



DEPARTMENT OF THE AIR FORCE
502D AIR BASE WING
JOINT BASE SAN ANTONIO



MEMORANDUM FOR MR. MIKE MORATH
COMMISSIONER, TEXAS EDUCATION AGENCY
1701 NORTH CONGRESS AVENUE
AUSTIN, TX 78701

FROM: 502 ISG/CC
1980 Bong Ave Suite 102
JBSA-Lackland, TX 78236-5102

SUBJECT: Appointment of Mr. John Sheehan to the Lackland Independent School District
(LISD) Board of Trustees

1. I respectfully request the appointment of Mr. John Sheehan to the LISD Board of Trustees. Attached is his resume, as required by Texas Administrative Code Section 61.2a(1), along with a signed statement expressing his willingness to accept the appointment and serve in full adherence to the established state standards for school board members.
2. Mr. John Sheehan is qualified under the general school laws of Texas and either live or work on JBSA-Lackland. The nominee is well qualified and the appointment of both of him would be in full compliance with the provisions of the Texas Education Code 11.352. Every avenue was used to reach the widest possible applicant pool. The membership composition of the board of trustees are in compliance with the provisions of Texas Code 11.28.
3. I recognize the power of the Board of Trustees to govern and manage the operations of the LISD and recognize that my role as the commanding officer of JBSA-Lackland is limited only to the duty defined by statute in the process for appointing the Board of Trustees.
4. Thank you and your staff for your support of our school district. If you have any questions, please contact my POC, Ms. Angela Green at (210) 652-3081.

STRAIN.STEVEN.A. Digitally signed by
1047863267 STRAIN.STEVEN.A.1047863267
Date: 2021.05.19 12:25:40 -05'00'
STEVEN A. STRAIN, Colonel, USAF
Commander, 502d Installation Support Group

- 2 Attachments:
1. Lackland ISD Appointment Letter
 2. Mr. John Sheehan's Application Package



DEPARTMENT OF THE AIR FORCE
502D AIR BASE WING
JOINT BASE SAN ANTONIO



MEMORANDUM FOR MR. MIKE MORATH
COMMISSIONER, TEXAS EDUCATION AGENCY
1701 NORTH CONGRESS AVENUE
AUSTIN, TX 78701

FROM: 502 ISG/CC
1980 Bong Ave. Suite 102
JBSA-Lackland TX 78236-5102

SUBJECT: Appointment of Mr. John K. Jackson and the Reappointment of Mrs. Jere M. Pace to the Lackland Independent School District (LISD) Board of Trustees

1. I respectfully request the appointment of Mr. John K. Jackson and reappointment of Mrs. Jere M. Pace to the LISD Board of Trustees. Attached are their resumes, as required by Texas Administrative Code Section 61.2a(1), along with a signed statement expressing their willingness to accept the appointment and serve in full adherence to the established state standards for school board members.
2. Mr. John K. Jackson and Mrs. Jere M. Pace are qualified under the general school laws of Texas and either live or work on JBSA-Lackland. The nominees are well qualified and the appointment of both of them would be in full compliance with the provisions of the Texas Education Code 11.352. Every avenue was used to reach the widest possible applicant pool. The membership composition of the Board of Trustees is in compliance with the provisions of Texas Code 11.28.
3. I recognize the power of the Board of Trustees to govern and manage the operations of the LISD and recognize that my role as the commanding officer of JBSA-Lackland is limited only to the duty defined by statute in the process for appointing the Board of Trustees.
4. Thank you and your staff for your support of our school district. If you have any questions, please contact my POC, Ms. Angela Green at (210) 652-3081.

STRAIN.STEVEN.A.1047863267
Digitally signed by
STRAIN.STEVEN.A.1047863267
Date: 2021.05.07 15:06:19 -05'00'
STEVEN A. STRAIN, Colonel, USAF
Commander, 502d Installation Support Group

- 2 Attachments:
1. Mr. John K. Jackson's Application Package
 2. Mrs. Jere M. Pace's Application Package



Joint Base San Antonio Statement of Eligibility

Applicant Full Name: John A. Sheehan

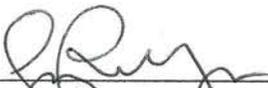
Residential Address: 15131 Sirius Circle
San Antonio TX 78245

Physical Address of Employer: 3515 S. General McMullen Dr.
San Antonio TX 78226

Board of Trustees Location Applying For: Lackland ISD

I hereby make a formal application for the above indicated Board of Trustees. In doing so, I confirm that:

- I am qualified under the general school laws of Texas and live or am employed on JBSA.
- I attest the contents of my resume.
- I am a qualified voter.
- I willingly accept the appointment to the Board of Trustees and will serve in this capacity with full adherence to the state established standards on the duties and responsibilities of school board members.



