



United States Army
Acquisition Support Center
2010 Human Resources
Summit

U.S. ARMY ACQUISITION SUPPORT CENTER

Hosted by USAASC HRMD

23 & 24 March 2010

WELCOME

to the
2010 USAASC HUMAN RESOURCES
SUMMIT

Mr. Craig Spisak, Director, USAASC



STATUS OF MATERIAL ENTERPRISE

Mr. Craig Spisak, Director USAASC



Status Update of Material Enterprise

Briefing to Mr. Poppo, ASA(ALT) and Gen Dunwoody, AMC

ME 4.1 Develop Unified ME Human Capital Strategy

ME 4.2 Develop and implement Competency Evaluation plan

ME 4.3 Develop a Standard New Employee Orientation Process
(The on-boarding Experience)

ME 4.4 Improve ME Hiring Processes

ME 4.5 Establish Equity in Compensation and Award/Bonus Model

ME 4.6 Establish Uniform Standards for the Working Environment

WELCOME

to the
2010 USAASC HUMAN RESOURCES
SUMMIT

Mr. Larry Israel, HRMD Chief USAASC



ACQUISITION UPDATE TOOL ACQUISITION POSITION GUIDE

Shirley Hornaday, Regional Director

Wen Lin, Acquisition Data Management Specialist



Updating Position Coding

Adding AL&T Workforce Positions

- Review the Position Description and ensure that it is marked Acquisition and text contains verbiage regarding the Acquisition Career Field and Level (APC/L)
- When filling the position, use Gatekeeper in DCPDS to ensure that Acquisition fields are coded properly
- Once filled, Acquisition Positions are added to CAPPMS during the bi-weekly build from DCPDS

Updating Position Coding

Deleting AL&T Workforce Positions

- Must be done through your local CPAC/CPOC
- Once data is updated in DCPDS, CAPPMS will update during a bi-monthly refresh

Changing APC/L for an AL&T Workforce Position

- Use the Acquisition Data Update Tool located in CPOLE
- Allows you to change APC or APL; Acquisition Position Indicator; and several fields related to the Contracting Career Field; cannot use to add or delete positions

Process Improvement (Acquisition Identification)

Issues

- Guidance/Process on Identification of Acquisition Positions
 - Voice of the Customer (VOC) Indicates: Inconsistent, Unclear, Inaccurate, Shorter, Standard, Direct, Better, Objective
- Incorrect coding leads to inaccurate reporting, forecasting, wrong prioritization, etc

Process Improvement (Acquisition Identification)

Way Head

- Alleviate the pain points
 - Supplemental guidance
 - Need your assistance – possible pilot of new guidance

Thoughts/Questions?

INSOURCING

Mr. Don Alison, USAASC

Ms. Garet McKimmie, Supervisor Civilian HR, USAASC

Mr. Ulysses Perea, Civilian HR, USAASC



Manpower's Role

- Background
- Where we are
- Where we are headed

Human Resources' Role

- Background
 - CHRA In-Sourcing Position Requirements Tool
 - Detailed position information for vacancies to be filled under the in-sourcing implementation plan
 - Suspense for completion of In-Sourcing data was August 2009

Human Resources' Role

- In-Sourcing Smart Hat
 - A SMART HAT has been created for you to use in creating RPAs for In-Sourcing recruit actions. You will need to change to this SMART HAT when you want to initiate such RPAs.
 - When creating an INSOURCING Recruitment RPA, indicate in the remarks, “This is an In-Sourcing Recruitment action.”
 - Sample RPA # would read:
10JAN3ASAE**INSR**011995

BOXI Reporting Tools

- Insourcing Reporting Tool
- Section 852
- EHA
- AcqDemo Report
- Civilian Training

OFFICE OF THE ADMINISTRATIVE ASSISTANT (OAA)

Ms. Rita Robinson, HRM Chief





OAASA/HRMD

**Command Sustainment and Revitalization
Division**

**Rita O. Robinson, Chief
23 March 2010**



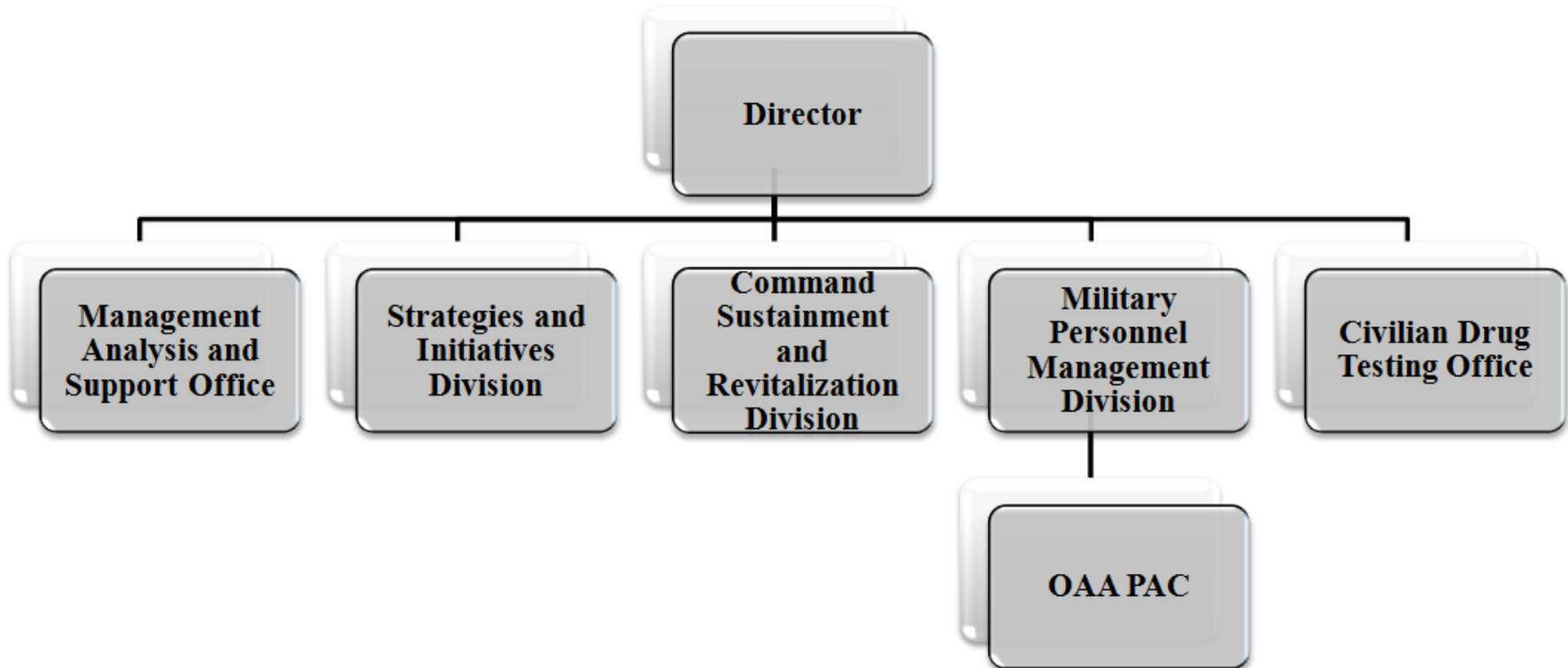


Topics of Discussion

- ❑ HRMD
- ❑ Civilian Deployment
- ❑ HQDA Telework Program
- ❑ VERA/VSIP
- ❑ Delegation of Authority (3Rs, EHA, Reemployed Annuitants)
- ❑ Civilian Awards
- ❑ Career Development (Interns, CES)



HRMD Organizational Chart



Human Resource Management Directorate (HRMD)



- ❑ Provides civilian human resources policy guidance and support to more than 18,000 HQDA civilians
- ❑ BRAC – Comprehensive review of all positions and personnel in HQDA to determine positions affected by BRAC (NCR)
- ❑ HQDA Conversion to the General Schedule



HRMD (cont'd)

- ❑ Manages civilian drug testing for HQDA

- ❑ Processes military and civilian awards

- ❑ In 2009, HRMD reorganized into three divisions:
Strategies and Initiatives Division, Command
Sustainment and Revitalization Division, and Military
Personnel Division

Command Sustainment and Revitalization Division Org Chart



Command Sustainment and Revitalization
Division

Chief
Rita Robinson

Student
Monique Holland

HR Tech
KimberlyAnthony

Awards

JoAnn
Anderson
SPC Jennefer
Blake

**Training &
Career
Development**

Shirley Powell
Vonetta Smith

LMER

Vieanna
Huertas

Classification

Eileen Attaway

Staffing

Eileen Attaway
Marsha Ellis
Stephanie
Fallarme
Cheryl Rowe

Benefits

Marsha Ellis
Vieanna
Huertas

Command Sustainment and Revitalization Division (CSRD)



Focus on civilian workforce issues (policies, procedures, workforce forecasting, and human capital planning) for HQDA command, including HQDA Principal Officials, Field Operating Agencies, PEOs and special support offices



CSRD Functions

- ❑ Awards
- ❑ Staffing
- ❑ Classification
- ❑ Career Development
- ❑ LMER
- ❑ Telework
- ❑ Revitalization of Delegation of Authorities



HQDA TELEWORK PROGRAM



HQDA Telework Program

- ❑ HQDA Telework Program approved and published 30 October 2009 (DA Memo 690-8)
- ❑ Applies to civilian employees of HQDA, FOAs, Staff Support Agencies, U.S. Army Acquisition Support Center and DRUs
- ❑ DA Memo 690-8 does not preclude supervisors from authorizing military personnel to telework

http://www.army.mil/usapa/epubs/pdf/m690_8.pdf



HQDA Telework (cont'd)

- Telework Coordinators have responsibility for annual/special reports to the HQDA Telework Program Coordinator
- HQDA Telework Agreement Forms may be found at Army Publishing Directorate website (http://www.army.mil/usapa/eforms/GPO_JCP_OF_OGE_OPM_1/html)



CIVILIAN EXPEDITIONARY WORKFORCE (CEW)



