

Contracting Community Highlights



CONTRACTING COMMUNITY HIGHLIGHTS



I am extremely proud of all you do. Every day Army contracting community members perform a critical mission. Our workload is up as much as 300 percent and our annual obligations are nearly \$100 billion. Our workforce is not increasing and the operations tempo is high, as are the complexities and demands for us to support our Soldiers and our Nation.

Serving in this community, some have been wounded and others have died in the line of duty. In our CONUS and OCONUS offices, from here to Iraq, you work long, hard hours. No matter the challenge, I have seen the innovation and commitment contracting brings to the mission. With this mission comes a responsibility to exercise sound judgment and maintain the highest levels of integrity and ethics that must always remain the cornerstone of all that we do. You are encouraged to question and challenge any act or failure to act that compromises or does not follow U.S. laws, regulations and policies.

Our community has the ability to work in a “can-do” spirit. We can do a great deal within the parameters of the laws and regulations. As we get the job done, always remember that we are obligated to protect the government’s interests and act in a manner that is worthy of the public trust.

This month’s feature article highlights the developing role of the Contingency Contracting Officer (CCO) in support of Army transformation. Written by two of the Army’s CCOs who deployed with the modular Brigade Combat Teams (BCTs), the article discusses some of the most challenging and rewarding aspects of integrating the contracting function within the BCTs. We must never forget or underestimate the importance of our CCOs who serve as force multipliers to achieve our Nation’s domestic and global objectives.

This month, I offer hearty congratulations to Harry P. Hallock, Director, U.S. Army TACOM Life Cycle Management Command Acquisition Center, who was recently promoted to the Senior Executive Service. With the support of his esteemed colleagues and workforce, some of whom are honored in this

edition, Hallock will continue to serve our community and our Soldiers for many years.

Included in this issue are articles on the resurrection of Job Order Contracting at Letterkenny Army Depot to provide agile, flexible and responsive support for facilities repair and improvement programs. Additionally, innovative ways that the U.S. Army Research, Development and Engineering Command Acquisition Center, Natick Contracting Division, is recruiting new interns is featured. Articles containing important information for all contracting officials concerning prohibitions on using GovWorks, the Department of Interior National Business Center’s Federal Acquisition Center and final revisions to *Federal Acquisition Regulation Part 45* on government property are also highlighted in this issue.

As always, we appreciate support from the field in providing a variety of material from across the contracting community.

Ms. Tina Ballard

Deputy Assistant Secretary of the Army
(Policy and Procurement)

Army Transformation and Contingency Contracting With the 101st Airborne (ABN) Air Assault Division (AAD)

LTC Greg Franks and LTC Thomas Lippert

In spring 2004, Army Acquisition Corps (AAC) officers (51C, 51S, 51T and 51A) and noncommissioned officers (NCOs) were notified that they would support Army transformation by being assigned to the 3rd Infantry Division (DIV), Fort Stewart, GA; the 101st ABN AAD, Fort Campbell, KY; or the 10th Mountain DIV, Fort Drum, NY. The Army focused heavily on its transformation plan, while the AAC fully supported the Army’s plan for the new modular Brigade Combat Teams (BCTs). The contingency contracting officers (CCOs) and NCOs were assigned by modified table of organizational equipment (MTOE) to each of the new modular BCTs as well as to DIV staff sections. Without a clearly developed strategy by the new BCTs on how to best integrate these new assets, it was incumbent on these recently assigned CCOs and NCOs to break new ground to provide combat multiplier capabilities to the warfighter.



The CCOs and NCOs were assigned by MTOE to each of the new modular BCTs as well as to DIV staff sections. Here, RCC military and civilian staff members are pictured at Camp Victory, Baghdad, Iraq, in August 2006. (U.S. Army photo.)

