



From the Acquisition Support Center Director

I want to wish the Acquisition, Logistics and Technology (AL&T) Workforce the very best for the New Year. In 2008, the U.S. Army Acquisition Support Center (USAASC) will renew our commitment to keeping a well-trained, efficient and educated workforce to support any new challenges or contingencies our Soldiers may meet in an uncertain world. We will also continue keeping our Soldiers *Army Strong* by providing the best weapons, technology and logistics, as quickly as possible, to support persistent conflict and the continuing global war on terrorism.



Achieving Certification Requirements

Now is a good time for supervisors to complete a review of their organization's positions for proper coding and submit any changes through the local Civilian Personnel Advisory Center. Supervisors should also review their employees' Individual Development Plans (IDPs) to ensure every employee has a strategy to meet their certification and continuous learning requirements. With the release of *Director Army Acquisition Corps Guidance Memo #3*, supervisors are required to have 100 percent of their employees' IDPs updated within the last 6 months. It is essential that employees and supervisors include all the courses required for employee certification in IDPs so we can obtain the much needed quotas for required Defense Acquisition University (DAU) training courses. This needs to be projected 8-18 months into the future. The certification process, like any well-built structure, requires a strong foundation. Along those lines, things like continuous learning and developing leadership competencies are important to career and professional development and must be accomplished concurrently. But, if there is a "requirement" to complete training sequentially, certification courses must come first.

CAPPMIS Position Scrubs

Beginning in March 2006, USAASC conducted a manual scrub of all AL&T Workforce positions in the Civilian Acquisition Personnel and Position Management Information System (CAPPMIS) based on input from acquisition organizations identified by the Refined Packard Definition. The scrub results were loaded into CAPPMIS in April 2007, and then

top-loaded into the Defense Civilian Personnel Data System (DCPDS). After this was accomplished, organizations were advised to review the CAPPMIS data and make corrections, additions or deletions through DCPDS. This process should be repeated annually as directed by the *DOD Desk Guide for Acquisition, Technology and Logistics Workforce Career Management*, Chapter 5, Pages 5-13, Position Maintenance/Review.

Likewise, the *DOD Desk Guide* states that "supervisors are responsible for reviewing AL&T position information during the employee's annual appraisal and initiating appropriate actions within their component should changes be required." This review should also be done before recruitment, during reorganizations or when an incumbent's duties change. For more information, contact Shirley Hornaday at (256) 955-2764/DSN 645-2764 or at shirley.hornaday@us.army.mil.

Program Managers (PMs) Empowerment and Accountability Report

Section 853, John Warner National Defense Authorization Act for FY07, Public Law 109-264, requires the Secretary of Defense to develop a comprehensive strategy for enhancing the roles of DOD PMs in developing and implementing defense acquisition programs. One initiative requires that DOD revise major defense acquisition program guidance to address qualifications, resources, responsibilities, tenure and PM accountability. Each Service Acquisition Executive has been provided the following guidance:

- Formulate a performance agreement between the PM and the program's milestone decision authority (MDA) on expected parameters for cost, schedule and performance, as well as appropriate PM and MDA commitments to ensure the parameters are met.
- Expand PM authorities including, to the appropriate extent, the right to object to additional program requirements that would be inconsistent with parameters established at Milestone B and reflected in the performance agreement.
- Adhere to PM-specified tenure lengths based on their acquisition category level.

The Army Acquisition Corps (AAC) will prepare a program management and tenure agreement for centrally selected project and product managers. The process is under discussion in the program executive office (PEO) community. When the PEO requests a charter for a PM, a program management and tenure agreement will be prepared and signed by the Army Acquisition Executive, PEO and PM. For more information, please contact Joan Sable at (703) 805-1240/DSN 655-1240 or joan.l.sable@us.army.mil.

Acquisition Key Billet Competition

After an open competition pilot in FY08 to all DOD employees to vie for two Acquisition Key Billet positions in the Defense Contract Management Agency, the Army has now expanded availability to all “best qualified” positions for the FY09 Acquisition Key Billet Board. To reach the entire acquisition community across the services, an announcement was posted on the USAJOBS® Web site (<http://www.usajobs.gov/>) outlining basic eligibility with specifics identified via the U.S. Army Human Resources Command (HRC), Acquisition Management Branch (AMB) Web page. Applicants from the other services must meet the same requirements as Army employees and include the Senior Rater Potential Evaluation (SRPE) and the Acquisition Career Record Brief in their applications. Acquisition Career Managers (ACMs) will help non-Army applicants, supervisors and senior raters prepare SRPEs.

Army employees are encouraged to have an ACM review their application before submitting it. There have been significant reductions in application errors for this announcement with no incomplete application rejections. Another change this year was that senior raters were given extra time after the closing date to complete the SRPE in the Career Acquisition Management Portal/CAPPMIS. There were 58 eligible applications for the Key Billet Announcement, 41 LTC/GS-14 and 17 COL/GS-15. For more information, contact Catheryn L. Johnston, HRC/AMB, at (703) 325-2764/DSN 221-2764 or at cathy.johnston@us.army.mil.

SPRDE Career Field News

Effective Oct. 1, 2007, a new Acquisition Career Field (ACF) was established called Systems Planning, Research, Development and Engineering-Program Systems Engineer (SPRDE-PSE). Army AL&T Workforce members who, on Sept. 30, 2007, were certified Level I or Level II in the SPRDE-Systems Engineering (SE) will receive a corresponding level certification for the new SPRDE-PSE ACF. The letter designation for this new ACF is “W” and will be displayed in Section X of the ACRB and will also be captured in the official CAPPMIS database.

AL&T Workforce members who, on Sept. 30, 2007, possessed a Level III certification in SPRDE-SE (code S) will receive a Level II certification in SPRDE-PSE (code W). To be certified at the next highest level in the SPRDE-PSE ACF, individuals must comply with the SPRDE-PSE certification standards as posted in the DAU catalog at <http://www.dau.mil/>.

In closing, my congratulations to the 2007 AAC Annual Award winners and nominees. Thank you for a job well-done. For a list of award winners, along with ceremony highlights, please see the article published in our sister publication *Army AL&T Online Monthly* November 2007 issue at <http://asc.army.mil>.



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Competitive Development Group/Army Acquisition Fellowship Program (CDG/AAF) — Developing Future Civilian Senior Leaders