

# AMC Establishes a Deployable Civilian Contracting Cadre

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**T**he global war on terrorism and our continued operations in Iraq and Afghanistan have clearly heightened the awareness of how important contracting is in support of our deployed troops and the stabilization and rebuilding efforts in both countries. For the last three years, we have deployed a record number of Soldiers and Army civilians with contracting expertise to support efforts such as the Logistics Civil Augmentation Program, the Army's major contingency contract; rebuilding host nation power plants, hospitals and schools; and the day-to-day contracted combat support/combat service support needed to support our deployed forces.

AMC's recently launched DCCC program will establish a cadre of highly trained and experienced civilian CCOs capable of supporting complex contingency contracting missions. Here, CCOs helped contract for the necessary contractor support and materiel to up-arm these Heavy Equipment Transporters at a Level 2 armor shop near Camp Victory, Iraq. (U.S. Army photo by SPC Curt Cashour.)



At the same time, the Army has been transforming its force structure. Just recently, Vice Chief of Staff of the Army GEN Richard A. Cody approved a force design update that provides a new contingency contracting structure for the Army. This new structure will include contracting support brigades (CSBs), contingency contracting officer (CCO) battalions,

senior contingency contracting teams and 4-person contingency contracting teams. This entire structure will be assigned to the Army Materiel Command's (AMC's) Army Sustainment Command, Rock Island Arsenal, IL, and AMC, teamed with the Army Contracting Agency to train Army Soldiers to support contingency contracting missions.

The CSB commander deploys military CCOs forward in accordance with the contract support plan, but as the area of responsibility matures and forces move to Joint contracting support, there may be a need for civilian augmentees to support the contingency contracting mission. These individual augmentees will be identified on a manning document and filled through



WIAS will equitably task all Army organizations for needed civilian CCOs to support ongoing combat and disaster relief operations worldwide. Here, Pakistani refugees are evacuated to safety following the earthquake that ravaged parts of their country last year. AMC provided logistics and contingency contracting support for this humanitarian relief effort. (U.S. Army photo by Andrew Lawson.)

the Worldwide Individual Augmentation System (WIAS). This system tasks all Army organizations for their fair share of needed civilians to support ongoing operations.

In the last 4 years, AMC has deployed approximately 25 man-years of civilian

contingency contracting support per year. The majority of the deployments were in support of Army taskers issued through the WIAS. While AMC was able to meet most of its AMC taskings with volunteers, there were instances where we deployed a few emergency essential (EE) contracting employees.

However, an EE program evaluation conducted by AMC revealed some issues in filling and retaining personnel for EE slots, both OCONUS and CONUS.

**Pilot Program Implementation**

Recognizing the increased reliance upon our civilian contracting workforce, LTG Joseph L. Yakovac Jr., Military Deputy (MILDEP) to the Assistant Secretary of the Army for Acquisition, Logistics and Technology and Director, Army Acquisition Corps (AAC), challenged the Army's contracting leaders to reexamine how we can better support warfighter needs. As a result, AMC recently launched a program to establish a cadre of highly trained and experienced civilian CCOs. On April 28, 2006, AMC Deputy Commanding General LTG William E. Mortensen approved an implementation plan for the Deployable Civilian Contracting Cadre (DCCC) pilot program. Program highlights include:



The U.S. Army Sustainment Command will oversee and manage the Army's new contingency contracting structure. As contract support plans are generated, uniformed and civilian CCOs will deploy to the area of operations to provide contracting support for everything from construction and force protection to food, housing and supplies. Here, Gary York, U.S. Army Corps of Engineers (USACE) Construction Representative, meets with an Iraqi engineer and subcontractor to discuss progress on the Khanzad electrical substation construction project contract, Erbil, Iraq. (USACE photo by Jim Gordon.)



period and it will afford the type of training and preparation needed to support deployments well in advance of actual deployment taskings.

Open season for signup will take place over the next few months. AMC expects to meet its initial goal of 25 members for the first year. An additional 50 members signing on during the following 2 years will complete the DCCC force of 75 members. Based on historical data, the 75-member DCCC will be able to meet AMC deployment requirements with an anticipated deployment rate of one deployment per member over a 3-year period.

As the program matures and proves its operational worth as a force multiplier, AMC's intent is to implement this type of incentive program across the entire EE workforce. AMC's goal is to maintain a ready and willing civilian contracting workforce to support our warfighters on the battlefield, wherever duty calls.

LTG Yakovac, MILDEP and AAC Director, was one of the driving forces behind the DCCC's development. Because of the Army's increased operations tempo and reliance upon the civilian contracting workforce during contingency operations for the last three years, establishment of a civilian cadre of highly trained CCOs available for worldwide deployment is an absolute must. Here, Yakovac explains this development during an Aug. 14, 2006. Meet the MILDEP presentation to Communications-Electronics Life Cycle Management Command (CELCMC) personnel at Fort Monmouth, NJ. (U.S. Army photo by Michael Berry.)

- Recruit and maintain an AMC cadre of trained, warranted and deployable contracting personnel.
- Standardize deployment preparation, incentives, training, warranting, oversight and control.
- Reduce or eliminate the current disruption to major subordinate command operations caused by nonstandard, ad hoc deployment procedures.
- Allow personnel to volunteer to be deployable for a 3-year period, then return to a nondeployable status without having to change jobs (unlike the EE slots).

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- Provide adequate incentives to attract and reward volunteers who might otherwise seek outside employment if forced to deploy under EE.
- Serve as a pilot program for revamping the entire EE workforce program.

Presently, the DCCC program is being introduced to the AMC contracting workforce via briefings, brochures and word of mouth. There has been positive feedback and high interest in the program. The program provides financial incentives

for the volunteers who join, it limits their commitment to a 3-year time

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