Communication and Education Challenges

Upon arriving at Fort Campbell, several challenges confronted the new CCOs. The first challenge was determining how to provide the BCTs adequate contract support. The BCTs were not clear on how to best integrate the new 101st ABN AAD CCOs into mission planning and requirements generation. In fact, until summer 2004, they had not been assigned CCOs; the three designated to 101st ABN AAD were actually assigned to the DIV Support Command. The second challenge was the units wanting the CCOs to work in the S-4 shops doing logistics functions. The third challenge was that there were no formal contracting scenarios or contracting involvement in the DIV warfighters or other training exercises. As we started to address these concerns with our units, we quickly discovered that we needed to generate a formal education plan in numerous areas.

After weeks of internal document and presentation formulation, the CCO teams embarked on an intense education campaign with classes for BCT, Battalion (BN) S-4 and G-4 logistics personnel:

- Formulation of Purchase Request and Commitments and the comprehensive process of requirements generation.
- How to write a good Performance Work Statement or Statement of Work.
- Field Ordering Officer responsibilities and the associated capabilities and limitations.
- Appointment and rules regarding a contracting officer's representative.
- Receiving reports and unit responsibility for accurate and timely submission.
- Joint Acquisition Review Board process that units would see in theater.

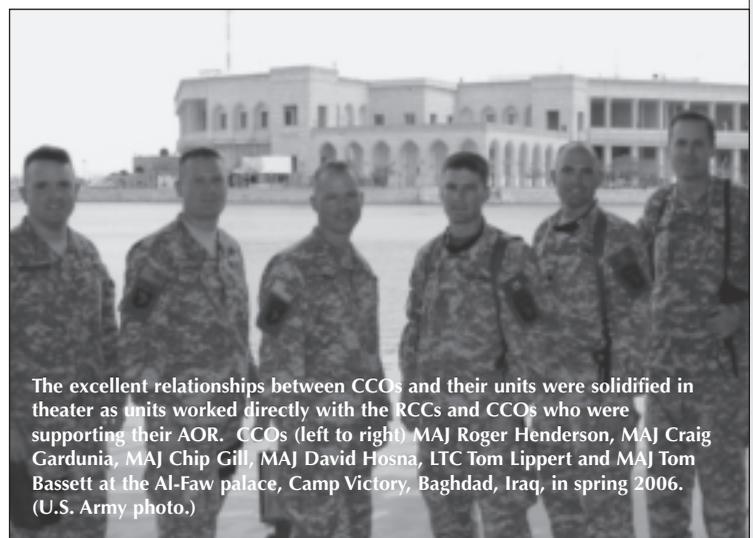
- Commander's Emergency Response Program that would become a huge asset to commanders in theater, trained by CCOs, but executed by BCT and BN Soldiers.

Through class progression, a growing relationship between units and contracting officers slowly developed, but as contracting requirements increased, CCOs were able to demonstrate their value as enablers. CCOs focused mainly on the G-4 and the BCT S-4s to help identify requirements needing early contracting interaction. This meant CCOs inviting themselves to training and staff meetings. Briefings to senior leaders and recommending scenarios for upcoming warfighter exercises were common. It was imperative that CCOs establish relationships early to get the DIV to understand what CCOs bring to the logistical arena and that they would prove instrumental in the DIV's success during *Operation Iraqi Freedom*.

In early 2005, the brigades completed their transformation to the new modular BCTs. To validate their transformation process, the DIV conducted mission readiness exercises at the Joint Readiness Training Center (JRTC), Fort Polk, LA. With the JRTC on a condensed rotation schedule, the CCOs proved invaluable to the success of units training there by assisting the BCT S-4s in identifying life support requirements and finding solutions to logistical shortfalls created by the shortened timeline. After the JRTC rotation was completed, the DIV developed a better understanding and appreciation of the importance of involving CCOs early in the planning process, as well as a realistic understanding of the procurement process and timeline.

