposal in the FY22 legislative cycle to establish a framework for the new Space Component, and to establish and execute the SNG. Longer term, the DAF and CSO will determine how the units will be organized into a structure facilitating mission assurance and uninterrupted service in the new Space Component and the SNG. The DAF intends to synchronize legislative proposals and policy revisions to ensure

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the SNG personnel have entitlement and benefits parity with their new Space Component counterparts.

### ***(4) The final organizational and integration recommendations regarding such components.***

The Secretary of the Air Force recommended to and subsequently received approval in December 2020 from the DSD for a two component service: a new Space Component, combining legacy Regular and Reserve force, and a SNG.

#### **New Space Component**

The new Space Component would consist of full- and part-time personnel serving together within one component, and would be structured to allow for seamless permeability across full- and part-time service options. Moreover, it would be cost efficient (lean), capable of scaling on demand (scalable) quickly and easily (agile), and adaptable to changing circumstances (flexible). The premise of this construct is to allow for maximum flexibility to meet mission requirements while attracting, recruiting, and retaining the talent the USSF needs. The Space Component will leverage modern human resource strategies enabling it to effectively compete, or work in tandem with, industry to maximize access to a finite pool of talent. Consistent with the USSF Human Capital Strategy, the new talent management system will allow Space Force leadership to assess people's individual abilities to bring them in at the appropriate grade to contribute best to the Service. Additionally, improved partnerships and permeability with the private sector will enable national-strategic collaboration. The Space Component would absorb all Space missions, organizational structure, and units currently existing in the Regular Space Force and Air Force Reserve.

#### **Space National Guard Component**

The SNG Component also offers full-time and part-time service options, under existing authorities and policies. It would retain and leverage the unique attributes of the National Guard. This includes providing capability to rapidly surge agile and scalable predominately part-time unit equipped forces to support U.S. Space Command and other Combatant Commands. Currently, ANG space units and personnel are trained and ready in accordance with USSF standards and a SNG would ensure an uninterrupted common Guardian space warfighter culture. Additionally, a SNG provides invaluable reach into local communities, connection to industry, as well as access to, and relationships with, partner nations through the State Partnership Program. The SNG component would retain all space missions, organizational structure, and units currently existing in the ANG. Presently, ANG space units reside in seven States and one Territory.

### ***(5) The proposed staffing and operational organization for such components.***

#### **New Space Component**

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The new Space Component construct is currently under development. The DAF has submitted a legislative proposal in the FY22 legislative cycle to establish the foundation for the Space Component. For the FY23 legislative cycle, the DAF intends to submit a legislative proposal for a new body of law in Title 10, establishing a new subtitle F comprised of military personnel authorities that would apply only to members of the Space Force. These provisions will address the entire military human capital lifecycle, including recommended new authorities in force development and force management

The DAF anticipates aligning existing Regular and Air Force Reserve Space Professionals into this new structure. Units in the current USSF will integrate force mix to balance full- and part-time service participation to maximize mission success. In addition, the Department plans to reorganize the new Space Component within existing resources allocated to current Regular Space Force and Air Force Reserve Space units, eliminating any requirement for additional headquarters overhead.

### **Space National Guard Component**

The DAF has submitted a legislative proposal to establish and implement the SNG. The creation of a SNG component provides the USSF with an optimized Combat Reserve Component to deliver ready, lethal combat depth. Creation of the SNG Component minimizes capability and capacity gaps through concurrent transfer of existing ANG space units in FY22.

The ANG has conducted space missions for 25 years; a FY22 establishment ensures no interruption for the current 14 ANG space units. The NGB and existing National Guard space units will reorganize within existing resources, with minimal or no new cost, projected to be fully accommodated inside the existing NGB Total Obligation Authority, with no interruption to wartime readiness. It can be established efficiently and effectively, and eliminates the bureaucracy associated with forces performing a space mission remaining in the USAF, a service no longer tasked with the Space mission.

#### ***(6) The estimated date of implementation of the plan.***

Pending Congressional support for the legislative proposal for a Two Component service, the DAF timeline is as follows:

- FY22 legislative cycle: submitted a legislative proposal to establish the foundation for a new Space Component, and authorize the establishment and execution of the Space National Guard component.
- In calendar year 2021, establish interim internal policies to facilitate the Air Force Reserve and Air National Guard ability to provide forces to the USSF.
- Submit in the FY23 legislative cycle a fully developed legislative proposal with new authorities for the Space Component, synchronized with final FY22 Space National Guard Component legislative proposal. The new Space Component proposal will include, but not be limited to, new authorities for recruitment, force development and retention.