CEW

- ❑ CEW is a ready, trained, and cleared workforce for rapid response and quick assimilation into new environments to support combat missions for the Department of Defense
- ❑ Since the inception of CEW (22 Sep 08), a total of 55 Army civilian employees volunteered for available positions
- ❑ Of those employees, 20 have served, currently serving, or deploying to theatre in Iraq and Afghanistan



CEW - Process

<p>1. Member volunteers for CEW opportunity using website http://www.cpms.osd.mil/expeditionary</p>	<p>Submit a current copy of their resume and the specific position ID number and title from position listing on the website to civdeploy@cpms.osd.mil</p>
<p>2. Member is potentially matched to job opportunities they have selected</p>	<p>Resumes will be cleared through Component channels. (CHRA Aberdeen Proving Grounds)</p>
<p>3. Component seeks Command Endorsement</p>	<p>HRMD contacts Command through SACO/XO official tasking for concurrence/endorsement</p>
<p>4. Endorsed members are vetted by DOD and Army Component for selection and deployment.</p>	<p>Cleared resumes will be transmitted to Joint Chiefs of Staff (JCS-J-1) and the Office of the Deputy Under Secretary of Defense (Civilian Personnel Policy) (ODUSD(CPP)) for vetting</p>
<p>5. Command Non Concurrence on members possible selection</p>	<p>Per DOD and Assistant Army G1 for Personnel Policy memorandum, denial must be through Command channels</p>
<p>6. Assistant Army G1 and DOD concur with Command denial</p>	<p>Member is not selected and will not deploy</p>
<p>7. Assistant Army G1 for Personnel Policy and DOD non concur with Command denial</p>	<p>Member is selected and deploys in support of CEW</p>



**VOLUNTARY EARLY
RETIREMENT AUTHORITY
(VERA), VOLUNTARY
SEPARATION INCENTIVE
PAY (VSIP)**



VERA/VSIP 101

- ❑ VERA/VSIP is a management tool that can be used to reshape its workforce without resorting to a RIF
- ❑ It can be used to correct skill imbalances, reduce supervisory layers or change the full performance level of positions
- ❑ The restructured position should reflect a change in series, supervisory status, or dominant duties
- ❑ VERA/VSIP is a management tool, **not an employee entitlement**
- ❑ VERA/VSIP is often referred to as the “buyout”, as approved employees can receive up to \$25K for those separating from the Federal Government



VERA/VSIP Information

- VERA/VSIP allocations provided from G-1 to MACOM's in Feb
 - ASC requested and received 138 allocations for FY-10
- VERA/VSIP for BRAC is not tied to the allocations received, although must document for reporting purposes
- The Army Acquisition Executive (Mr. Popps) has the authority to approve the use of VERA/VSIP for the ASC, PEO's & PM's

Critical Mission Essential Positions



- ❑ **New requirement** – VERA/VSIP for positions identified as Critical Mission Essential, must be approved by G-1 (through their chain of command) prior to AAE approval
- ❑ Covered Positions –

0810 – Civil Engineer	1102 - Contracting
0830 – Mechanical Engineer	1515 – Operations Research Analyst
0850 – Electrical Engineer	1550 – Computer Scientist
0854 – Computer Engineer	1811 – Criminal Investigator
0855 – Electronics Engineer	2210 – Information Technology Spec.
- ❑ For a complete list of positions identified as Critical Mission Essential
<http://cpol.army.mil/library/staff/2010-0205-vsip2010.html>



Reporting Requirements

Report Quarterly to ASC on usage of VERA/VSIP.

ASC will consolidate and send to HRMD. Listed below is the format for the report

1. Number of VSIPs (buyouts) executed this quarter (optional/early retirement with incentive pay or voluntary resignation with incentive pay):
2. Allocations being returned (do not need):
3. Remaining allocations (i.e., plan to use but not yet approved):
4. Total number of VERA actions approved:



Reporting Requirements (cont'd)

- *5. Number of allocations used for base realignment and closure (BRAC):
- *6. Number of allocations used for non-appropriated fund positions:

- * NOTE: There is no limit on these actions; however, use of these authorities must be reported in accordance with NDAA for FY 2010



Questions?





Delegation of Authority, 3R's, Expedited Hiring Authority, and Reemployed Annuitants

Presented by
Eileen Attaway, HRMD, CSRD
23 March 2010





DELEGATIONS OF CIVILIAN PERSONNEL AUTHORITIES



Delegations of CP Authorities

- Initiative to update, validate and delegate authorities
- Developed four matrices for AASA
 - Update/validate previous delegations
 - Delegate authorities not previously delegated
 - Authorities delegated to lower approval levels
 - Change previous delegations for wider approval
- Last full-scale delegations document – 2003 – still in effect
- AASA wanted one matrix – 60 authorities
- Coordinated with OGC
- Delegation document changed from matrix to memos

Delegations of CP Authorities (cont'd)



- Following finalized delegation memos:
 - Matrix containing delegations posted on OAASA Portal
 - Hyperlinks to
 - (1) Delegation document to AASA/MACOMs
 - (2) AASA delegation document
 - (3) Information papers
- Current status



RECRUITMENT, RELOCATION AND RETENTION INCENTIVES (3R's)



Recruitment Incentive

- ❑ Purpose – Attract well qualified non-Federal candidates for hard-to-fill positions
- ❑ Factors – to consider when granting an incentive
- ❑ Supporting Factors/Amount of Incentive/Length of Service
- ❑ Service Agreement
- ❑ Documentation



Relocation Incentive

- ❑ Purpose – Attract well qualified Federal employee to accept hard-to-fill positions in different geographic area.
- ❑ Factors – to consider when granting an incentive
- ❑ Supporting Factors/Amount of Incentive/Length of Service
- ❑ Service Agreement
- ❑ Documentation



Retention Incentive

- ❑ Purpose – retain an employee with unusually high or unique qualifications or when an organization has a special need for the employee's services
- ❑ Factors – to consider when granting an incentive
- ❑ Supporting Factors/Amount of Incentive/Length of Service
- ❑ Group Retention Incentives
- ❑ Service Agreement
- ❑ Documentation



EXPEDITED HIRING AUTHORITY (EHA)



Expedited Hiring Authority

- AASA Delegated Authority on 14 May 2009
- Purpose – to expedite recruiting for shortage category -acquisition positions by permitting
 - Shortening announcement “open notice” period
 - Selecting highly qualified candidates more quickly
 - “Rule of three” does not apply
 - Name requests

Expedited Hiring Authority (cont'd)



- Results of FY 10, First Quarter Report concluded:
 - Abbreviated timeframes for announcements to be open
 - Permitted hiring individuals who possess experience and training needed for the job
 - Larger pools of qualified candidates
 - Authority was used at job fairs
 - Used authority to make superior qualifications appointments



REEMPLOYED ANNUITANTS



Reemployed Annuitants

- ❑ An annuitant under either the Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS) may be reemployed in any position for which they are qualified

- ❑ Reemployed annuitants may be hired on either a time-limited or a permanent position.
 - Priority Placement Program (PPP) requisitions must stay open indefinitely when a reemployed annuitant is placed on a permanent appointment

- ❑ Title 5 USC, Section 9902(h) provides that reemployed annuitants shall continue to receive full annuity and salary upon reemployment. Reemployed annuitants serve at the will of the appointing officer



Reemployed Annuitants

- Annuitants should be hired to meet critical mission needs. Examples are:
 - Hard-to-fill position as evidenced by historically high turnover, a severe shortage of candidates or other significant recruiting difficulty
 - An annuitant who has unique or specialized skills, or unusual qualifications not generally available
 - A position is critical to accomplish the organization's mission or to complete a specific project or initiative
- An appointment is for not more than 2087 hours (e.g., one year full time or two years part time) to mentor less experienced employees and/or to provide continuity during critical organizational transitions
- The AASA has the authority to approve these appointments until further delegation is approved



Questions?





Army Incentive Awards Program

Presented by

JoAnn F. Anderson

Human Resources Management Directorate

23 March 2010





Agenda

- ❑ Mission
- ❑ Incentive Awards Program Staff's Role
- ❑ Honorary Awards
- ❑ Public Service Awards
- ❑ Special Award Programs
- ❑ Timelines
- ❑ Award Process
- ❑ Award Nominations
- ❑ Updates



Mission

To provide quality personnel service, support and administration of the Army awards program, which enhances mission accomplishment by recognizing Soldiers and civilians for excellence and motivating them to high levels of performance and service.



Incentive Awards Program

Staff's Role



- Provide guidance
- Process Administrative Assistant to the Secretary of the Army (AASA) level award nominations
 - Review nomination packages
 - Ensure packages are complete
 - Obtain AASA approval and signature



Honorary Awards



Decoration for Exceptional Civilian Service

For exceptional performance of duties, an exceptional achievement of major significance, providing outstanding leadership, or exhibiting great courage.



Meritorious Civilian Service Award

For performance of duties in an exemplary manner, demonstrating unusual initiative and skill, achieving outstanding results, or exhibiting courage in an emergency.



Superior Civilian Service Award

For superior service or achievement, or heroism to a lesser degree than that recognized by the Meritorious Civilian Service Award.



Commander's Award for Civilian Service

For performance of duties in an outstanding manner, demonstrating initiative, skill and leadership in performing assigned duties, demonstrating courage or rendering service resulting in favorable local publicity.



Achievement Medal for Civilian Service

For noteworthy achievements that are of lesser degree than that recognized by the Commander's Award for Civilian Service.



Certificate of Achievement

For accomplishing assigned duties in a commendable manner, demonstrating initiative and skill or improving employee job performance or morale.



Certificate of Appreciation

To recognize accomplishments of employees when a monetary or higher level honorary award is not warranted.



Public Service Awards



Decoration for Distinguished Civilian Service

Distinguished service that makes a substantial contribution to the accomplishment of the Army's mission.



Secretary of the Army Public Service Award

Exceptional service that makes a substantial contribution to the accomplishment of the Army's mission.



Outstanding Civilian Service Award

Outstanding service that makes a substantial contribution or is of significance to a MACOM or the Army as a whole.



Commander's Award for Public Service

For service or achievements that contribute significantly to the accomplishment of the mission of an Army activity, command, or staff agency.