Deployment

Through U.S. Central Command order, all CCOs deployed with their units. Once in theater, the Joint Contracting Command-Iraq/Afghanistan exercised operational control



The excellent relationships between CCOs and their units were solidified in theater as units worked directly with the RCCs and CCOs who were supporting their AOR. CCOs (left to right) MAJ Roger Henderson, MAJ Craig Gardunia, MAJ Chip Gill, MAJ David Hosna, LTC Tom Lippert and MAJ Tom Bassett at the Al-Faw palace, Camp Victory, Baghdad, Iraq, in spring 2006. (U.S. Army photo.)

(OPCON) of the contracting function. Each CCO worked at one of 10 Regional Contracting Centers (RCCs). The excellent relationships between CCOs and their units were solidified in theater as units worked directly with the RCCs and CCOs who were supporting their area of responsibility (AOR). The units' S-4s now understand the acquisition process and where requirements begin. This understanding and communication allowed requirements to be clearly identified and fulfilled, often more quickly than units experienced at their home station. This relationship also made the warfighters realize how much of a combat multiplier the CCOs were for their operations.

Current Operational Contracting Support

After redeployment, the contracting support structure was further modified to support evolving Army transformation. This change ended the short-lived assignment with the DIV and maneuver brigades. The current concept calls for four Principal Assistants Responsible for Contracting and four contracting BNs stationed at various locations throughout the world, all subordinate commands of the U.S. Army Materiel Command and U.S. Army Sustainment Command. Assigned to these contracting BNs are 4-person contingency contracting teams that support units on a regional basis and can deploy on short notice. While in garrison, these teams are OPCON to the U.S. Army Contracting Agency and have the primary mission of supporting the units with which they are collocated and supporting the Directorate of Contracting on that installation.

The contingency contracting professional has seen tremendous change over the past 3 years, ever-evolving to support Army transformation objectives. No matter the structure, CCOs will continue to function as force multipliers, serving

the warfighter both in garrison and downrange, enabling the commander to achieve the mission decisively.

LTC Greg Franks was the senior CCO in the 327th Infantry Regiment, 1st BCT, and served as the key trainer of his BCT and several of the new CCOs and NCOs. He can be contacted at gregory.franks@us.army.mil or (703) 695-2181/(DSN) 225-2181.

LTC Thomas Lippert was the G-4, 101st ABN CCO Team Chief.

TACOM LCMC Director Harry P. Hallock Promoted to Senior Executive Service (SES)

An enthusiastic, standing room only crowd filled the auditorium at the Detroit Arsenal, Warren, MI, to watch the SES promotion of Harry P. Hallock, Director TACOM Life Cycle Management Command (LCMC) Acquisition Center. MG William M. Lenaers, TACOM LCMC Commander, administered the SES oath of office and presented Hallock with the SES pin, flag and certificate. Lenaers said that while managers and supervisors must focus on "making sure we are doing things right," senior leaders such as Hallock must focus on "making sure we are doing the right things." He went on to describe Hallock's role as senior leader in the acquisition center as "the cement that holds the LCMC together." "Your business is all about Soldiers, your business is not about spending money, it is about taking care of Soldiers," Lenaers continued. "I can't think of anyone better to take over from Dan Mehney than Harry Hallock, a tremendous professional, a caring person respected throughout the LCMC, as evidenced by all the people here, and big enough to guard the money. Harry, I want to congratulate you, welcome you to senior leadership, and I know you'll do a great job."

In his remarks, Mehney spoke about the history of SES, whose members are the key link between the president and their top-level political appointees and the career federal employees, and the prestige of being chosen as a senior executive. Mehney mentioned informational points about the SES:

- SES was established under the Carter Administration in 1979 and designed to reward competent, highly motivated, successful senior personnel and to offer them



No matter the structure, CCOs will continue to function as force multipliers, serving the warfighter both in garrison and downrange. Here, Iraqi contractors work on rebuilding the Baghdad infrastructure at Camp Liberty, Iraq, in 2006. (U.S. Army photo.)



TACOM LCMC Director Harry P. Hallock speaks to the audience at the Detroit Arsenal at his induction to the SES on July 9, 2007. (U.S. Army photos by Elizabeth Carnegie, TACOM LCMC Media Services.)

increased responsibility and the chance to improve the management of major government programs and initiatives.

