

## 3 MANPOWER REQUIREMENTS SQUADRON



### **MISSION**

The overall mission of the five Manpower Requirements Squadrons is to quantify total force manpower requirements for the Air Force. The squadrons also conduct short-notice, high-visibility special manpower studies as directed by Headquarters AFMA.

### **LINEAGE**

3 Manpower Requirements Squadron

### **STATIONS**

Scott AFB, Ill

### **ASSIGNMENTS**

Air Force Manpower Analysis Agency

### **COMMANDERS**

Lt Col Brian Bassham

### **HONORS**

**Service Streamers**

**Campaign Streamers**

**Armed Forces Expeditionary Streamers**

**Decorations**

## **EMBLEM**

On a disc Azure, in chief three mullets arced fesswise Argent, emitting from base a gauntlet Silver Gray detailed White and Sable, grasping a globe Celeste, land masses Black, at mid-globe a flight symbol point to dexter emitting a contrail encircling the globe from sinister behind globe to dexter and ending at a point on the land mass of North America all Or, all within a narrow border Yellow. Attached above the disc, a Blue scroll edged with a narrow Yellow border and inscribed "SHAPING THE FUTURE TODAY" in Yellow letters. Attached below the disc, a Blue scroll edged with a narrow Yellow border and inscribed "3D MANPOWER REQUIREMENTS SQ" in Yellow letters. Ultramarine blue and Air Force yellow are the Air Force colors. Blue alludes to the sky, the primary theater of Air Force operations. Yellow refers to the sun and the excellence required of Air Force personnel. The three stars represent the major categories of Air Force Total Force Manpower – Active Duty, Air Reserve Components, and Civilians. The gauntlet pertains to air superiority. The globe symbolizes global mobility. The flight symbol refers to linkage to the parent unit, the Air Force Manpower Agency, and the contributions to improving service resources in meeting Air Force capabilities.

## **MOTTO**

## **OPERATIONS**

The 3rd Manpower Requirements Squadron held its inactivation ceremony July 28 and will officially inactivate Sept. 1 at Scott Air Force Base.

The 3rd MRS has been on Scott AFB, in one form or another, since January 1991. They officially activated Jan. 16, 1991, only to inactivate three years later in July. Over a decade later, however, they were re-designated and activated on Oct. 13, 2005.

"Since 2005, we have been one of five GSUs assigned to the Air Force Manpower Analysis Agency-AFMAA (formally Air Force Manpower Agency-AFMA)," said Senior Master Sgt. Stephen Holdenried, 3rd MRS. "Our primary mission has been to provide Air Force leaders, at all organization levels, the quantitative tools to identify essential manpower required, based on management engineering techniques, for the effective and efficient accomplishment of the Air Force mission."

The 3rd MRS is able to do this by performing studies, encompassing varying programs at multiple centers, and gathering subject matter experts across differing functions of the Air Force in order to define or establish manpower standards.

"Some of the functions we have shaped were: Air Force Special Operations, Air Force Space and Cyberspace, Logistics Readiness Squadrons, the C-130, KC-130 and C-5 maintenance fleet, and recently USTRANSCOM," said Holdenried.

Since the initial activation in 1991, the 3rd MRS has received the "Air Force Organizational Excellence Award" in 1992, 2006, and 2015.

"The reason for the inactivation is due to the Air Force intending to reorganize the Air Force Manpower Analysis Agency," said Holdenried. This reorganization will inactivate two AFMAA subordinate units: the 3rd MRS and the 5th Manpower Requirements Squadron in Tinker AFB, Okla. Holdenried added, "This initiative realigns existing manpower resources supporting centralized enterprise-wide manpower and management engineering activities and supports the Secretary of the Air Force driven Air Force Continuous Process Improvement efforts."

The Air Force directed AFMAA to expand the scope of its mission to improve Air Force resource decision support and accomplish the additional responsibilities within the organization's existing manpower resources. In addition to retaining core business responsibilities, quantifying AF requirements through development of manpower models, the expanded mission scope includes: Planning, coordinating, and performing enterprise-wide human capital training and development; and Executing Air Force-wide Process Improvement initiatives in support of the Under Secretary of the Air Force for Management and Chief Management Officer's Continuous Process Improvement policies.

"In the end, the closing of the 3rd MRS closes a nearly 15-year-rich history in the Scott AFB community," said Holdenried. "We've had many people come and go from our unit. Many of our enlisted have gone on to be leaders in the Air Force Manpower Enterprise. Six have gone on to make chief, to include our current Air Force Career Field Manager, Chief Master Sgt. Kenneth R. Beyer."

Since finding out they were inactivating in October 2015, they've gone from 40 personnel—15 of which were civilian—to about 20 personnel during the inactivation ceremony. While a few of the military are going to other units on Scott, the majority of the military are relocating to other Air Force bases across the U.S. Five civilian positions will remain as an Operating Location of the 2nd Manpower Requirements Squadron, another AFMAA unit out of Langley AFB, Va. Holdenried said, "The 3rd MRS's motto is 'Shaping the Future Today,' and I'd like to think that we have lived up to that motto through the work we've done and the people who left here."

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DEPARTMENT OF THE AIR FORCE UNIT HISTORIES

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#### Sources

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The Institute of Heraldry. U.S. Army. Fort Belvoir, VA.

Air Force News. Air Force Public Affairs Agency.