



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

APR 9 2009

SFAE-ACD

S: May 15, 2009

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Section 852 of the National Defense Authorization Act for Fiscal Year 2008, Public Law No. 110-181—Civilian Recruitment, Training and Retention of Acquisition Personnel of the Department of Defense (DoD) Incentive Program Data Call

References:

- a. Section 852 of National Defense Authorization Act for Fiscal Year 2008, Public Law 110-181.
- b. Sections 5753 and 5754 of Title 5 United States Code.
- c. Section 575.315 of Title 5 Code of Federal Regulations.
- d. Under Secretary of Defense (Personnel and Readiness) memorandum, subject: Implementation of Enhanced Retention Incentives Authorities, dated February 5, 2008.
- e. Under Secretary of Defense (Personnel and Readiness) memorandum, subject: Implementation of Recruitment, Relocation, and Retention Incentives, dated September 21, 2006.
- f. Department of the Army, Office of the Assistant Secretary (Manpower and Reserve Affairs) memorandum, Delegation of Authority—Implementation of Recruitment, Relocation, and Retention Incentives, dated March 31, 2008.
- g. Department of the Army, Office of the Assistant Secretary (Manpower and Reserve Affairs) memorandum, Delegation of Authority—Implementation of Enhanced Retention Incentives Authorities, dated August 19, 2008.

Section 852 of the National Defense Authorization Act for Fiscal Year 2008, Public Law No. 110-181, directed the establishment of the Defense Acquisition Workforce Fund. This fund permits the DoD to recruit and hire, develop and train, and retain its acquisition workforce. In response, I have directed the establishment of a Section 852 funding program for a Civilian Incentive Program (CIP) for the Army's Acquisition, Logistics and Technology (ALT) Workforce. Responsibility for the approval of the CIP rests with those specifically designated officials delineated in references e. and f.

Request your assistance in identifying positions for Section 852 funding that comply with the criteria and guidance contained in the referenced regulations and policies, where these incentives may be used.

If your organization anticipates the need for the use of any of these incentives detailed below, please provide, by Fiscal Year, the likely associated costs by incentive, using the format supplied at <http://asc.army.mil/career/programs/852/default.cfm>, as soon as possible; but no later than May 15, 2009. As a caveat, the Section 852 funding for the CIP referenced in this memorandum may not be implemented retroactively.

a. Recruitment Incentive: Available to Army ALT Workforce employee(s) newly appointed (as defined in Title 5 Code of Federal Regulations 575.102) to an Army acquisition position that is likely to be difficult to fill in the absence of such an incentive.

Action: Identification of Acquisition position(s) for which recruitment incentives should be offered and position description(s) for each position. Please note, personnel offered these incentives may not be current Federal employees.

b. Retention Incentive: Available to Army ALT Workforce employee(s) who has unusually high or unique qualifications, or when the organization has a special need for the employee's services that makes it essential to retain the employee, and the employee would be likely to leave the Federal service in the absence of an incentive (e.g., employee receives an offer of employment from a private firm).

Action: Identification of Acquisition position(s) for which retention incentives should be offered and position description(s) for each position.

Once we receive your information, we will analyze all input and provide an equitable distribution of the available funding to each organization. You cannot implement nor execute elements of this program, until we provide additional implementation guidance. A complete copy of the legislation, as well as a link to a synopsis version of the Army Plan, can be found at <http://asc.army.mil/career/programs/852/default.cfm>.

My point of contact is Ms. Kelly Terry, commercial (732) 532-1406, DSN 992-1406, or e-mail: kelly.terry@us.army.mil.


N. ROSS THOMPSON III
Lieutenant General, GS
Director
Acquisition Career Management

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