- SES members are approved up the chain of command to the Secretary of the Army.
- SES members play a critical role in the democratic process, translating the mandate of the national electorate into the development and execution of government policies, programs and actions.

Hallock thanked the many people who have influenced and helped him along his path to SES. He recounted his own experience as a 22-year-old coming into the federal service and how he fell in love with contracting and working together as a team. Hallock emphasized the importance of teaming and pledged to continue this “culture” under his leadership at the acquisition center. He also gave his philosophy on leadership. “I believe that all members of the organization should be given the opportunity for success so that we may become a benchmark learning organization that provides its people the opportunity to learn and grow while collectively providing the best service possible to our customers.” Hallock acknowledged Mehney’s influence in heading the acquisition center down the right path preparing for changes to come in



TACOM LCMC Acquisition Center Director Harry P. Hallock receives guest MAJ Christine Allen, Systems Manager Hybrid Power Development Ground Vehicle Power and Mobility, U.S. Army Tank Automotive Research, Development and Engineering Center, as Deputy Assistant Secretary of the Army (Policy and Procurement) Tina Ballard looks on.

the future. “Here’s to the best job in the world ... supporting the best troops in the world ... representing the best country in the world,” he concluded.

As an SES and TACOM LCMC Acquisition Center Director, Hallock manages and ensures warfighting readiness for the Soldier by purchasing ground combat tactical vehicles, supporting services and component parts, small arms, armaments, marine systems, munitions and Future Combat Systems. He oversees acquisition support and contracting for 70 percent of the Army’s major systems, systems and equipment supporting other services, and foreign military sales customers. Hallock directs the TACOM contracting activities at six geographic sites: Anniston Army Depot, AL; Red



TACOM LCMC Commander MG William M. Lenaers administers the SES oath to Harry P. Hallock at the Detroit Arsenal on July 9, 2007.

River Army Depot, TX; TACOM Rock Island, IL; Sierra Army Depot, CA; Warren Arsenal, MI; and Watervliet Arsenal, NY. He is responsible for 677 acquisition associates and \$20 billion in funding. Hallock also serves as the TACOM LCMC Principal Assistant Responsible for Contracting and is the recipient of the Department of the Army (DA) Commander’s Award for Public Service (1997) and the DA Achievement Medal for Civilian Service (1991).

For more information, contact Mary-Louise McCarroll at marylouise.mccarroll@us.army.mil or (586) 574-7628/ DSN 786-7628.

Editor’s note: Portions of this article were taken from the TACOM LCMC Community Report.

Job Order Contracting (JOC) at Letterkenny Army Depot (LEAD)

James Coccagna

It takes little more than a quick glance at the current trend in television commercials for corporate America to realize that agility, flexibility and responsiveness are the most prominent words in the high-priced advertising campaigns for IBM®, UPS™ and many other giants in service industries. In that same vein, the focus on capabilities and meeting Soldiers' changing needs has prompted a similar emphasis on adaptability within the depots as they strive to ensure that their facilities and equipment provide the necessary means to accomplish new missions and to adjust as existing missions continue to evolve. After a prolonged hiatus from using JOC to accomplish much of its facilities' repair and improvement programs, LEAD is once again relying heavily on JOC to rapidly renovate, modify or maintain existing facilities to a condition that meets customer needs.

As funding and workload declined because of its Base Realignment and Closure 1995-mandated repositioning, the number and scope of repair and construction projects declined considerably and LEAD's once-vibrant JOC program was allowed to expire. The surge in both traditional and new missions that have accompanied *Operations Enduring* and *Iraqi Freedom* has produced a need to quickly modify existing buildings and interior utility systems. In most cases, the usual procurement lead times for traditional invitations for bids are prohibitive to rapidly accomplishing the required work. Therefore, JOC has been brought back to life.