Signature of Applicant

March 10, 2021

Date

John A. Sheehan

Printed Name of Applicant

Digital Signatures are authorized. If using a wet signature, please sign, date and print legibly. Form must be completed prior to setting up your interview with the selection board.

JOHN A. SHEEHAN JR.

San Antonio, TX

John.a.sheehan.25@gmail.com

www.linkedin.com/in/johnsheehan25

(302) 222-7309

PROFESSIONAL SUMMARY

Energetic leader with 21 years of experience in diverse environments applying a unique mix of strategic analysis, operational management, personnel development and training skills. Able to analyze data and detect inefficient and ineffective processes, as well as identify and evaluate innovative counter-measures. Adept at distilling data and information into clear and concise messages to senior leaders. Skills include:

Program Development and Management – Policy Development – Data Mining and Analysis
Oral and Written Communication – Problem Solving – Training and Mentoring – Team Building

PROFESSIONAL HIGHLIGHTS

Air Force Inspection System Program Manager. Air Force Installation & Mission Support Center. March 2021 – Present

- Provides management controls over the Air Force Inspection System (AFIS), Commander's Inspection Program (CCIP), Management Internal Control Toolset (MICT) and Inspector General Evaluation Management System (IGEMS) in support of the Installation Support Directorate.

Force Protection Business Consultant w/ duties at the Air Force Security Forces Center. Defense Consulting Services. June 2020 – Feb 2021

- Provides higher headquarter strategy, governance, and future planning synchronization and integration within AFSFC lines of effort, objectives and processes. Supports the continual development and planning of the AFSFC Campaign Plan and execution of metrics development and analytics.
- Directly supports AF/A4SR for the processes of each phase of the Security Forces Deliberate Planning Framework, to include strategic guidance review and analysis, challenges, operational analysis, gap analysis, and solutions analysis.

Combat Arms Action Officer w/ duties at Air Force Security Force Center. Cherokee Federal. October 2019 – June 2020

- Managed 220 small arms ranges across the Installations & Mission Support (I&MS) enterprise; utilized metric/statistical analysis to prepare data, recommend, and brief the Small Arms Working Group/Board in support of senior leaders' decisions in investing, divesting and community partnering small arms ranges.

JOHN A. SHEEHAN JR.

- Monitored and advised on 3 Small Arms Ranges supporting AETC, USAFE, PACAF. Coordinated with AFCEC/COSC ensuring new range constructions meet facility and training requirements.

MAJCOM Functional Manager, Air Force Installations & Mission Support Center, USAF.
October 2017 – October 2019

- Managed 11K training seats and \$19.25M training budget; analyzed and distributed seats to over 120 organizations supporting 70K personnel across 24 career fields ensuring 103% utilization rate.
- Reviewed guidance, validated training requirements for 24K personnel and coordinated with HAF/A4SF, 2 AF, AFPC, AETC/A3, and 120 organizations.
- Validated manning requirements for 77 installations and distributed over 1K Overseas Returnees, Mandatory Movers and Technical Training Graduates to vacancies based on analysis, research, and mission requirements.

Functional Area Manager, Air Force Installations & Mission Support Center (AFIMSC), USAF.
April 2017 – October 2017

- Managed 35K personnel and equipment UTC for SECAF retained Agile Combat Support forces delivering Installations & Mission Support (I&MS) capabilities; advised/recommended posturing and execution of resources to ensure full spectrum operations in support of 6 COCOMS.
- Analyzed FY19 Agile Combat Support review; identified 533 unsourced requirements for 3K personnel verifying 100% accuracy for 77 installations to support global operations and special mission taskings.

AF COLS & Publication Program Manager, AFIMSC, USAF.
August 2015 – April 2017

- Conducted policy integration activities for 46K first responder community at over 77 bases affecting Fire Emergency Services, Explosive Ordnance Disposal, Emergency Management and Security Forces.
- Managed the initial genesis of Security Forces installation health metrics development; identified five critical areas to analyze affording senior leaders an accurate assessment of 77 installations to make risk-based decisions shaping \$96M in base operating support requirements.

Combat Arms Policy Action Officer, Headquarters-Directorate of Security Forces, USAF.
August 2014 – August 2015

- Air Force lead on Small Arms & Light Weapons policy, guidance, program management; provided guidance and technical assistance to HAF, Air Staff Functional Managers, 9 MAJCOMs, and 2 DRUs.