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*(7) Any savings or costs arising from the preservation of existing space-related force structures in the Air National Guard.*

### Savings

Establishing a SNG will eliminate two unprogrammed bills. If current ANG space unit missions are absorbed into the new Space Component, the DAF will require investment in order to align new USAF missions to these ANG units. In addition, the USSF will have to invest to build these missions within the service. In the meantime, the transfer process will cause degradation in mission capability which will take many years to rebuild. Moreover, the DAF will face additional recruiting and training costs. The SCS study analysis estimated most members in the ANG space units would not volunteer to transfer to the new Space Component, choosing instead to remain part of the ANG. They would volunteer to transfer to a SNG.

### Cost

The DAF, in collaboration with NGB, found there to be minimal cost in establishing a Space National Guard. Any costs arising from the establishment of the SNG will be covered via account transfers inside NG appropriations. Any future growth would be based on SecAF/CSO validated requirements coming from the normal process, e.g planning, programming, budgeting, and execution; strategic basing process; and federal recognition process. DAF and NGB estimate a marginal cost increase to achieve SNG full operational capability, and will be accommodated within existing NGB TOA.

**Phased approach.** Mirroring the stand-up of the USSF, the SNG stand-up should be phased, with only marginal cost increases, projected to be fully accommodated inside the existing NGB Total Obligation Authority (TOA), with establishment actions taken in advance of achieving Full Operational Capability (FOC).

**Manpower and Operations and Maintenance (O&M) costs.** Zero balance transfer (ZBT) of appropriations, from ANG to SNG accounts, including Space PEC manpower and O&M totaling \$73.89M, as well as additional space-specific funding contained in current ANG commoditized accounts.

**Incidental Cost.** As FOC entails completing the transfer of all ANG space units and personnel to the SNG, while stand-up is cost-neutral, there will be additional, new costs incidental with this transfer, including uniform issue / allowances for all members, signage, guidons, etc. As the USSF makes decisions on these items, NGB can update these projected costs.

**MILCON.** No additional MILCON is anticipated at either NGB or the states, at either Establishment or FOC, as the NGB SNG Directorate's and JFHQ-STs' lean staff designs can be accommodated in existing spaces.

**Unit / State Manpower.** Assuming the same fielded force structure, no additional manpower for SNG staff support is required at FOC for the states with a SNG component beyond the two JFHQ billets per state ZBT-transferring from the ANG to the SNG.



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**NGB SNG Directorate Manpower.** The DAF is still conducting important analysis on the macro-organizational design of the USSF, and on the supporting-supported relationship between the USAF and USSF, with an objective of lean organizational design throughout. These decisions directly bear on determining the right SNG connection points with the USSF, and on the corresponding ANG and SNG supported-supporting relationships and enduring dependencies of the SNG on the ANG. This present uncertainty prevents exact NGB SNG Directorate FOC manpower estimates and deliberately drives a decision to leave Establishment manpower small until the uncertainty resolves from rigorous analysis. The aforementioned DAF macro-organizational design and supported-supporting relationships analysis, and subsequent NGB ANG-SNG analysis, will reveal where efficiencies can be taken to ensure lean NGB SNG Directorate manning that is still able to fulfill core space requirements without inappropriate reliance on the ANG Directorate for space business. NGB estimates a marginal cost increase to achieve SNG FOC that will be accommodated within existing NGB TOA.

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### **Conclusion**

The DAF recommends a Two Component service course of action for the USSF capitalizing on a more lean and agile force that partners effectively with space-interested entities who share our values and interests. This course of action recommends establishing a structure to include a new Space Component (full- and part-time construct merging the legacy Regular and Reserve components) under a new body of law established in a new subtitle F of title 10, and establishment of a SNG. This allows the DAF to capture several key benefits of a single component structure (innovative, 21st Century human capital management with permeability between full- and part-time service) while maintaining access to the key attributes and capabilities a National Guard component offers.

The DAF determined integrating three component structures introduced more significant complexity and barriers, and put USSF mission execution at risk, particularly those capabilities provided by Air National Guard space units. Leadership agreed establishing a National Guard component reduced risk and complexity, and preserved unique capabilities the Air National Guard brings to the total force effort. The “Two Component Service” course of action allows the DAF to capture the key benefits of a single component while maintaining access to the key unique advantages a National Guard Component has to offer.

Moreover, establishing the SNG avoids cost and mission impacts associated with the alternative of not transferring the ANG units into a SNG, including recruiting and training costs, mission gaps, and creating a cost to the USAF for ANG unit/personnel mission realignment. Finally, the SNG provides crucial and immediate access to the State Partnership Program, enabling USSF’s ability to quickly build partner capacity.

The NGB and DAF submitted a legislative proposal for FY22 to establish and implement a SNG, and establish a framework for the new Space Component. A legislative proposal will follow in FY23 establishing a new body of law in title 10 for the Space Component. The DAF

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intends to synchronize legislative and policy proposals to ensure the SNG personnel have entitlement and benefits parity with their new Space Component counterparts.

The DAF eagerly anticipates the opportunity to work with Congress to establish this bold, new construct over the FY 2022 and 2023 National Defense Authorization Act legislative cycles.

## Space Force Components Report

### Distribution

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