Over the past several years, LEAD has been quite successful in using small and disadvantaged construction firms as a source of quality work and timely performance. Based on that history, one of those firms was selected as the prospective contractor.

After receiving Small Business Administration approval, a solicitation was issued subject to the restrictions associated with the 8(a) program: a 3-year maximum term with a maximum \$3 million contract value. The response to that solicitation resulted in a contract award to Earth Savers Inc., a Pittsburgh, PA, area general contractor. Earth Savers has placed a project manager/superintendent and quality control manager at LEAD who work from an office trailer in the depot's industrial area.

The availability of the project manager onsite is a considerable benefit, as it facilitates the flow of documents, such as requests for proposals and contract submittals, and provides for quick response when scheduling site visits and resolving technical issues. The majority of Earth Saver's subcontractors are local to the Chambersburg, PA, area, which makes managing and coordinating subcontractors' activities much easier.

While the presence of a full-time staff undoubtedly slightly increases the contractor's overhead, the responsiveness is significantly better than it would be if dealing with a remote main office. Plans for a competitive JOC using the 8(a) program as a source of prospective contractors are already being made.

James Coccagna is the LEAD Construction Contract Contracting Officer's Representative, Directorate of Contracting, at Letterkenny. He can be reached at james.coccagna@us.army.mil or (717) 267-5601/DSN 570-5601.



Edward W. Walters III Appointed as the Army's Representative to the President's Committee

Martin Tillman



In July 2007, President George W. Bush appointed Deputy Assistant Secretary of the Army (DASA) (Strategy and Performance Planning) Edward W. Walters III as the Army's representative to the Committee for Purchase From People Who Are Blind or Severely Disabled. Walters is the Army's advocate and champion of the AbilityOne program (formerly Javits-Wagner-O'Day). This program provides the Army acquisition workforce with a unique opportunity to help reduce the 70 percent unemployment rate among Americans

with disabilities. Walters serves as a key member on the Business Development Subcommittee to aggressively review and formulate strategies to create and increase employment opportunities for people with severe disabilities.

On Oct. 23, 2007, the Pentagon will be holding an event to celebrate National Disability Employment Awareness (NDEA) Month. Walters encourages all Army military and civilian personnel in the National Capital Region to support the AbilityOne program by attending this event. NDEA Month recognizes the employment needs of Americans with disabilities and the workplace contributions made by them.

As such, it is an ideal opportunity to recognize the individuals with disabilities who work under the AbilityOne program and the federal employees who support the program in the agencies where they work.

For more information about the products or distributors under the AbilityOne program, go to www.abilityone.gov.

Martin Tillman works for the DASA (Policy and Procurement) and manages the Contracting Operations Review program. He can be contacted at martin.tillman@hqda.army.mil, (703) 696-5069/DSN 426-5069 or fax (703) 696-7581/DSN 426-7581.

Anniston Army Depot (ANAD) Receives AMC Small Business Award

Kathy Harvey

ANAD Directorate of Contracting (DOC) has won the FY06 U.S. Army Materiel Command (AMC) Group Small Business Award. "This team demonstrated a sincere commitment to the small business program and has played an integral role in exceeding most of their assigned targets in spite of a 70 percent increase in their workload, without additional personnel," said GEN Benjamin S. Griffin, AMC Commanding General, in a memo announcing the awards. "The depot's awarding of over \$100 million in service contracts through the use of the set-aside programs exemplifies their commitment to the success of America's small businesses."

One example of the team's work is their unique approach for a "turnkey" parts cleaning, painting and minor parts repair service that was a small business set-aside. This contract helped the depot meet its surge workload requirements and built flexibility for workload fluctuations. The team also conducts annual small business trade fairs in the surrounding communities and works closely with local universities and businesses to educate and open doors for companies to compete for government contracts.

Through their professionalism, total dedication to the Army's multifaceted missions and realizing the overall importance the small business community plays in mission accomplishment, 2006 was a phenomenal year for the Small Business Program, TACOM Life Cycle Management Command-Anniston, AMC and the U.S. Army.