Certificate of Appreciation for Patriotic Civilian Service

For achievement that contributes to the mission of an Army activity, command, or staff agency, or to the welfare of Army personnel.



Civilian Award for Humanitarian Service

For direct "hands-on" participation in an act or operation of a humanitarian nature directed toward an individual or groups of individuals.



Special Award Programs

AWARD	Description	Eligibility	Due at HRMD	HQ/ORG Proponent	Due at Higher HQ/Org	Approval Authority
Pace	Performed significant staff assignments benefiting the Army.	Civilian GS-14 or below and Military LTC or below, assigned to HQDA in a staff capacity.	January	AASA	March	SecArmy
National Public Service	Outstanding contributions and whose accomplishments can be viewed as models of public service within and outside the work environment.	Civilians	February	AASA, DCS, G1 AIAB	April	SecArmy & National Academy of Public Administration
DoD David O. Cooke Excellence in Public Administration	Demonstrates great leadership potential as a future Federal Executive.	Civilian employees, non-managerial with 3 to 10 yrs of civilian service	March	AASA, DCS, G1 AIAB	May	SecArmy
Roger W. Jones Award for Executive Leadership	Demonstrates executive leadership and management excellence.	Civilian SES employees	March	AASA, DCS, G1 AIAB	May	SecArmy & Roger W. Jones Award Selection Committee



Special Award Programs

AWARD	Description	Eligibility	Due at HRMD	HQ/ORG Proponent	Due at Higher HQ/Org	Approval Authority
The Spirit of Hope Award	Epitomizes the values of Mr. Bob Hope: duty, honor, courage, loyalty, commitment, integrity and selfless dedication.	Civilian, Military, private citizen, or organization.	April	AASA, DCS, G1 AIAB	April	SecArmy
William A. Jump Memorial Foundation	Outstanding service in public administration.	Civilians 36 years old and under	May	AASA, DCS, G1 AIAB	July	SecArmy, William A. Jump Committee
Zachary and Elizabeth Fisher Civilian Humanitarian Award	Demonstrates exceptional patriotism and humanitarian concerns for members of the US Armed Forces or their families.	Individuals or organizations who are not currently employed by DOD and its components	June	AASA, DCS, G1 AIAB	August	SecArmy
GEICO Public Service	Provide outstanding service to the public.	Civilian employees and one Federal retiree	August	AASA, DCS, G1 AIAB	October	SecArmy & GEICO Public Service Awards Selection Committee
Presidential Ranks of Distinguished/Meritorious Executives	Demonstrates strength, integrity, industry, and a relentless commitment to excellence in Public service.	SES members	September	DCS, G1 US Army SES Office (ASA (M&RA))	November	President of the U.S.



Special Award Programs

AWARD	Description	Eligibility	Due at HRMD	HQ/ORG Proponent	Due at Higher HQ/Org	Approval Authority
Arthur S. Fleming	Outstanding performance in Federal Government.	Civilians and Military 3-15 yrs svc	November	DCS, G1 AIAB	January	SecArmy & Arthur S. Flemming Commission
John W. Macy, Jr.	Excellence in the leadership of Army civilians.	Civilian	December	DCS, G1 AIAB	January	SecArmy
Nick Hoge	Submit papers on Civ Admin and Mgmt that are judged professionally significant & of value to Army.	Civilian and Military	December	DCS, G1 AIAB	January	Assistant G-1 for Civilian Personnel Policy staff and Army Civilian Personnel Alumni Association
William H. Kushnick	Contributions & achievements in Army civilian HR program.	Civilians in CP-10	December	DCS, G1 AIAB	January	SecArmy



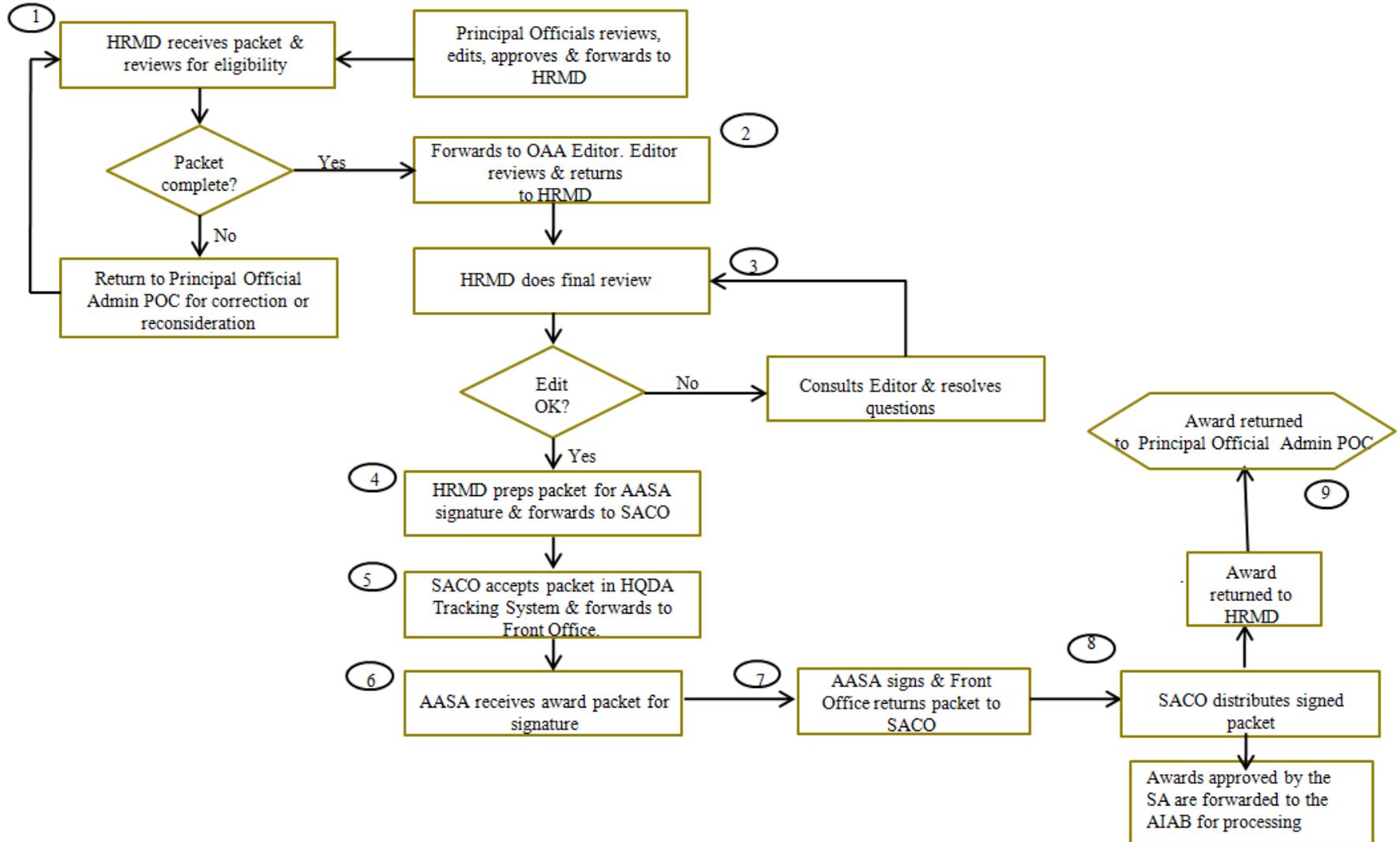
Timeline

Award	Approval	Lead Time
Decoration for Exceptional Civilian Service	Secretary of the Army	60 days*
Decoration for Distinguished Civilian Service (Public Service Award)	Secretary of the Army	60 days*
Secretary of the Army Public Service Award (Public Service Award)	Secretary of the Army	60 days*
Meritorious Civilian Service Award	Administrative Assistant to Secretary of the Army	30 days*
Outstanding Civilian Service Award (Public Service Award)	Administrative Assistant to Secretary of the Army	30 days*

*Prior to the proposed presentation date



Award Process





Award Nominations

- Requirements
 - Approved DA Form 1256
 - Principal Official Endorsement
 - Proposed Citation
 - Biographical Sketch
 - Justification
 - List of Previous Awards with dates
 - Photograph (if required)
 - EEO and CPAC Certification



Award Nominations (cont'd)

- Common Errors
 - Late/Last Minute Submission
 - Missing Principal Official's Endorsement
 - Incorrect Proposed Citation
 - Missing Biographical Sketch
 - Justification –dates can't overlap
 - Missing List of Previous Awards with dates
 - No Official Photograph (if required)



Updates

- ❑ AR 672-20 Draft Revision
 - New awards, modifications
 - Clarification

- ❑ DA Form 1256
 - Revised Nov 2009

- ❑ Secretary of the Army Awards Ceremony
 - Date: 14 April 2010
 - Location: Pentagon Auditorium
 - Time: 1100-1200

- ❑ Secretary of the Army Pace Award Ceremony
 - Date: 25 May 2010
 - Location: Hall of Heroes, Pentagon
 - Time: 1000

- ❑ OAA Awards Homepage
<https://intranet.hqda.ds.army.mil/oaa/Pages/Awards.aspx>



Questions?