JOHN A. SHEEHAN JR.

- Oversaw three publications' revisions directing Air Force weapons qualifications and maintenance policies for fourteen weapon systems serving 500K personnel annually. Analyzed and identified 2,800 compliance statements and reduced redundancies by 81%.

Combat Arms NCOIC, 375 SFS, USAF.

July 2013 – August 2014

- Led a seven instructors shop providing weapons training/qualification on six weapons systems for 1K personnel annually and managed an ammo and weapon \$1.7M account.
- Managed 23 programs in coordination with Civil Engineer, Ground Safety, and Bio-Environmental; oversaw inspections of 130K weapons, identifying 297 deficiencies ensuring only operational weapons deployed.
- Facilitated Air Mobility Command Proficiency Fire event supporting 42 personnel across 16 installations/3 MAJCOMs; enabled high stress live-fire training and evaluation benchmarking best practices and techniques for Security Forces.

Flight Chief, 375 SFS, USAF.

May 2011 – July 2013

- Led 73 personnel securing \$3.2B in DoD assets; oversaw security and law enforcement operations providing immediate response for over 500 incidents annually. Managed section training program certifying 73 personnel with a 92% overall average score.
- Planned and executed 120 outside-the-wire missions, analyzed threat trends and recommended appropriate mission plans to the unit commander. Enabled 800 intelligence reports resulting in the capture, death, or neutralization of 37 insurgent personnel and coordinated 17 weapons caches disrupting insurgent network operations within the Bagram Air Base Security Zone.

Threat Working Group Action Officer, HQ AMC-Directorate of IM&S, USAF.

April 2010 – May 2011

- Analyzed security requirements for over 300 missions a week, adjudicated 2K overseas airfield assessments annually, and brief 34 airfield assessments to threat working group principals. Tasked aircraft security teams to support over 1K global mission and 5K sorties with zero security incidents.

Integrated Defense Security System Program Manager, HQ AMC-Directorate of IM&S, USAF.

June 2009 – April 2010

- Managed headquarters security equipment database tracking five installations' force protection capabilities; oversaw critical author Vindicator security system documents shaping memorandum of agreement supporting three security enhancement and force protection projects.

JOHN A. SHEEHAN JR.

EDUCATION and TRAINING

Masters of Science, Organizational Development and Leadership, University of Incarnate Word, San Antonio, TX. August 2020 (with Distinction)

Professional Manager Certification, Community College of the Air Force-Air University, Montgomery, AL. August 2017

Bachelor of Arts, Education Studies, Ashford University, San Diego, CA. August 2016 (Magna Cum Laude)

Associates Applied Science, Criminal Justice Community College of the Air Force-Air University, Montgomery, AL. April 2004



Joint Base San Antonio Statement of Eligibility

Applicant Full Name: John K.Jackson

Residential Address: 3515 South Gen McMullen⁺

San Antonio

Texas

78226

Physical Address of Employer:

3515 South Gen McMullen⁺

San Antonio

Texas

78226

Board of Trustees Location Applying For: Lackland ISD

I hereby make a formal application for the above indicated Board of Trustees. In doing so, I confirm that:

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- I attest the contents of my resume.
- I am a qualified voter.
- I willingly accept the appointment to the Board of Trustees and will serve in this capacity with full adherence to the state established standards on the duties and responsibilities of school board members.

JACKSON.JOHN.K.112 Digitally signed by
1725637 JACKSON.JOHN.K.1121725637
Date: 2021.03.29 09:10:47 -05'00'

Signature of Applicant

John K. ackson

Printed Name of Applicant

03/29/2021

Date

***Digital Signatures are authorized. If using a wet signature, please sign, date and print legibly.
Form must be completed prior to setting up your interview with the selection board.***



BIOGRAPHY

UNITED STATES AIR FORCE

Six Sixteenth Operations Center
Joint Base San Antonio-Lackland, Texas

DAY: (210) 395-0074
EVENING: (719) 339-1963

JOHN K. JACKSON

Mr. John K. Jackson is Deputy Director, Six Sixteenth Operations Center, Headquarters-Sixteenth Air Force, Joint Base San Antonio-Lackland, Texas. The Operations Center provides command and control of Air Force Cyber Forces on behalf of the Sixteenth Air Force Commander. The Operations Center also integrates, synchronizes, and coordinates Intelligence, Surveillance, and Reconnaissance (ISR), Electronic Warfare (EW), and Information Operations (IO) activities.

