



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

JAN 27 2005

SFAE-CM

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Temporary Suspension of the Senior Rater Potential Evaluation (SRPE)

The Director of Acquisition Career Management (DACM) signed a memorandum on November 24, 2004, that directed the implementation of the newly revised and automated SRPE for GS-13/equivalent broadband civilian employees for calendar year 2004. To ease the transition to the new SRPE, GS-14s and GS-15s/equivalent broadbands were to be implemented over the next two years.

As a result of concerns expressed by the field on the population covered, the DACM has decided to temporarily suspend the requirement so that further review may be conducted. The suspension applies only to the blanket requirement for SRPEs addressed in the DACM's memorandum. The SRPE will continue to be a required document for project/product boards, Competitive Development Group boards, and Acquisition Education, Training, and Experience boards.

The suspension is not meant to imply that leadership development is not a critical element of career development nor to discontinue required performance counseling. The DACM fully recognizes the importance of identifying and honing leadership competencies for civilians to ensure a cadre of high-potential candidates to fill our critical and key leadership positions. This identification is done via the already required performance consulting. The SRPE was a tool to document the individual's potential. Additionally, it does not imply the elimination of the SRPE as an important tool for identifying leadership skills both for career development and selection purposes. It will continue to be used in the future; therefore, supervisors and senior raters need to ensure they review and understand the policy and instructions.

Further guidance will be provided on the status of the SRPE. My point of contact is Patricia Hopson, (703) 805-1239, DSN 655-1239, or e-mail: patricia.hopson1@us.army.mil.

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Colonel, QM
Deputy Director

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