Human Resource Development

Presented by
Shirley L. Powell, HRMD, CSRD
23 March 2010





Major Functions

- ❑ DA Intern Program
- ❑ Civilian Education System (CES)
- ❑ Civilian Academic Degree Training (CADT) Program
- ❑ Intergovernmental Personnel Act Agreements (IPA)
- ❑ Professional and Long Term Training



DA INTERN PROGRAM



DA Intern Program

- ❑ Competitive
- ❑ ACTEDS Support
- ❑ Types of Interns
- ❑ Supervisor Responsibilities
- ❑ Performance Requirements
- ❑ Types of Appraisals
- ❑ Master Intern Training Plan (MITP) and Individual Development Plan (IDP)



DA Intern Program (cont'd)

- ❑ Resource Allocation Selection System (RASS)
- ❑ Defense Travel System (DTS)
- ❑ Civilian Education System (CES)
- ❑ Mobility Agreements
- ❑ Placement



Civilian Education System

(CES)

Civilian Leader Development Program Overview



Pay Band 1		Pay Band 2		Pay Band 3	
GS-5/7/9	GS-11	GS-12	GS-13	GS-14	GS-15
NAF 1/2/3	NAF 4			NAF 5	
				DOD Defense Senior Leader Development Program (DSLDP)	
				Senior Service College (SSC)	
				Continuing Education for Senior Leaders (CESL)	
				Advanced Course (AC) – DL & Resident	
				Manager Development Course (MDC) – DL	
				Intermediate Course (IC) – DL & Resident	
				Basic Course (BC) – DL & Resident	
				Supervisor Development Course (SDC) – DL	
				Action Officer Development Course (AODC) – DL	
				Foundation Course (FC) – DL <i>For ALL new Army civilians</i>	
Communities of Practice Available at Each Level					



Civilian Education System (CES)

CES Resident Courses

Oct 08

	Basic Course (BC)	Intermediate Course (IC)	Advanced Course (AC)	Continuing Education for Senior Leaders (CESL)
Method of Delivery	DL and Resident course required for course completion	DL and Resident course required for course completion	DL and Resident course required for course completion	DL and Resident course required for course completion
Eligible for resident course	Army civilians in permanent appointments; Military supv of civilians; Local Nationals; DoD leaders	Army civilians in permanent appointments; Military supv of civilians; Local Nationals; DoD leaders	Army civilians in permanent appointments; Military supv of civilians; Local Nationals; DoD leaders	Army civilians in permanent appointments; Military; Local Nationals; DoD leaders
Prerequisite for resident course	FC if hired after 30 Sept 06 BC DL	FC if hired after 30 Sept 06 BC and IC DL	FC if hired after 30 Sept 06 BC, IC, and AC DL Grade eligibility: GS13-GS15 or equivalent	FC if hired after 30 Sept 06 BC, IC, AC and CESL DL Grade eligibility: GS14-GS15 or equivalent
Equivalency Course Credit	Courses: LEAD, OBC/BOLC, WOAC and ANCOG	Courses: OLE, CCC, WOSC and FSC	Courses: AMSC/SBLM, CGSC/ILE, WOSSC and SMC	
<p>Equivalency credit may be granted for prior completion of identified Army civilian legacy or military courses. Course completion date must be within ten years of course application to be granted credit. To obtain equivalency credit, individuals must register on-line through CHRTAS – the CES student registration and enrollment system. Go to https://www.atrrs.army.mil/channels/chrtas/default.asp to register. Click on "CES Course Credit" for instructions.</p>				
Constructive Course Credit	<p>Constructive credit may be granted for leadership education/training completed through private industry, another military department, federal agency, university study or supervisory experience (inside or outside the Federal government). Requests must be submitted through TRADOC. Log into CHRTAS and click "CES Course Credit" on the home page to submit a request.</p>			

CES Policy 101



Civilian Legacy	Equivalency CES Course	Military LD
Leadership Education and Development (LEAD)	Basic Course	Officer Basic Course, Warrant Officer Advanced Course, and Advanced NCO Course
Organizational Leadership for Executives (OLE)	Intermediate Course	Captains Career Course, Warrant Officer Senior Course and First Sergeant Course
Sustaining Base Leadership and Management (SBLM) and AMSC	Advanced Course	Command and General Staff College, Intermediate Level Education, Warrant Officer's Senior Staff Course, and Sergeant Majors Course
No equivalency	CESL	No equivalency

Equivalency credit: individuals register and submit scanned documentation through CHRTAS at <https://www.atrrs.army.mil/channels/chrtas/default.asp>

Constructive credit: consideration of leadership education/training completed through private industry, another military department, fed agency, university or sup experience submit on-line through CHRTAS. Requests are reviewed by TRADOC and submitted to G3/5/7 for approval.



CES Policy 101

- ❑ CES attendance is centrally funded for Army civilians by HQDA
- ❑ CES attendance is based on meeting course prerequisites and eligibility requirements
- ❑ Foundation course is required for all Interns, team leaders, supervisors and managers hired after 30 Sept 2006
- ❑ Team leaders, supervisors and managers are Priority 1 attendance for BC, IC and AC
- ❑ All other Army civilians are considered on Priority 2 attendance for BC, IC and AC
- ❑ All other attendees are Priority 3. This group is not centrally funded

CES Policy 101



- ❑ Interns are required to complete the Action Officer Development Course (AODC) and Foundation course before completion of the intern program
- ❑ Team leaders, supervisors and managers are required to complete the BC
- ❑ Supervisors and managers are required to complete the IC and AC
- ❑ Advanced Course is available to GS13 and above or equivalent pay band
- ❑ Continuing Education for Senior Leaders (CESL) is available to GS14-15 or equivalent pay band, three years after AC completion and thereafter in three year iterations



CES Policy Updates

- ❑ Employees with equivalent level training can apply for CES after 5 years
- ❑ Local Nationals are centrally funded for CES and attend on command quotas IAW policy priorities
- ❑ CES equivalency is not granted for training when completion date is more than 10 years old
- ❑ FYSA: AMSC is the quota manager for
 - Military quotas to attend CESL
 - Other services and DoD organizations to attend BC, IC and AC

FY2010 Calendar Of Professional And Long-Term Training Programs



Acronym	Program Title	Program Length	Grade/Eligibility/GS/GM	HRMD Suspense Date	G-1 Nomination Suspense Date**	Class/Program Dates
ACP	Army Comptrollership Program (Syracuse University)	14 Months	11/12 (or payband equivalent)	TBA *	TBA *	TBA *
ACFP	Army Congressional Fellowship Program	15 Months	12-15 (or payband equivalent)	1-Jun-10	15-Jun-10	May 2011 - Dec 2012
ASFP	Army Senior Fellows Program	2 years	14/15 (or payband equivalent)	28-May-10	Jul-10 Check for local suspense dates.	July 2011 - Jul 2013/14
DELDP	DOD Executive Leadership Development Program	10 Months	12/13/14 (or payband equivalent)	1-Apr-10	15-Apr-10	Sep 2010 - Jun 2011
DSLDP	DOD Defense Senior Leader Development Program	2 years	14/15 (or payband equivalent)	4-Jun-10	1-Jul-10	Feb 2011 - Sep 2013
Harvard SEF	Harvard University Program for Senior Executive Fellows	4 weeks	14/15 (or payband equivalent)	Closed	Closed	19 Oct - 13 Nov 09
				04-Dec-09	18-Dec-09	16 Feb 10 - 14 Mar 10
				08-Feb-10	22-Feb-10	19 Apr 10 - 14 May 10
MML	Master of Military Logistics	12 Months	11/13 (or payband equivalent)	08-Jan-10	18-Jan-10	4 Aug 10 - 5 Aug 11
NSMC	National Security Management Course	4 weeks	15 (or payband equivalent)	11-Jan-10	25-Jan-10	8 Mar 10 - 2 Apr 10
Senior Service College (SSC) Program						
AirWC	Air War College	10 Months	Open to DSLDP Candidates Only			See DSLDP
AWC	Army War College - (Resident)	10 Months	14/15 (or payband equivalent)	4-Jun-10	1-Jul-10	Jul 2011 - Jun 2012
AWC-DE	Army War College - Distance Education Course	2 years	14/15 (or payband equivalent)	4-Jun-10	1-Jul-10	May 2011 - Jun 2013
ICAF	Industrial College of the Armed Forces	10 Months	14/15	4-Jun-10	1-Jul-10	Aug 2011 - Jun 2012
NavalWC	Naval War College	10 months	Open to DSLDP Candidates Only			See DSLDP
NWC	National War College	10 months	Open to DSLDP Candidates Only			See DSLDP

* TBA = To Be Announced - Specific Dates not yet scheduled

* Please note that suspense dates are subject to change.



Questions?



23 March 2010 Wrap-up

Mr. Larry Israel, HRMD Chief



24 MARCH 2010

2010 USAASC HUMAN RESOURCES
SUMMIT

Mr. Larry Israel, HRMD Chief



ACQUISITION CAREER DEVELOPMENT

Ms. Joan Sable, ACCD Chief



Acquisition Career Development Division

Develop, interpret, update and disseminate policies and programs concerning military and civilian Acquisition, Logistics and Technology (AL&T) career development; including AL&T workforce, key leadership and critical acquisition position identification, and AL&T workforce training

- Develop, oversee, direct, and influence functional and developmental training and education opportunities for AL&T Workforce
- Plan, program, and budget resources for acquisition training and education programs for Army AL&T workforce
- Provide Acquisition Career Field and Military Acquisition Proponency expertise at Army and DoD levels
- Provide Human Capital Strategic Planning and Analysis Function to Grow the Army Acquisition Workforce
- Manage the Contracting and Acquisition Career Program (CP-14) directly supporting the Functional Chief and Functional Chief Representative in civilian career training and development

Acquisition Career Development (cont.)

Section 852 – Defense Acquisition Workforce Development Fund

Army Acquisition Workforce Growth Initiative

Acquisition, Education, Training and Experience Programs

- Tuition Assistance Programs
- Leadership Development Programs
- Leadership Courses

Administration Direction & Army Acquisition Growth



White House Memorandum, March 4, 2009

“The Federal Government must have sufficient capacity to manage and oversee the contracting process from start to finish, so as to ensure the taxpayer funds are spent wisely...must ensure that those functions that are inherently governmental in nature are performed by executive agencies and are not outsourced.”

“...This (FY10) budget will support these goals by increasing the size of defense acquisition workforce, converting 11,000 contractors to full-time government employees, and hiring 9,000 more government acquisition professionals by 2015, beginning with 4,100 in -- in F.Y. '10.”

SECDEF 6 April 2009 Press Conference on proposed FY10 DoD budget.