Kathy Harvey is ANAD's DOC. She can be reached at kathy.harvey@us.army.mil or (256) 235-6232/DSN 572-6232.



ANAD DOC team members from left to right: Sara Young; Shirley Wooten; Ginger Homesley; Teresa Bonds; Theresa Woodard; Linda Wallace; Kaye Nunnelley; Rita Dingle; Shirley Towne; Linda Carlston; Heather Robinson; LTG David F. Melcher, Military Deputy for the Budget Office of the Assistant Secretary of the Army for Financial Management & Comptroller; GEN Benjamin S. Griffin; COL Alexander Raulerson; Ricky Little; Lachesha Brewster; Tyerronica Leshore; Wanda Adams; Yvonne Land; Beth Howard; Valerie Jones; Dorothy Dutton; Cassandra Hughes; CPT Anthony Hughley; and Morey Gaddy. (ANAD photo by Mark Cleghorn.)

Team members not pictured are Kathy Harvey, Jacob Boneysteele, Jeremy Goldsmith, Jeffrey Hardin, Brenda Hudson, Christine Katterheinrich, Judy Marler, Janice Norton and Anthony Wofford.

JCC-I/A Contracting Team Wins SHINE Award

The Joint Contracting Command-Iraq/Afghanistan (JCC-I/A) Rusafa Law and Order Team was presented the Office of Federal Procurement Policy (OFPP) SHINE award by OFPP Director Paul Dennett at the SHINE awards luncheon during the Federal Acquisition and Conference Exposition in the Ronald Reagan Building, Washington, DC, on June 19, 2007.

The SHINE award is presented by the OFPP Chief Acquisition Council for innovation in contract management spotlighting acquisition excellence. Team members include MG Darryl A. Scott, U.S. Air Force (USAF); the late CDR Phillip A. Murphy-Sweet, U.S. Navy (USN), who was killed in action while working on this project; LTC Mario J. Troncoso, USAF; LTC Bradley T. Riddle, USAF; LTC Gregory S. Green, U.S. Army (USA); MAJ James M. Delong, USAF; MAJ Robert W. Hearon, USA; SSGT Gregory D. Lindsey, USAF; and Rodney D. Aytch, DOD support contractor. The Rusafa Law and Order project was featured in the July-Sep 2007 issue of *Army AL&T* Magazine (http://asc.army.mil/docs/pubs/alt/2007/3_JulAugSept/dept/070_Dept_Contracting_Community_Highlights_200707.pdf).



Accepting the SHINE Award from left to right: COL Casey Blake, USAF, Director, Defense Acquisition Regulations System, Defense Procurement and Acquisition Policy; RADM Kathleen Dussault, USN, Senior Procurement Executive; COL K.C. Jones, Military Deputy to the Deputy Assistant Secretary of the Army (Policy and Procurement); Shay Assad, Director, Defense Procurement and Acquisition Policy; and Paul Dennett, OFPP Director. (Photo courtesy of Strategic Resource Acquisition Corp.)

U.S. Army Sustainment Command (ASC) Selects LOGCAP IV Contractors

ASC, Rock Island, IL, has selected three companies to provide essential logistics support services to forces in the field. "Awarding it to three companies allows us to mitigate our risk by not having to rely on only one source, and at the same time, allows us further competition," said ASC Director Jim Loehrl. DynCorp International LLC, Fort Worth, TX; Fluor Intercontinental Inc., Greenville, SC; and Kellogg, Brown and Root (KBR) Services, Houston, TX; will serve as performance contractors under the Logistics Civil Augmentation Program (LOGCAP) IV contract. The firms were chosen based on their management, past performance, price and technical abilities.

Under LOGCAP, contractors from the private sector are used to provide a broad range of logistics and support services to U.S. and allied forces during combat, peacekeeping, humanitarian and training operations. The LOGCAP umbrella contract dates back to 1992, when a contract for support services was awarded by the U.S. Army Corps of Engineers.