Mr. Jackson served as a commissioned officer in the U.S. Air Force from 1980 until he retired in 2003. While on active duty, he completed a variety of assignments as an Intelligence Officer in Italy, South Korea, Austin, San Antonio, The Pentagon, Hawaii, and Saudi Arabia. His active duty service culminated as Deputy Commander of an Information Operations Group in Colorado Springs. Mr. Jackson began his active duty military service as an enlisted Airman in the U.S Air Force.



Mr. Jackson entered Federal Civil Service in 2003 as the Intelligence, Surveillance and Reconnaissance Senior Analyst for General Defense Intelligence Programs, within the Directorate of Intelligence, Headquarters Air Force Space Command. Mr. Jackson previously served as Chief of the Strategy Division, Six Sixteenth Operations Center, Joint Base San Antonio-Lackland, Texas.

Formal Education

- Master of Arts Degree in Information Systems Management—Grambling State University
- Master of Arts Degree in Public Administration—Webster University
- Bachelor of Arts Degree in Political Science—Webster University

Professional Military Education

- Air War College
- Air Command and Staff College
- Squadron Officer School

Leadership Training

- Masters Leadership Program of Greater San Antonio
- Seminar for Executives on Legislative Operations
- Congress and the Intelligence Community Workshop
- Municipal Leadership Institute of San Antonio

Functional Training

- Imagery Intelligence Officer Course
- Contingency Wartime Planning Course
- Joint Information Operations Orientation Course
- Worldwide Joint Planning Orientation Course

Certifications

- Director of National Intelligence's *Intelligence Community Officer* (ICO)
- Intelligence Community Assignment Program (ICAP)—Joint Duty

Civic and Community

- Commissioner—City of San Antonio Planning Commission
- Member—Technical Advisory Committee, City of San Antonio Planning Commission
- Director—Project QUEST, Inc., Board of Directors
- Member—Programs and Operation Committee, Project QUEST, Inc.

Assignments

1. August 1980-February 1981, Student, Imagery Interpretation School, Lowry AFB, Colorado
2. April 1981-December 1984, Assistant Chief, Imagery Interpretation Section, 12th Tactical Reconnaissance Squadron, Bergstrom AFB, Texas
3. December 1984-December 1985, Chief, Target Materials and Radar Prediction Sections, 8th Tactical Fighter Wing, Kunsan AB, Republic of Korea
4. December 1985-January 1989, Chief, Ground Processing and Exploitation Systems Section, Headquarters Pacific Air Forces, Hickam AFB, Hawaii
5. January 1989-August 1992, Chief, Imagery Systems Section, Headquarters United States Air Force, Pentagon, Washington DC
6. August 1992-July 1996, Chief, Imagery Programs Division and Imagery Functional Manager, Air Intelligence Agency, Kelly AFB, Texas
7. July 1996-April 1997, Chief, Systems and Programs, 16th Air Force, Naples AB, Italy
8. April 1997-May 1999, Chief of Intelligence, 16th Air Force, Aviano AB, Italy
9. May 1999-January 2003, Dep Commander, 544th Info Operations Group, Peterson AFB, Colorado
10. September 2003-November 2005, Senior ISR Analyst, Directorate of Intelligence, Headquarters Air Force Space Command, Peterson AFB, Colorado
11. November 2005-January 2008, Chief, Special Information Operations Division and Geospatial-Intelligence Special Management Office, HQ Air Intelligence Agency (AIA), San Antonio, Texas
12. January 2008-March 2015, Chief, Readiness Division, HQ Air Force Intelligence, Surveillance and Reconnaissance Agency (AFISRA), San Antonio, Texas
13. March 2014-January 2020, Chief, Special Missions Division, Six Twenty-Fifth Operations Center, Joint Base San Antonio-Lackland, Texas
14. January 2020-Present, Chief, Strategy Division, Six Sixteenth Operations Center, Joint Base San Antonio-Lackland, Texas

Joint Assignments

1. Chief, Targets and Collection Management, Joint Task Force (JTF) NOBLE ANVIL, Operation ALLIED FORCE (Yugoslavia)
2. Chief, Intelligence, Surveillance and Reconnaissance Cell, Combined Air Operations Center, Operation JOINT GUARD (Bosnia/Herzegovina)
3. Chief, United States National Intelligence Cell, Operation JOINT GUARD (Bosnia/Herzegovina)
4. Chief, Joint Intelligence Center, JTF Southwest Asia, Operation SOUTHERN WATCH (Iraq)
5. Deputy Air Force Forces (AFFOR)/A2 (Forward), Combined Forces Air Component Command, Operation ENDURING FREEDOM (Afghanistan)