Army FYDP Targets

Civilian
New Hires: 1,885
In-Sourcing: 3,200*

***The Army will exceed targets for contractor conversions/in-sourcing.
Sustainment costs must be programmed and budgeted to implement administration direction.**

Section 852 of the 2008 National Defense Authorization Act

Public Law No. 110-181

- Directed the establishment of the Defense Acquisition Workforce Development Fund (**DAWDF**)
- Enables DOD to recruit and hire, develop and train, and recognize and retain its acquisition workforce.
- “Primes the Pump” for new hire growth
- Provides intern and journeyman hiring for a two-year period; HQEs are funded for one year

Army Section 852 Overview

Section 852 of the *National Defense Authorization Act (NDAA) of 2008, Public Law No. 110-181* directed the establishment of the Defense Acquisition Workforce Development Fund (DAWDF). This fund enables DOD to recruit and hire, develop and train, and recognize and retain its acquisition workforce.

Recruit & Hire

Student Career Experience Program (SCEP)
 Acquisition Interns
 Acquisition Journeymen
 Highly Qualified Experts
 Recruitment Bonus

Train & Develop

Increase capacity at DAU
 Senior Leadership Development Program
 Advanced Issues in Source Selection
 Active Duty for Special Work Program
 Army Acquisition Basic Course
 Naval Postgraduate School DL Programs
 Commercial Environment Course
 Senior Executive Fellowship
 Army's Executive Leadership Program
 Council for Excellence in Government
 Contracting Laboratory - AAICC

Retain

Student Loan Repayment Program
 Retention Bonuses
 NCO Bachelor Degree Completion Program

Workforce Replenishment

Knowledge Management

Succession Planning

Army Acquisition Workforce Growth Strategy In-sourcing & Hiring Actual & Projections

Army Acquisition Conversions (In-Sourcing)

Acquisition Career Field	TOTAL	FY09	FY10	FY11	FY12	FY13	FY14	FY15
A - Program Management	1168	0	706	99	91	91	91	90
C - Contracting	151	0	58	21	18	18	18	18
E - Purchasing	8	0	3	1	1	1	1	1
G - Production & Manufacturing	1	0	1	0	0	0	0	0
H - Quality Assurance	18	0	1	4	4	4	4	1
K - BCEFM	408	0	161	50	50	49	49	49
L - Lifecycle Logistics	743	0	160	117	117	117	117	115
P - Cost Estimating	1	0	1	0	0	0	0	0
R - Information Technology	154	0	28	28	28	28	28	14
S - SPRDE	1260	0	275	250	225	200	185	125
T - Test & Evaluation	100	0	20	20	15	15	15	15
V - Program Oversight (Legal)	7	0	0	7	0	0	0	0
W - Program Systems Engineer	22	0	0	22	0	0	0	0
Army Total (In-sourcing)	4041	0	1414	619	549	523	508	428

Army Acquisition Growth (Hiring)

Acquisition Career Field	TOTAL	FY09**	FY10	FY11	FY12	FY13	FY14	FY15
A - Program Management	35	0	35	0	0	0	0	0
C - Contracting	1500	345	550	192	160	150	103	0
C - Contract Pricing	150	0	55	25	25	25	20	0
F - Facilities Engineering	14	4	10	0	0	0	0	0
K - BCEFM	35	0	35	0	0	0	0	0
L - Lifecycle Logistics	43	28	15	0	0	0	0	0
R - Information Technology	18	18	0	0	0	0	0	0
S - SPRDE	45	25	20	0	0	0	0	0
V - Program Oversight (Legal)	45	0	15	10	10	10	0	0
Army Total (Hiring)	1885	420	735	227	195	185	123	0

SECDEF 6 Apr 09 - growth of defense acquisition workforce - focused areas.

* In-sourcing target = 3,200; Hiring target = 1,885

*Reflects PDC documentation on in-sourcing from the PEOs, OA-22, SMDC, and ATEC only.

**FY09 reflects actual hires; FY10-15 reflects planned hires per acquisition career field to meet 1,885 target by FY15.

CIVILIAN HUMAN RESOURCES OPEN DISCUSSION

Mr. Larry Israel, HRMD Chief

Ms. Garet McKimmie, Civilian HR Supervisor



USAASC Civilian Human Resources

Civilian Topics:

- Human Resources on USAASC website
- Civilian Education System (CES)
- Expedited Hiring Authority
- VSIP/VERA/Special Buyout Authority Program
- Senior Service College Selection & Placement
- Incentive Awards
- SES Position Management

CIVILIAN TALENT MANAGEMENT OFFICE

Ms. Linda Donaldson, M&RA

Ms. Barbara Frank





**OFFICE OF THE
DEPUTY CHIEF OF STAFF, G-1**



CIVILIAN TALENT MANAGEMENT

**Civilian Talent Management Office
24 March 2010**



AGENDA



- Program Purpose
- Broad Overview of Civilian Talent Management
- Army Enterprise Positions & Employees
- CTM Today & the Future



CIVILIAN TALENT MANAGEMENT PROGRAM PURPOSE



- Promotes continuous learning (education and assignments)
- Cultivates senior leaders with an enterprise, joint mindset
- Fosters interchangeable leaders who are comfortable operating in a global, multicultural environment
- Improves succession planning and knowledge transfer



VALUE ADDED



- Army:
 - Promotes Talent Exchange and Diversification
 - Greater Visibility of Vacancies and Talent Pool
 - Interchangeable Senior Leaders
- Commanders:
 - Improves Forecasting and Knowledge Transfer
 - Reduces the Loss of Productivity Associated with Under-lap
- Employees:
 - Greater Visibility of Opportunities for Reassignment and Development
 - Support of Desire and Potential



Centralized Talent Management

Army Enterprise Employees and Positions

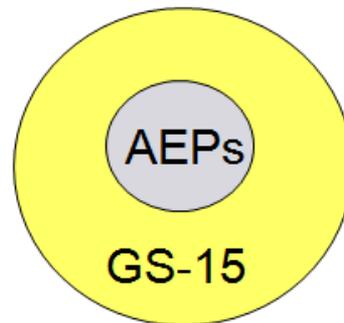


AEEs

- Army Enterprise Employees – Understand the desires and potential of upper end pay band 3 employees and GS 15 equivalents.
- Match Army requirements to AEEs career goals.

AEP Criteria

- Leads strategic thought and initiatives that contribute to the success of the Army mission.
- Responsibility in scope and breadth that influences or affects organizational outcomes significantly.
- Usually has management responsibility at the second level of supervision or above (i.e., manage other supervisors).
- Policy positions that influence the enterprise level and have Army-wide application.



“Good at their core competencies and broad enough to operate in complex environments.” (CSA)

Competent



Agile



Ready



Spiral 1



Executive Office of HQDA (EOH)

GC
AA

SA
USA
CSA
VCSA

TIG
AAG
DUSA
DUSA (BT)
CLL
CPA
SADBU
TSG
CNGB
CAR
TJAG
CCH
SMA

ASA (ALT) ASA (CW) ASA (FM&C) ASA (I&E) ASA (M&RA) CIO/G-6 DAS

DCS G-4 COE DCS G-8 ACSIM DCS G-1 DCS G-2 DCS G-3/5/7

OGC Oversight

FORSCOM TRADOC AMC SDDC Army USARCENT USARNORTH USARSO USAREUR USARPAC USCENTCOM USEUCOM USPACOM USSOUTHCOM USAFRICOM USNORTHCOM EUSA USASOC SMDC/ARSTRAT

ASA (ALT) Acquisition Support Center ATEC CIDC USMA USARC MDW USACE MEDCOM NETCOM INSCOM IMCOM
CSA PMG G-1 CSA CSA COE TSG G-6 G-2 ACSIM

- Yellow Box = Recommendations for Spiral 1 (Spring 09)
- No Box = Still requires Strategic Communications (Spiral 2)

- Identified 387 positions
- 600 – 1000 projected Total Army Enterprise Positions

• USAREUR has identified AEPs but wishes to be in Spiral 2

CTM TODAY & THE FUTURE

Today

- Interim CTM Policy
- 387 Army Enterprise Positions
- CTM System (Website/Database)
- Career Record Brief/Resumes
- Preferences for Reassignments
- Projected Retirement Dates
- Began to id AEP competencies
- Fill of AEP vacancies as they occur
- Drafted SSC (Selection/Placement Policy) via WG
- Collaborating to Place SSC Graduates

Future

- Fill of AEP vacancies before they occur
- Selection/Placement of SSC/DSLDP Graduates in AEPs
- Identify Spiral 2 AEPs
- Identification of Competencies
- IDPs to fill Competency Gaps
- Readiness Ratings/Assessments



QUESTIONS?



Please contact us:

Civilian Talent Management Office at:

<https://www.csldo.army.mil> or DUSA.CTMO@conus.army.mil

Exec Dir, Linda Donaldson: 703-602-9055 (Linda.L.Donaldson@us.army.mil)