DynCorp held the LOGCAP II contract from 1997 through 2001. In December 2001, the LOGCAP III contract was competitively awarded to KBR. Since that time, more than 50,000 contractor and subcontractor employees have delivered more than \$20 billion in front-line logistics and support services to military units deployed to Iraq, Afghanistan and other locations.

LOGCAP IV

The transition from LOGCAP III to LOGCAP IV will be made in lieu of exercising government options to renew the present arrangement. Transition terms and the performance start date under LOGCAP IV will be announced later this year.

LOGCAP IV employs a new strategy developed by ASC, in consultation with its higher headquarters, the U.S. Army Materiel Command, and combatant commanders who represent LOGCAP's ultimate customers — Soldiers and other U.S. service members in the field. The new strategy calls for multiple contractors to deliver services under LOGCAP instead of using a single contractor for the entire contract. Under the strategy, planning support and performance functions have been split to more effectively manage the number and scope of LOGCAP actions required to fight the global war on terrorism.



LOGCAP IV services include field operations such as dining facilities (DINFACs). Here, 2LT Jeremy Reyes (left) chats over dinner with CPT Marc Motyleski and CPT Jason Lewis at Forward Operating Base Prosperity's DINFAC in Baghdad, Iraq, last January. (U.S. Army photo by CPL Robert Yde.)

The use of multiple LOGCAP contractors is designed to reduce risk to the government, which no longer needs to rely on a single company to execute the entire LOGCAP contract at a time of high demand for military logistical and support services. Under the new strategy, the three performance contractors may compete for individual LOGCAP task orders, creating a competitive environment meant to control costs and enhance quality.

Contract Awards

Solicitations for the planning support and performance contracts were issued in August 2006 and proposals were accepted in October 2006. A total of two proposals were received for the planning support contract, while six proposals were received for the performance contract. All proposals were evaluated based on a "best-value" approach, which examines a company's ability to deliver the best possible service to the government.

In February 2007, the LOGCAP IV planning support contract was awarded to Serco Inc., Vienna, VA, the North American affiliate of parent company, Serco Group PLC, based in the United Kingdom. The contract was awarded for 1 base year with 4 option years, with a maximum value of up to \$45 million per year. Serco Inc. supports the LOGCAP contract by providing a broad range of logistics planning and program support functions.

Like the LOGCAP III contract, the LOGCAP IV performance contracts are being awarded as indefinite quantity, indefinite delivery contracts with 1 base year and 9 option years. Each of the three contracts has a maximum value of up to \$5 billion per year, for a total annual maximum value of \$15 billion and a lifetime maximum value of \$150 billion.

The services that will be delivered under the LOGCAP IV include supply operations, such as the delivery of food, water, fuel, spare parts and other items; field operations, such as dining and laundry facilities, housing, sanitation, waste management, postal services and morale, welfare and recreation services; and other operations, including engineering and construction, support to communication networks, transportation and cargo services; and facilities maintenance and repair.

For more information about this contract award, LOGCAP or ASC, contact the ASC Public Affairs Office at (309) 782-5421/DSN 793-5421, fax (309) 782-5011/DSN 793-5011 or rock-amsas-pa@conus.army.mil.



Natick Contracting Division (NCD) New Recruitment Efforts Reap Dividends

Maria Dunton and Mark Marchioli

In an attempt to find new, innovative ways to recruit entry-level positions, the U.S. Army Research, Development and Engineering Command (RDECOM) NCD has begun to seek interested candidates at local colleges and universities through the use of the Federal Career Intern Program (FCIP) hiring authority. This was accomplished through postings on college career Web sites and live presentations to college students, who were seniors and business students. The endeavor was designed to encourage a broad base of individuals to consider a career in federal government contracting through the Army Civilian Training, Education and Development System (ACTEDS) and NCD's local intern programs.