JOHN K. JACKSON

9511 Tioga Cove, San Antonio, TX 78251
Email: grambling1980@yahoo.com

Day: 210-395-0074
Evening: 719-339-1963

SUMMARY OF QUALIFICATIONS

- 30-plus years in intelligence and cyberspace leadership and managerial positions
- United States Air Force (USAF) senior civilian; retired USAF Officer
- Dual Master's Degrees
- Top Secret security clearance, with current access to sensitive compartmented information (SCI)

SUMMARY OF SKILLS AND ABILITIES

- Expert background in intelligence, surveillance, and reconnaissance (ISR) planning/operations
- Broad experience integrating Cyberspace and ISR into enterprise strategic planning processes
- Extensive background managing sensitive/compartmented USAF programs
- Accomplished administration of enterprise-level programs, projects, and budgets
- Demonstrated experience guiding matrixed and multi-functional organizations

EXPERIENCE

Deputy Director

June 2020 to Present—616th Operations Center (OC) / 16th Air Force, San Antonio, TX

- Integrates and synchronizes daily Information Warfare Operations
- Exercises command and control of Air Force Cyber Forces on behalf of the 16th AF Commander
- Plans, optimizes, and executes convergence effects of ISR, Cyber, and Information Operations (IO)
- Directs and monitors AF JWICS, data links, and associated systems to ensure mission integrity

Chief, Strategy Division

January 2020 to June 2020—616th Operations Center / 16th Air Force, San Antonio, TX

- Managed and directed both long-range and near-term planning activities
- Assessed Cyber, ISR, Electronic Warfare (EW), and Information Operations effectiveness
- Directed Special Technical Operations (STO), special-access, and support to Special Operations

Chief, Special Missions Division

January 2014 to January 2020—625th Operations Center / AF ISR Agency, San Antonio, TX

- Defined missions, objectives, requirements, expenditures, and priorities for the organization
- Led enterprise creation of a new Operations Center —control of 70k+ personnel, worldwide
- Directed Special Technical Operations, special-access, and support to Special Operations

Chief, Readiness Division

March 2013 to January 2014—AF Intelligence, Surveillance, and Reconnaissance Agency, San Antonio, TX

- Provided planning, direction, organization, and control of employees and assets
- Managed force readiness, exercise planning/support, risk management, and force integration
- Directed a multi-million dollar program integrating airborne and space operations

Chief, National-Technical Means Branch

January 2008 to March 2013—AF Intelligence, Surveillance, and Reconnaissance Agency, San Antonio, TX

- Provided oversight and direction of national intelligence activities—DoD and Air Force programs
- Provided leadership of staff operations and functional guidance to subordinate organizations
- Managed all scientific and technical collection and reporting operations

Chief, Combat Support Division and Special Management Office

July 2006 to January 2008—Air Intelligence Agency, San Antonio, TX

- Provided oversight of all geospatial-intelligence activities and programs
- Directed programming and budgeting activities to ensure delivery of services across the enterprise
- Conceived, initiated, and monitored national, service, and agency policy, programs, and projects

Chief, Special Information Operations Division

November 2005 to July 2006—Air Intelligence Agency, San Antonio, TX

- Directed staff activities for all special information operations, to include Special Technical Operations and other limited-access programs
- Led planning and coordination of special capabilities integration into Combatant Commander's warfighting strategies

Senior Intelligence Analyst

September 2003 to November 2005—Air Force Space Command, Colorado Springs, CO

- Senior advisor to the commander, Senior Intelligence Officer, and command intelligence staff
- Represented the command at inter-service and national-level forums
- Integral member of the Intelligence Community; integrated space and airborne intelligence into current and future defense acquisition programs

Deputy Commander

May 1999 to December 2002—544th Information Operations Group, Peterson Air Force Base, CO

- Led operations, training, policy and guidance for over 500 people at 12 worldwide locations, with a budget in excess of \$1.5 billion
- Led over 200 multi-national service members supporting combat operations, including computer administrators, security, and intelligence analysts—ensured the integrity of critical cyber systems
- Implemented major improvements in personal and physical security operations for over 3,500 personnel, across nine facilities, in four countries

Chief of Intelligence

July 1996 to May 1999—16th Air Force, Aviano Air Base, Italy

- Developed architectures, directed analytical production, formulated policy and guidance, and provided security oversight for activities at five locations
- Directed and prepared intelligence assessments, collection strategy, and targeting activities involving multi-national military and civilian personnel
- Conceived, secured funding, and equipped a new secure operating facility—\$200k savings