OSA, OSA FOA, ARSTAF, ARSTAF FOA, OSA Joint, NATO, ARNG, USAR, ASMDC, TRADOC

Career Advisor: Ms. DeHart (703-602-2071) Bonnie.Dehart@us.army.mil

Mr. Mageto (703-602-9000) Myron.Mageto@us.army.mil

FORSCOM, IMCOM, INSCOM, MEDCOM, AASC

Career Advisors: Ms. Frank (703-602-9013) Barbara.Frank@us.army.mil

Mr. Mageto (703-602-9000) Myron.Mageto@us.army.mil

ATEC, CID, MDW, USACE, USMA, NETCOM

Career Advisors: Ms. Bennett (703-602-9049) Jennifer.J.Bennett@us.army.mil

Mr. Perry (703-602-9007) Troy.L.Perry@us.army.mil

ARCENT, ARNORTH, ARSOUTH, Korea, USAREUR, USARPAC, USASOC, AMC

Career Advisors: Mr. Shaw (703-602-9012) Edmund.Shaw@us.army.mil

Mr. Perry (703-602-9007) Troy.L.Perry@us.army.mil

BASE REALIGNMENT AND CLOSURE

Mr. C, Patrick Gentry, CHRA





CHRA Update

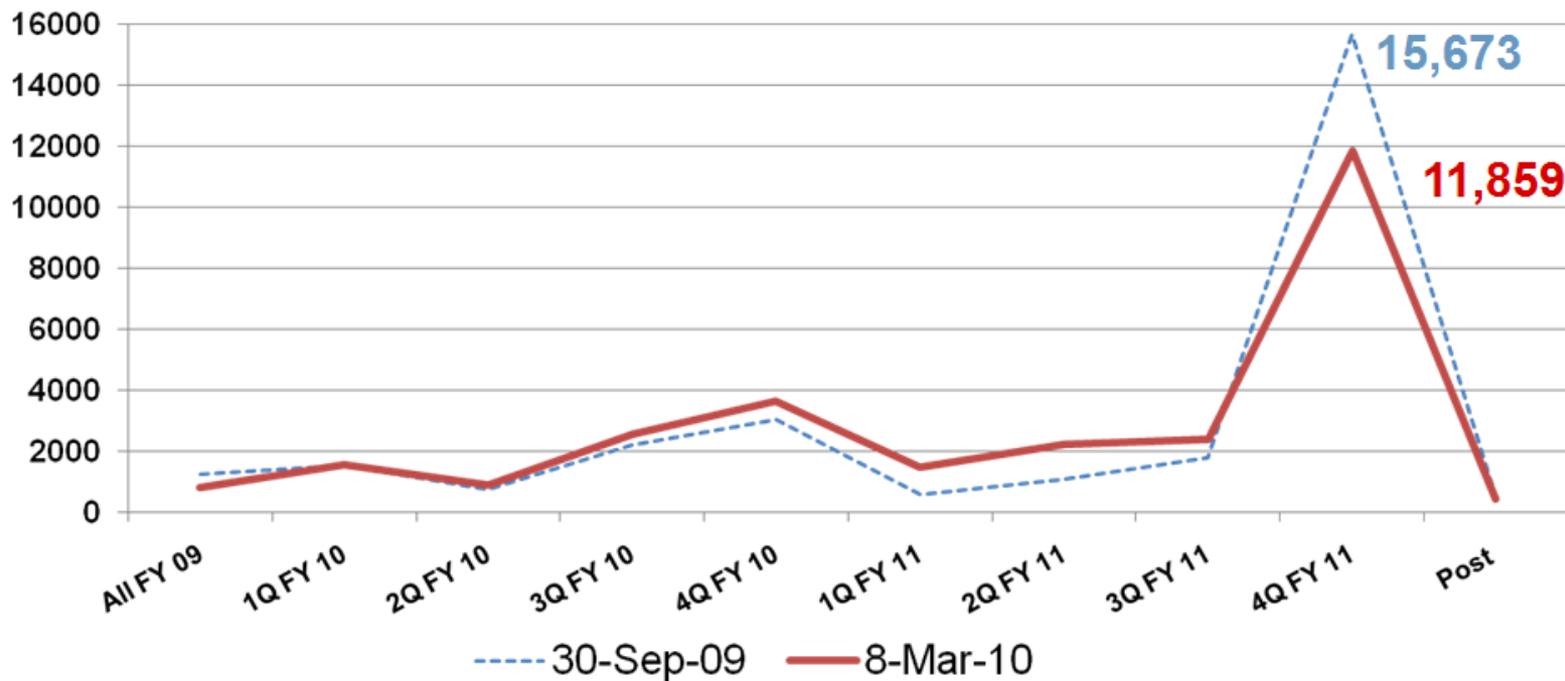
Mr. C. Patrick Gentry
BRAC Program Management Officer
Civilian Human Resources Agency

Agenda

- BRAC Planned Position Activity
- BRAC RPA Status Report
- HRC Recruitment Status
- BRAC Readiness Status
- CHRA Readiness to Execute BRAC

G-1 BRAC VTC

Projected Position Activity



	Nulls	All 09	Q1 FY10	Q2 FY10	Q3 FY10	Q4 FY10	Q1 FY11	Q2 FY11	Q3 FY11	Q4 FY11	Post	TOTAL
30 Sep 09	2166	1254	1546	773	2236	3067	595	1100	1804	15673	479	30693
8 Mar 10	1364	841	1570	910	2592	3666	1500	2248	2408	11859	455	29413

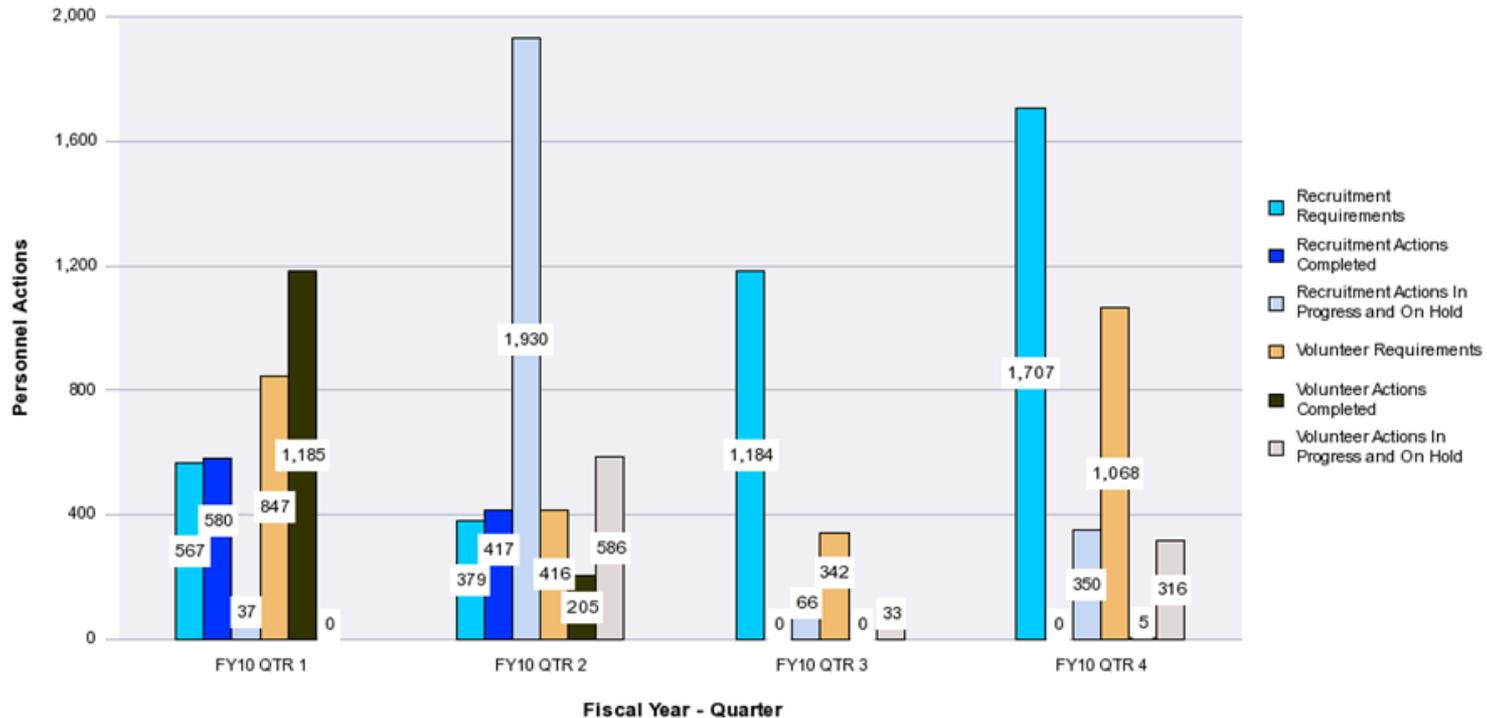
Reflects Position Moves, Establishments, Eliminations, and Unknowns

2,166 Positions in Sep 09 with unidentified quarters of movement, down to 1364 in Mar 10

G-1 BRAC VTC

Recruitment/Volunteer Progress - Army

Reported Requirements vs. Personnel Actions Submitted by Quarter



Quarter	Requirements			Completed Actions			Actions In Progress and On Hold			Percent Complete		
	Recruitment	Volunteer	Total	Recruitment	Volunteer	Total	Recruitment	Volunteer	Total	Recruitment	Volunteer	Total
FY10 QTR 1	567	847	1,414	580	1,185	1,765	37	0	37	102.29%	139.91%	124.82%
FY10 QTR 2	379	416	795	417	205	622	1,930	586	2,516	110.03%	49.28%	78.24%
FY10 QTR 3	1,184	342	1,526	0	0	0	66	33	99	0.00%	0.00%	0.00%
FY10 QTR 4	1,707	1,068	2,775	0	5	5	350	316	666	0.00%	0.47%	0.18%
FY 2010	3,837	2,673	6,510	997	1,395	2,392	2,383	935	3,318	25.98%	52.19%	36.74%



G-1 BRAC VTC

FORT KNOX

# of BRAC RPAs in CPAC 823	# Announced To Date Total: 543 Currently Announced: 495	# Referrals Issued 91	# of Commitments 9
--------------------------------------	---	---------------------------------	------------------------------

Projected Announcements

Projected Vacancy Announcement Date (# of RPAs)	Referral List Target Date	Requested EOD
17 March (15)	8 April	Jun (1) / ASAP (14)
19 March (54)	12 April	ASAP (30) / Unknown (24)
26 March (11)	19 April	9 May (5) / 20 Jun (1) / ASAP (5)

Additional Data

Develop Certificates/Candidates Expected From OPM: 60 Vacancies /113 Candidates / Issued 12 Mar)
 Number with management for action: 8 (Excludes referrals issued)
 Number of PPP matches being worked: 25
 Number In Staffing: 55 (Excludes 9 commitments)