On April 11, 2007, Maria Dunton, Procurement Analyst and Intern Team Leader, and Mark Marchioli, Contract Specialist and ACTEDS Intern, traveled to Framingham State College (FSC), Framingham, MA, to give a presentation to a marketing management class of graduating seniors. The successful presentation contained information on the benefits of working for the Army and on positions available

at NCD. Dunton covered the intensive training program employed at NCD, which includes rotational assignments lasting 3 to 6 months, monthly intern meetings and in-depth mentoring. She also clarified the application procedure for the students. Marchioli explained the benefits including health care, sick and annual leave, and the Thrift Savings Plan. He described the types of major programs procured through NCD, including the Modular Lightweight Load-carrying Equipment rucksack and the Army combat uniform. He also illustrated a typical day in a contracting office. Samples of NCD's procured items, including Meals, Ready-to-Eat; HOOAH bars; and the Army combat helmet, were displayed to put a real-life spin on what contracting entails.

In addition to the presentation at FSC, Dunton placed job postings on college Web sites. This effort netted the biggest pool of qualified and interested candidates to date. These postings were made available to soon-to-be graduates as well as alumni. Individuals were required to submit a résumé and transcript, which were then forwarded to the servicing Civilian Personnel Operations Center (CPOC) for qualification. From there, NCD worked with its CPOC and Civilian Personnel Advisory Center representatives to follow the FCIP hiring and merit principle practices.

The presentation and posting of flyers yielded excellent results. Many qualified FSC seniors applied for intern positions at NCD. One of our newest ACTEDS interns, Nathan Jordan, was one of those qualified candidates. Additionally, NCD recruited three additional well-qualified local interns as a result of the postings: Renee Couturier, Paul Hannah and Huy Le. All have been a welcome addition to the office and representative of the recruiting initiative's success.

One goal of the increased recruitment effort is to find the best possible applicants for the organization to assist in meeting customers' needs. Additionally, NCD hopes to make individuals more cognizant of the opportunities and benefits that exist with federal employment. The final and most important goal of the program is to fill the ever-widening gap forming from contracting professionals retiring from federal service. In the next 10 years, NCD faces a situation whereby over half, currently 65 percent, of its employees will be eligible for retirement. Work must be done now to ensure that sustainment of the mission continues uninterrupted and remains at a high level of performance. The FCIP is an excellent means to accomplish this goal.

NCD plans to incorporate and expand these presentations to fill future openings and looks forward to further successes in recruiting highly skilled and qualified contracting individuals.

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Mark Marchioli is a second year ACTEDS intern working as an RDECOM NCD Contracting Specialist. He can be reached at (508) 233-4336/DSN 256-4336 or mark.marchioli@natick.army.mil.

DOD Limits Contracting Through GovWorks

Kimberly Carroll

On June 14, 2007, the Under Secretary of Defense for Acquisition, Technology and Logistics (USD(ATL)) and the USD Comptroller issued a joint memorandum directing that DOD agencies, including the Department of the Army, no longer use GovWorks, the Federal Acquisition Center of the Department of Interior's (DOI) National Business Center, for contracting actions greater than \$100,000. As a result, the Assistant Secretary of the Army for Acquisition, Logistics and Technology (ASAALT) and the ASA for Financial Management and Comptroller have issued a memorandum reiterating this prohibition and providing a sample "best-interest" determination that is to be used by agencies requesting a waiver to contracts through GovWorks. U.S. Army activities are directed not to enter into any inter-agency agreements for requirements in excess of \$100,000 with GovWorks unless a best-interest determination has been rendered by USD(ATL). This restriction was put in place because of the DOD Inspector General's findings that GovWorks had not improved its funding and contracting practices. There are no exceptions, such as incremental funding or exercise of options, to the requirement to obtain USD(ATL) approval. The restriction does not apply to the DOI's Southwest Branch of the National Business Center because they have made appropriate improvements.

The sample best-interest determination can be found at <https://webportal.saalt.army.mil/saal-zp/procurement/index.htm>. Requests for approvals should be sent via e-mail to USD(ATL) through the Director, Defense Procurement