Chief, Imagery Division

October 1992 to July 1996—Air Intelligence Agency, Lackland Air Force Base TX

- Directed imagery policy for 14,000 personnel, at 104 worldwide locations; \$6B assets
- Solved a \$200K per year deficiency by developing and implementing new operating procedures
- Created a commercial imagery plan for military operations support—2000% increase in production

Chief, Intelligence Systems

December 1989 to October 1992—Headquarters, United States Air Force, Pentagon, Washington, DC

- Planned, programmed, and developed policy for \$1.5 billion Air Force imagery programs
- Led program formulation and execution for major Air Force imagery intelligence projects
- Air Force architect for consolidation of two airborne imagery programs, \$3.5B projects

EDUCATION AND TRAINING

Formal Education

Master of Arts Degree in Information Systems Management—Webster University

Master of Arts Degree in Public Administration—Webster University

Bachelor of Arts Degree in Political Science—Grambling State University

Professional Military Education

- Air War College
- Air Command and Staff College
- Squadron Officer School

Leadership

- Masters Leadership Program of Greater San Antonio
- Municipal Leadership Institute of San Antonio
- Seminar for Executives on Legislative Operations
- Congress and the Intelligence Community Workshop
- Driving Performance through Dialogue Workshop

Functional

- Civilian Personnel Management Course
- Contingency Wartime Planning Course
- Joint Information Operations Orientation Course
- Worldwide Joint Planning Orientation Course
- Imagery Intelligence Officer Course

Certifications

- Director of National Intelligence's *Intelligence Community Officer* (ICO)
- Intelligence Community Assignment Program (ICAP)—Joint Duty

CIVIC AND COMMUNITY

- Commissioner—City of San Antonio Planning Commission
- Member—Technical Advisory Committee, City of San Antonio Planning Commission
- Director—Project QUEST, Inc., Board of Directors
- Member—Programs and Operation Committee, Project QUEST, Inc.

MAJOR AWARDS AND HONORS

- Headquarters, USAF Intelligence Officer of the Year
- Meritorious Service Medal, with three oak leaf clusters
- Joint Service Commendation Medal, with two oak leaf clusters
- Air Force Commendation Medal
- National Defense Service Medal, with oak leaf cluster
- Armed Forces Expeditionary Medal
- Armed Forces Service Medal
- NATO Medal



Joint Base San Antonio Statement of Eligibility

Applicant Full Name: Jere M. Pace

Residential Address: 7914 Milton Favor, San Antonio, TX 78254

Physical Address of Employer: 102 Hall Boulevard, Suite 249, San Antonio, TX 78243

Board of Trustees Location Applying For: Lackland ISD

I hereby make a formal application for the above indicated Board of Trustees. In doing so, I confirm that:

- I am qualified under the general school laws of Texas and live or am employed on JBSA.
- I attest the contents of my resume.
- I am a qualified voter.
- I willingly accept the appointment to the Board of Trustees and will serve in this capacity with full adherence to the state established standards on the duties and responsibilities of school board members.

Jere M. Pace
Signature of Applicant

26 March 2021
Date

Jere M. Pace
Printed Name of Applicant

Digital Signatures are authorized. If using a wet signature, please sign, date and print legibly. Form must be completed prior to setting up your interview with the selection board.

Jere M. Pace

7914 Milton Favor

San Antonio TX 78254

Home: (210) 589-3566; Office: (210) 977-6977, DSN 969-6977

Work E-mail: jere.pace.1@us.af.mil

Home E-mail: jerelazard@yahoo.com

OBJECTIVE: To ensure the Air Force is efficiently and effectively utilizing resources to fulfill mission and support requirements.

EMPLOYMENT HISTORY:

Individual Mobilization Augmentee (IMA) to 16th Air Force Section/CC May 2020 to Present

Employers: 16th Air Force and Air Force Reserves

Rank & AFSC: 2d Lt, 038F1

Supervisor: Maj Kyle Jones, DSN: 969-6889/COMM: (210) 977-6889, may be contacted

Serves as IMA to NAF Section Commander. Strategic advisor to the NAF Commander on any personnel-related tasks, policies, and/or procedure in accordance with AFI 1-2, and assist the NAF Commander in improve the unit and complete the mission responsibilities. Provides oversight to CSS personnel and ensures the execution of daily operations to include unit personnel and other commander directed programs.