G-1 BRAC VTC

CPAC BRAC Project Plans - Overall

	1ST ARMY	3RD ARMY	5TH ARMY	AAC	AMC	ASC	ATEC	CIDC	FORSCOM	HQDA	HRC	IMCOM	MEDCOM	NETCOM	TRADOC	USACE	USARC	USMA
Overall	Green	Green	Green	Green	Yellow	Green	Green	Green	Yellow	Yellow	Red	Green	Green	Green	Red	Green	Green	Green
Planning - Strategic and Operational	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Grey	Green	Grey
Communication - Outreach	Green	Green	Green	Green	Green	Green	Green	Green	Grey	Green	Green	Green	Green	Green	Green	Grey	Green	Green
Labor Relations	Green	Green	Green	Grey	Yellow	Green	Grey	Green	Green	Green	Red	Green	Green	Green	Red	Grey	Green	Green
Transfer of Function Status	Green	Green	Green	Green	Yellow	Green	Yellow	Green	Yellow	Yellow	Yellow	Green	Yellow	N/A	Green	Green	Green	N/A
Transfer of Work Status	N/A	Green	Green	N/A	Green	Green	Green	Green	Green	Green	N/A	N/A	Green	Green	Green	N/A	Green	N/A
Realignment Status	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	N/A	Green	N/A	Green	Grey
Management Directed Reassignment	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	N/A	Green	Green	Green	N/A	Green	Green
Reduction in Force Status	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Grey	Red	N/A	Green	N/A
Recruitment	Green	Green	Green	Green	Yellow	Green	Green	Green	Yellow	Green	Green	Green	Green	Green	Red	Green	Green	Green

- On track
- One or more sub tasks in danger of not meeting milestone completion date
- All sub tasks completed
- One or more sub tasks past milestone completion date

Open Red Issues

- Labor Obligations
 - Are BUS Codes Updated and Accurate?
 - TRADOC, Quartermaster Center and School, Logistics Management College, and Combined Arms Support Command. Bus Codes were loaded into DCPDS on 8 Mar 10. The Fort Lee CPAC has assigned codes against individual employee records. Mass change to employee records expected by 17 Mar 10.
 - Has the impact to local Labor Contracts been determined?
 - HRC. Local union submitted petition get HRC to fall under their local Bargaining Unit 2358 AFGE to the Federal Labor Relations Authority (FLRA) 16 Dec 09. Still waiting response from FLRA. Expected resolution date unknown at this time.



Open Red Issues

- Reduction in Force
 - Develop/Implement Plan
 - TRADOC, Transportation Center and School. Mock RIF has not yet been run. The determination if a Mock RIF is even needed will be made in the first week of July 2010. Vacancies are being identified now.



Open Red Issues

➤ Recruitment

➤ Implement Plan

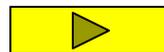
- TRADOC, Air Defense Artillery School. Working with management to finalize classification on one position. Four announcements are being worked and six referrals are with management for selection. There are twelve selections pending offers and/or EOD. Six positions have yet to get FCOE board approval for recruitment. Managers continue to seek command approval to continue.
- TRADOC, Fires Center of Excellence. Working with management to finalize classification on two positions. Four announcements are being worked and six referrals are with management for selection. There are five selections pending offers and/or EOD. Three positions have yet to get FCOE board approval for recruitment. Managers continue to seek command approval to continue.

CHRA Readiness to Execute BRAC

- Created automated script to generate and process mass Requests for Personnel Actions
 - Deployed 31 January 2010
- Developing automated entrance on duty application through the use of electronic forms for incoming civilian employees
 - 31 May 2010, Test
 - 30 June 2010, Deploy
- 312 of 337 CHRA BRAC Overhires On Board
- CPACs enter BRAC Project Plans into the online Automated BRAC Readiness Report
 - Complete
- CPACS align/integrate RPAs with Command movement plans - ongoing
 - Personnel actions keyed to proposed effective dates
- Weekly BRAC operational meetings continue with CPACs; targeting 3rd and 4th Qtr FY10 moves



Questions ?



Thank you for attending the 2010 U.S. Army Acquisition Support Center (USAASC) Human Resources (HR) Summit

A link to briefings from all presentations from the HR Summit may be found at - <http://asc.army.mil/conference/archives/default.cfm>

WELCOME

to the
2010 USAASC Military Human
Resource Summit

COL B. Winters, Deputy Director, USAASC



MILITARY ACQUISITION POSITION LIST

Ms. Karen Walker

Mr. Randy Williams

Mr. Robert L. Neff



MILITARY ACQUISITION POSITION LIST

- Approved Army Acquisition Corps (AAC) Structure Message: Fiscal Year (FY) 2010 Military Acquisition Position List (MAPL) March 16 2010
- Military Acquisition Position List (MAPL) policy and oversight
- Military Acquisition Position List (MAPL) management

MILITARY PERSONNEL MANAGEMENT

UTILIZATIONS AND REQUISITIONS



MILITARY PERSONNEL MANAGEMENT UTILIZATION AND REQUISITIONS

- Managed Position Report (MPR)
- No Cost Move requirements
- Acquisition Management Branch Battle Rhythm
- Acquisition Management Branch move to Fort Knox KY
- Extensions, Curtailments and Retirements

REGIONALIZATION

MAJ. Matthew Schramm



REGIONALIZATION POLICY

- Regionalization was initiated in AUG 04.
- **Intent:** The program provides for the standardization of professional development across the AAC so that every officer has the opportunity to grow into positions of increasing responsibility.



REGIONALIZATION POLICY (con't)

- **Endstate:** Diversification across more than one ACF

Duration:

Normal regionalization tours = up to 48 months;
 non-regionalized positions = up to 24 months

- **Regions:** Six Regional areas (APG, NCR, Warren, MI, Picatinny, NJ., Orlando, FL., and Huntsville/Redstone Arsenal, AL.



- Each region has a designated Senior Regional Acquisition Official (SRAO) responsible for developing officers. SRAOs will appoint a Regional Account Manager (RAM) who serves as the primary account manager for each respective region and is responsible for consolidating all regional requisitions.

GENERAL GOVERNING DOCUMENTS

REGION	OLD_MAPL	NEW_MAPL	GRADE	UIC	CMD	MACOM	UNITNAME	LOCATION
NCR	AE04A174A	AE08A019A	O4	W6DZAA	AE	USAASC	JPEO CHEM BIO	FALLS CHURCH VA
NCR	AE04A199A	AE08A024A	O4	W6DZAA	AE	USAASC	JPEO CHEM BIO	FORT BELVOIR VA
NCR	AE05A022A	AE08A027A	O3	W6DZAA	AE	USAASC	JPEO CHEM BIO	FALLS CHURCH VA
NCR	AE04A093A	AE08A070A	O4	W6DTAA	AE	USAASC	PEO AMMUNITION	FORT BELVOIR VA
NCR	AE04A067A	AE08A176A	O4	W6DWAA				
NCR		AE08A17DW	O4	W6DSAA				
NCR	AE04A168A	AE08A273A	O4	W6DPAA				
NCR	AE04A166A	AE08A279A	O4	W6DPAA				
NCR	AE04A162A	AE08A280A	O3	W6DPAA				
NCR		AE08A281A	O4	W6DPAA				
NCR		AE08A282A	O4	W6DPAA				
NCR	AE04A241A	AE08A283A	O4	W6DPAA				
NCR	AE04R087A	AE08A284A	O4	W6DPAA				
NCR		AE08A286A	O4	W6DPAA				
NCR		AE08A287A	O4	W6DPAA				
NCR		AE08A288A	O4	W6DPAA				
NCR		AE08A289A	O4	W6DPAA				

MAPL



DEPARTMENT OF THE ARMY
 OFFICE OF THE ASSISTANT SECRETARY OF THE ARMY
 ACQUISITION LOGISTICS AND TECHNOLOGY
 113 ARMY PENTAGON
 WASHINGTON DC 20310-0103

SFAE-ACD

DEC 18 2009

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Acquisition Corps (AAC) Regionalization Policy

1. **Applicability.** This plan applies to Captains and Majors within the AAC who are assigned to Regionalized Military Acquisition Position List (MAPL) positions within the six specific acquisition regions. The regions are: Warren, Michigan; Picatinny Arsenal, New Jersey; Military District of Washington/ National Capital Region (to include Fort Meade, Maryland); Redstone Arsenal/ Huntsville, Alabama; Aberdeen Proving Ground, Maryland; and Orlando, Florida.
2. **General.** The purpose of this policy letter is to provide guidance on the professional development of regionalized Army Acquisition Corps (AAC) Captains and Majors. It standardizes professional development across the AAC so that every officer receives diversified acquisition experience and has the opportunity to grow into positions of increasing responsibility.
3. **Proponent.** The proponent agency of this policy is the U.S. Army Acquisition Support Center (USAASC). The Senior Regional Acquisition Officials (SRAOs) are responsible for implementation of the regionalization policy. SRAOs and the Acquisition Management Branch have authority to approve exceptions that are consistent with the intent of this policy (professional development) and controlling laws and regulations.
4. The SRAOs are my designated representatives and will coordinate with senior acquisition leaders to ensure that all Officers assigned receive at least two different acquisition experiences during their regional time. When possible, the positions should be across the spectrum of acquisition career fields, which will enhance the officer's knowledge base and provide opportunity to gain a breadth of experience as we continue to grow agile and adaptive leaders.
5. Regionalization begins when an Officer reports to a regional assignment. Officers can expect to be stabilized for 24-48 months, except in cases of advanced civil schooling or HQDA-directed assignments. Officers currently in regions will be

REGIONALIZATION POLICY (18 DEC 2009)

Handbook

~~2007~~

2010



SEIZE YOUR OPPORTUNITIES

Regionalization
 Handbook

REGIONALIZATION
 HANDBOOK (2010)



WHO PARTICIPATES?

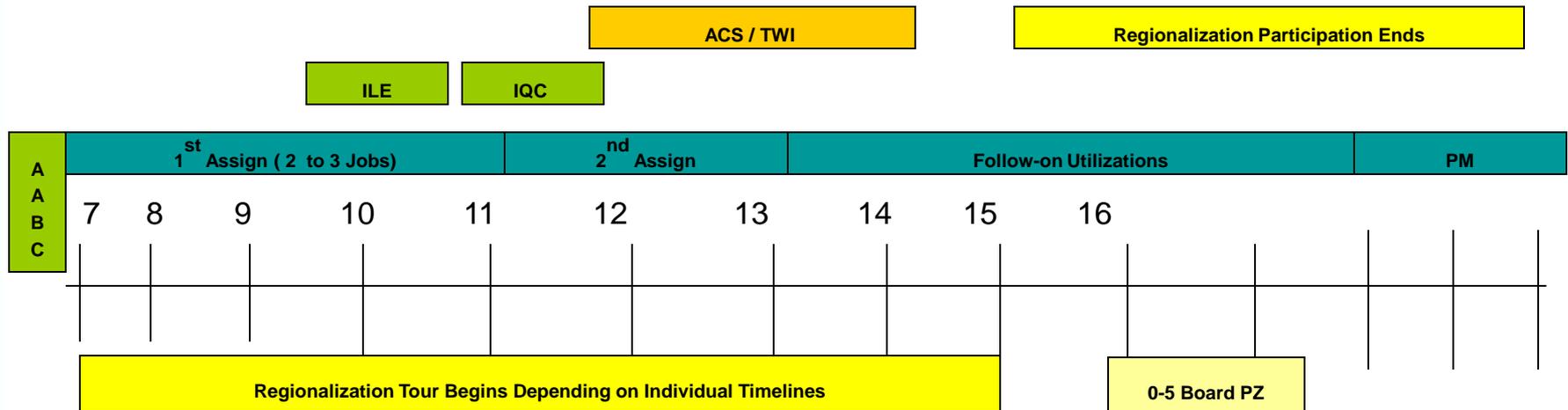
WHAT COMMANDS PARTICIPATE WITHIN THE REGIONS?

