

**THE ARMY ACQUISITION CORPS'
COMPETITIVE DEVELOPMENT GROUP
PROGRAM MOBILITY AGREEMENT**

1. **GENERAL.** I have read and understand the mobility statement attached to this agreement.

2. **MANDATORY MOBILITY.** I understand that permanent change of station (PCS) or extended temporary duty (TDY) may be required under the following conditions:
 - a. Functional, organizational, and/or geographic mobility may be necessary while assigned to the Competitive Development Group (CDG) Program and after graduation from the CDG Program.
 - b. PCS or extended TDY may be required of a CDG Program member to become certified or to maintain their professional skills and competitive status.

3. **DEFERRALS.** I may request a deferral from the mandatory functional, organizational and/or geographical referral provisions, which may result in PCS or extended TDY, for valid reasons such as the following: impending retirement; resignation; extreme personal, family or financial hardship; or a documented medical condition that would be aggravated by the proposed assignment. If approved, I understand that such deferral will be granted for a specific period of time and will be reviewed periodically to ensure that the reason(s) remain(s) valid. The deferral decision is made by the Deputy Director, Acquisition Career Management.

4. **REFUSAL OF VALID OFFER.** Every effort will be made by the CDG Program member and the Army Acquisition Corps (AAC) to identify positions for placement of the CDG Program member in their desired position and location; however, CDG Program mobility may be necessary. Voluntary mobility of all three types (functional, organizational and geographic) is desirable, encouraged, and should be considered career enhancing. Due to fiscal constraints, geographic moves will be limited. **I understand that refusal to accept any valid offer for assignment/ training (temporary or permanent) or failure to relocate pursuant to this agreement or a Management Directed Reassignment (MDR) may result in my removal from membership in the AAC and/or removal from Federal service, unless an approved deferral is obtained.**

5. **DISCONTINUED SERVICE RETIREMENT.** I understand that under Office of Personnel Management (OPM) guidance my entry into this Mobility Agreement may render me ineligible for discontinued civil service retirement if I accept a mandatory or directed assignment under this Mobility Agreement and subsequently decline an offer of a second directed assignment outside of my then current commuting area.

Appendix A

6. **NOTICE BEFORE DIRECTED PCS.** I understand that I will normally be given at least 90 days advance notice of directed PCS, unless a move is required to meet essential mission requirements.

7. **REMOVAL FROM THE FEDERAL SERVICE.** I understand that if at the completion of the CDG Program, I do not accept one of two non-competitive reassignment job offers (not promotion), a MDR will be executed. If I decline the MDR, steps may be initiated to remove me from the AAC and/or Federal service.

8. **REMOVAL FROM THE AAC.** I agree the AAC will periodically review my status and may propose my removal from membership in the AAC for failure to abide by this agreement. I know that I have the right to formal written notice of such action and grievance or appeal rights established by law and regulation. I understand that removal from the AAC will affect future eligibility to serve in a Critical Acquisition Position within the Army.

9. **AGREEMENT MODIFICATION AND TERMINATION.** I understand this agreement may be modified or terminated by written notice to that effect from the Army Acquisition Executive for substantial reasons that are in the best interest of the CDG Program, the AAC, and the U. S. Army.

Typed Applicant's Name

SSN

Signature

Date

Authority: 5 United States Code, Section 301. **Purpose:** To be signed so that an employee understands that this Mobility Agreement is a condition for membership into the CDG Program and supersedes any previously executed AAC Mobility Agreement.

Routine Uses: Social Security Number to be used as a personal identifier. Voluntary. Failure to complete form will prohibit entry into the CDG Program.

THE COMPETITIVE DEVELOPMENT GROUP PROGRAM MOBILITY STATEMENT

PURPOSE. To ensure growth beyond qualification standards established in public law and DoD policy, the development of acquisition professionals requires further specialized training and education, plus a variety of job experiences. Mobility enhances professionalism and career progression opportunities, develops members for senior Critical Acquisition Positions (CAPs), meets organizational and management needs, and improves the effectiveness of the Army acquisition processes.

AUTHORITY. The CDG Program Mobility Agreement is authorized by Chapter 87, 10 United States Code, Section 1732(e); DoD Instruction 5000.58, "Defense Acquisition Workforce," Change 3, January 31, 1996; and is in accordance with Chapter 87, 10 United States Code, Section 1734(e), and DoD Directive 1400.24, "Civilian Mobility Program," October 20, 1989.

POLICY. It is Army policy that the signing of a Mobility Agreement is a condition for membership into the CDG Program and the AAC. Execution of the CDG Program Mobility Agreement supersedes any previously executed AAC's Mobility Agreement. This policy covers three types of mobility:

Functional Mobility. Functional mobility consists of a new assignment within the same commuting area but to a position in: (a) another acquisition career field; (b) another functional area within an acquisition career field; or (c) a subspecialty within a functional area or acquisition career field.

Organizational Mobility. Organizational mobility refers to a new assignment within the same commuting area to a different office or command level.

Geographic Mobility. Geographic mobility refers to relocation outside the commuting area.

Voluntary mobility of all three types (functional, organizational and geographic) is desirable, encouraged and should be considered career enhancing. Due to fiscal constraints, geographic moves may be limited. Involuntary mobility is the least preferred alternative for the individual and the organization.