Lead Manpower Analyst, GG-0343-13 December 2013 to Present

Employer: 16th Air Force

102 Hall Blvd, Suite 249, San Antonio, TX 78243

Supervisor: Renato Queza, (210) 977-6973 or DSN 969-6973, may be contacted

Serves as the Command and Air Force Service Cryptologic Element (AF/SCE) technical advisor regarding manpower requirements and organization management. When required, serves as 16 Manpower and Reserve Affairs Division Chief. The lead manpower expert on requirements management to include requirements development, measurement, validation, and utilization. Provides technical guidance and formulates recommendations on manpower requirements processes, manpower utilization, and manpower programmatic for the Intelligence Community (IC), ACC, other MAJCOMs, 16 AF Staff and subordinate units. Represents 16 AF/A1 while attending high-level planning and decision meetings held locally or via secure video teleconferences. Tracks changes to >40K military and civilian authorizations. Resolves a full range of complex requirements through knowledge of manpower policies and directives. Ensures all assigned Authorization Change Requests (ACRs) and Organization Change Requests (OCRs) are completed in accordance with AF instructions and policies. Provides leadership oversight on all ACRs/OCRs to include complex manpower issues and/or functions as the AO on highly sensitive or quick turn actions. Researches, fully coordinates and completes queries, assigned special projects, and taskers to meet designated commitments and suspenses. Organizes, builds, and leverages organizationally-appropriate collaborative networks of coworkers, peers, customers, stakeholders, and teams within an organization and/or across the Defense Intelligence Components and the IC. Trains and advises functional area managers and program

managers on UMD management, manpower policies, and functions. Maintains a working knowledge of personnel management, EEO, safety, and security regulations, practices, and procedures. Coordinates on resolution of AFPOM, Military Intelligence Program (MIP), and National Intelligence Program (NIP) manning issues. This supports 16 AF/A1's mission to deliver Manpower and Personnel services to organize, train, and equip global 16 AF Airmen across 9 wings and a center.

CCP Lead Manpower Analyst, GG-343-12 June 2011 to December 2013

Employer: AF Intelligence, Surveillance, and Reconnaissance Agency (AFISRA)

248 Kirknewton, Suite 317, San Antonio, TX 78243

Supervisor: Renato Queza, (210) 977-5394 or DSN 969-5934, may be contacted

Serves as the Command and Air Force Service Cryptologic (AF/SCE) technical advisor to the A1M Division Chief and the A1 Director regarding National Consolidated Cryptologic Program (CCP) manpower requirements management. The lead expert on National Security Agency/Central Security Service (NSA/CSS) and AF CCP manpower requirements management to include requirements development, measurement, validation, and utilization. Provides technical guidance and formulates recommendations on manpower requirements processes, manpower utilization, and AF/NSA manpower programmatic for NSA/CSS, SAF/AAR, HAF/A2, other MAJCOMs and AFISRA Staff and subordinate units. Serves as AFISRA/A1 subject matter expert for NSA-directed worldwide site reviews and translates findings into authorizations on the Unit Manpower Document (UMD) and in the Human Resource Management System (HRMS). Lead Manpower Analyst for Organization Change Requests (OCR) and Authorization Change Requests (ACR) impacting CCP-funded resources that are implemented for HQ AFISRA Staff, Wings/Centers, and subordinate units. Oversees manpower requirements validations in accordance with Air Force and NSA directives while identifying requirements and initiating requests for additional manpower. Primary AF/SCE advisor to NSA Manpower Management office (BF12) who chairs the Manpower Working Group (MWG). Represents AFISRA while attending high-level NSA-hosted planning and decision meetings held in the National Capital Region and via secure video teleconferences. Tracks AFISRA and 67 NWW changes to CCP assets to include military and civilians. Works directly with NSA Investment Portfolio (IP) Managers to define and present AF policy and guidance for AF manpower resources. Briefs and advises senior management on AF and NSA manpower issues and develops course of actions (COA). Provides AFISRA wings, centers and unit commanders guidance on the efficient use and application of AFISRA's manpower resources. Participates in the development of unique manpower standards in support of AFISRA's and NSA's specialized, complex mission requirements by leading associated workload studies, applying associated mission/manpower guidelines, and identifying/documenting unique manpower guidelines through expert analysis. Functions as the AFISRA and AF/SCE lead while participating in AF and NSA/CSS manpower requirements evaluations at worldwide locations within a national, multi-service and coalition environment to ensure AFISRA assets are effectively and equitably utilized. Manages the AFISRA's joint duty authorizations with the UMDs of two subordinate Wings. Advocates AFISRA requirements in the NSA/CSS and AFISRA corporate and staffing process. Possesses an extensive knowledge of the IC mission, roles, functions, organizational structures, management, and operation of the agency and national intelligence organizations for the purpose of providing guidance and conducting or participating in studies to determine the appropriate manning levels and organizational structures. Has an extensive knowledge of NSA and AF databases. Plans, organize, and develop studies or projects, and to negotiate effectively with management to accept and implement recommendations, where the

proposals involve substantial resources, and require extensive changes in established concepts and procedures. Trains and advises Functional Area Managers (FAM) on UMD management, manpower policies, and functions. Provide coordination between NSA, AFISRA, and 24 AF on resolution of CCP, AFPOM, and GDIP-related manning issues.