- PEO Structure (USAASC positions) within regions
- Other Commands include:
 - ATEC, Missile Defense Agency, SMDC
 - AMC positions from: TACOM & RDECOM (Warren), CECOM (APG); specifically determined by region
- Must be a No-Cost Move to be a regionalized move

WHAT COMMANDS DON'T?

- Includes, but not limited to...
 - MTOE units
 - Joint / DoD Agencies; USASOC; HQ elements to include ARSTAFF; TRADOC; SOCOM; ARSTAFF

Typical AAC Military Regionalization Tour



- The beginning of a regionalized tour is determined by the individual timeline for each officer. It may begin upon accession into the AAC or it may begin after the first non-regional assignment.
- 48 months from date of arrival to the region OR for MAJORS – year of BZ look to LTC.

REGIONAL ACCOUNT MANAGERS

(as of 12 Mar 2010)

Orlando,	Glynn Vincent <u>glynn.vincent@us.army.mil</u>
Warren, MI	Linda Reichlmayr <u>linda.reichlmayr@us.army.mil</u>
Huntsville, AL	LTC Frederick Hughes <u>frederick.hughes@us.army.mil</u>
Picatinny, NJ	COL Mark Eldridge <u>mark.e.eldridge@us.army.mil</u>
NCR	Darrell McCarthy <u>darrell.mccarthy1@us.army.mil</u>
Aberdeen, MD	John King <u>john.king12@us.army.mil</u>

ACQUISITION SUPPORT CENTER

Mr. Craig A. Spisak
 Director and DDACM
 (703) 805-1013
Craig.Spisak@us.army.mil

COL Brian C. Winters
 Deputy Director
 (703) 805-3273, DSN 655-3273
Brian.C.Winters@us.army.mil

USAAC Web Site: [Http://asc.army.mil](http://asc.army.mil)

- MILITARY ACQUISITION 51A PROPONENT: MAJ Matthew Schramm - (703) 805-1248, matthew.schramm@us.army.mil
- MILITARY CONTRACTING 51C PROPONENT: LTC Kenny Johnson – (703) 805-2732, ellsworth.k.johnson@us.army.mil
- MILITARY ACQUISITION 51R/S PROPONENT: LTC Amanda Greig – (703) 805-2923, amanda.greig@us.army.mil
- CMF 51 NCO PROPONENT: SGM Jared Goins -(703) 805-1048, jared.goins@us.army.mil

UNIFORM CODE OF MILITARY JUSTICE AUTHORITY

Mr. Robert Hewitt



UNIFORM CODE OF MILITARY JUSTICE AUTHORITY (UCMJ)

- The Assistant Secretary of the Army for Acquisition, Logistics and Technology ASA (ALT), Chief of Staff, has directed UCMJ jurisdiction for each PEO element be identified.

ARMY SUICIDE PREVENTION PROGRAMS AND SUSTAINMENT TRAINING

Mr. Robert Hewitt



ARMY SUICIDE PREVENTION PROGRAMS AND SUSTAINMENT TRAINING

- The U. S. Army Acquisition Support Center's (USAASC) mission is to improve readiness through the development and enhancement of the Army Suicide Prevention Program policies designed to minimize suicide behavior; thereby preserving mission effectiveness through individual readiness for Soldiers, their Families, and Department of the Army Civilians.
- USAASC will support aggressive, conscientious suicide prevention programs that emphasize command concern, leadership training, value of life initiatives and suicide awareness education. It is everyone's responsibility to recognize and respond to suicidal behavior.
- Each USAASC leader is responsible for completion of Suicide Prevention Phase III Sustainment Training and the associated reporting requirement for their assigned personnel at least once each calendar year.

ARMY SUICIDE PREVENTION PROGRAMS AND SUSTAINMENT TRAINING

- Each PEO and DRPM will provide a consolidated report for the CY10 Suicide Prevention Phase III Sustainment Training to the USAASC Suicide Prevention Program Manager NLT 15 January 2011.
- USAASC Suicide Prevention Program Manager
Mr. Robert L. Hewitt- (703) 805-1067

POST DEPLOYMENT HEALTH REASSESSMENT

Mr. Robert Hewitt



POST DEPLOYMENT HEALTH REASSESSMENT PROGRAM (PDHRA)

- The Post Deployment Health Reassessment (PDHRA) is a health screen designed for all Department of the Army Civilians and Soldiers-Active, National Guard, Army Reserve, and Individual Ready Reserve- as part of the U.S. Army's ongoing efforts to protect the health and well-being of those returning from combat
- The PDHRA is a required health screening that Soldiers are required to complete 90 to 180 days after completing the Post-Deployment Health Assessment (PDHRA) or DD Form 2796
- Department of the Army (DA) Civilians are now eligible to complete a PDHRA screening after redeploying from a combat zone for more than 90 days. The Army recognizes that DA Civilians play a integral role in the Global War on Terrorism and believes there is a critical need to provide access to care during reintegration.

SEXUAL ASSAULT PREVENTION AND RESPONSE PROGRAM

Ms. Helene Kelsey



ARMY SEXUAL ASSAULT PREVENTION & RESPONSE (SAPR) PROGRAM

- Public Law 108-375, National Defense Authorization Act for Fiscal Year 2006 and AR 600-20, Army Command Policy, 18 March 2008
- Improve the prevention of sexual assaults, enhance support to victim and ensure reporting and accountability to G-1
- Ensure all military personnel receive the annual SAPR training.
- Provide G-1 the percentage of military who received SAPR training during CY/ number of sexual assaults within the DRU
- Identify Unit Victim Advocates within structure to support victims

UNIT VICTIM ADVOCATE (UVA)

- Who can be a UVA? NCO (SSG or higher), Officer (1LT/CW2 or higher)
- Point of Contact for victims of sexual assault
- Receive 40 hours of initial training from Sexual Assault Response Coordinator (SARC) and additional 32 hours training without the year to maintain certification.
- On call 24/7 by the SARC during a designated timeframe to support victims.
- Provide SAPR mandatory training to military personnel training with concurrence of the SARC.
- Must be able to handle sensitive subject of sexual abuse and all of the particulars that may arise if assigned a case. Numerous Army agencies get involved in each case, CID, Chaplain, Command Legal Counsel, etc.

PROTECTION OF PERSONALLY IDENTIFIABLE INFORMATION (PII)

Ms. Helene Kelsey



PERSONAL IDENTIFICATION INFORMATION

What is PII?

- Information used to distinguish or trace an individual's identity, such as their name, social number, biometric records either alone or when combined with other personal or identifying information which is linked or linkable to a specific individual such as, date of birth, mother's maiden name, etc.
- Review the facts and circumstances related to the breach, and if warranted, corrective actions, including the imposition of an appropriate disciplinary action may be taken

Rules & Consequences Policy – Safeguarding Personally Identifiable Information

- Complete review of the facts & circumstances related to the breach and, if warranted, corrective actions, including the imposition of an appropriate disciplinary action, must be taken.
- Failure to implement/maintain security controls for which an employee is responsible, regardless of whether or not such action resulting the loss of control, or unauthorized disclosure, of PII.
- Exceeding authorized access to or disclosure to unauthorized persons of PII related materiel.
- Failure to report any known, or suspected, loss of control or authorized disclosure of PII.
- For managers/supervisors, failure to adequately instruct, train, or supervise employees in their responsibilities related to PII, and/or failure to take appropriate action upon discovering a breach, or failure to take the required steps to prevent a breach from occurring.

Rules & Consequences Policy – Safeguarding Personally Identifiable Information

- Prior to imposing any disciplinary action, supervisors must consult with their servicing CPAC and legal office. Investigate the particular facts and circumstances, including whether the breach was intentional needs to be considered when determining the appropriate action to take. Military personnel may be subject to punishment under the Uniform Code of Military Justice for misconduct causing, or resulting in the improper disclosure, unauthorized access, or use of PII. At a minimum, consideration should be given to the prompt removal of authority to access information, or systems, for those who demonstrate serious disregard, or patterns of mistakes in safeguarding PII.
- Any disciplinary action taken must be consistent with applicable law, regulation, and provisions of any relevant collective bargaining agreements.

REPORTING AND NOTIFICATION

- Report all incidents involving actual or suspected breach/compromise of PII to the US Computer Emergency Readiness Team (US-CERT) within one hour of discovery. Reports must be submitted at [Http://www.us-cert.gov](http://www.us-cert.gov).
- Send an email to PIIReporting@usarmy.mil which notifies Army leadership that an initial report has been submitted to US-CERT. Provide a brief synopsis, POC and POC information for the incident.
- The organization possessing or responsible for safeguarding the PII at the time of the incident must notify the affected individuals as soon as possible, but NLT 10 days after the breach/compromise is discovered.

24 March 2010

SUMMIT WRAP-UP

Mr. Larry Israel, HRMD Chief



Thank you for attending the 2010 U.S. Army Acquisition Support Center Human Resources Summit

A link to briefings from all presentations from the HR Summit
may be found at -

<http://asc.army.mil/conference/archives/default.cfm>

the week of 29 March 2010.