NCOIC, Requirements Branch March 2008 to June 2011

Employer: AF Intelligence, Surveillance, and Reconnaissance Agency (AFISRA)

248 Kirknewton, Suite 317, San Antonio, TX 78243

Salary: \$62,505 (MSgt/E-7)

Supervisor: Renato Queza, (210) 977-5394 or DSN 969-5934, may be contacted

Lead Manpower Analyst for OCR and ACR implementation for HQ AFISRA Staff, Wings/Centers, and subordinate units. Oversaw manpower requirements validations in accordance with Air Force, DIA, NGA, and NSA directives. Staffed Special Operations Forces (SOF), NASIC, and NSA issues to corresponding HHQs, AFISRA Staff Functions and subordinates, and 24 AF. Served as AFISRA/A1 subject matter expert for NSA-directed worldwide MMRTs and translated findings into authorizations on the UMD and in HRMS. Represented AFISRA while attending high-level NSA-hosted planning and decision meetings in the National Capital Region. Tracked AFISRA and 67 NWW changes to CCP assets to include military and civilians. Lead manpower representative during the activation of four ISR Groups, six squadrons, and 12 detachments/operating locations. Identified requirements and initiated requests for additional manpower. AFISRA/A1 representative for SOF working group. Briefed and advised senior management on AF and NSA manpower issues and developed COAs. Trained and advised FAMs on UMD management, manpower policies, and functions. Provided coordination between NSA, AFISRA, and 24 AF on resolution of CCP, AFPOM, and GDIP-related manning issues.

SECURITY CLEARANCE: TS/SCI with current Counterintelligence (CI) Polygraph

EDUCATION:

Community College of the Air Force, April 2008

Associate Degree, Human Resource Management

Park University, October 2012

B.S. Degree, Human Resource Management

Webster University, June 2017

M.A. Degree, Management and Leadership

TRAINING:

Total Force Officer Training, 8-weeks, Commissioned on 22 May 2020

Congressional Justification, Government Affair Institute at Georgetown University, 16 hrs, Jul 2019

Air Command and Staff College (ACSC) Distance Learning (DL) 6.0, 249 hrs, May 2019

Planning, Programming, Budgeting and Execution Basic Course, HAF/A8PE, 16 hrs, May 2019

Enhancing Human Capital 301 Facilitation, Profession of Arms Ctr of Excellence, 32 hrs, Nov 2018

Creating Culture of Performance/Accountability in Government Work Environment, 16 hrs, Oct 2017

Leadership Strategies for Effective Communication in the Workplace, 16 hrs, Aug 2017

AF Smart Operations 21 (AFSO21) Level 1, 40 hrs, May 2017

PROFESSIONAL MEMBERSHIPS:

Rotary Club of San Antonio Mission Trail, 2010 to Present

- Leverage professional expertise to oversee Club and District level operations and projects
- Serves on the Mission Trail Rotary Club Board Club Secretary
- Assistant Governor; oversees two Clubs across the District

Alumni Association, Leadership Federal Executive Board (FEB), Class of 2018

- Graduate of The Alamo FEB's 10-month leadership program
- Purpose is to foster activities and involvement within the greater San Antonio metropolitan area by "Giving Back to Our Community"

Board Secretary, Lackland ISD (LISD) Board of Trustees, 14 Jun 2019 to Present

- Govern and oversee the management of Lackland ISD
- Establish performance goals for the District and monitor progress toward those goals
- Adopt and file a budget for the succeeding fiscal year
- Ensures that the Superintendent of Schools implements and monitors plans, procedures, programs, and systems to achieve appropriate, clearly defined, and desired results in the major areas of District operations
- Seek to establish working relationships with other public entities to make effective use of community resources and to serve the needs of public school students in the community

Charter President, LISD Education Foundation, June 2020 to Present

- Serves as the chief executive officer for the foundation
- Maintain general charge of the business affairs of the foundation
- Presides at meeting of the Board of Directors