

Section 852—Student Loan Repayment Program (SLRP)

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As was previously highlighted in *Army AL&T Magazine* and *Army AL&T Online* articles, *Section 852 of the National Defense Authorization Act of 2008, Public Law No. 110-181*, directed the establishment of the Defense Acquisition Workforce Development Fund (DAWDF). This fund enables DOD to recruit and hire, develop and train, and recognize and retain its acquisition workforce. The complete language of the law can be found online at <http://www.govtrack.us/congress/billtext.xpd?bill=h110-4986>.

Under the auspices of *Section 852*, the U.S. Army Acquisition Support Center (USAASC) announced the SLRP call for applications in January 2009. The SLRP was open to all Department of the Army (DA) civilian Acquisition, Logistics, and Technology (AL&T) Workforce members. The intent of this program is to facilitate the recruitment and retention of highly qualified civilian AL&T Workforce members by repaying part or all of their federally insured student loans.

Eligible AL&T Workforce members were considered for personal loan repayment up to \$10,000 per calendar year, with a potential \$60,000 lifetime maximum for any individual. More than one loan may be repaid, as long as the combined repayments do not exceed these limits.

The SLRP requires a 3-year service obligation, followed by supplemental increases in subsequent years for employees who use this program to repay their student loan(s). Before any loan repayment is made, the employee must sign a written agreement to serve a minimum of 3 years with the DA, regardless of the amount of repayment authorized. This 3-year period begins when the first payment is made to the lending institution. Any further repayment made after the initial agreement has been completed would extend the service agreement by 1 additional year for each additional payment made. As per Office of Personnel Management guidelines, eligible SLRP loans include those covered under the *Higher Education Act* and loans covered under the *Public Health Service Act*.

During the open announcement period, many of our AL&T Workforce members asked for guidance on what criteria USAASC might use in making SLRP decisions. Decisions were based on the following factors (not all-inclusive):

- AL&T Workforce member's career status.
- Relationship of degree discipline to acquisition career field(s).
- Level of study/degree achieved through the outstanding loan (e.g., business hours, associate's, bachelor's, master's degrees).
- AL&T Workforce member's certification status.
- Loan beneficiary.

USAASC received 1,240 applications resulting from the SLRP open

announcement. Using the aforementioned criteria, 438 loan repayments were approved, with a total obligation of approximately \$4.1 million.

The following chart synthesizes the professional portfolio of those 438 loan repayment recipients.

USAASC will continue to ensure that the AL&T Workforce is kept apprised of future efforts related to the Army's implementation of *Section 852* DAWDF via *Army AL&T Magazine* and *Army AL&T Online* articles.

The Army's point of contact for *Section 852* efforts is Kelly Terry at (732) 414-1431 or kelly.terry@us.army.mil.

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Loan Recipient Demographic Data

Average Enter on Duty Service Date	
1970s	2
1980s	22
1990s	26
2000s	388

Acquisition Position Category	
A – Program Management	5
C – Contracting	150
F – Facility Engineer	2
H – Quality Assurance	21
I – Science and Technology Management	2
K – Business, Cost Estimating	18
L – Acquisition Logistics	48
R – Information Technology	16
S – Systems Planning	126
T – Test and Evaluation	46
W – Program Systems Engineering	1
Not Posted	3

Acquisition Position Level	
Level I	66
Level II	297
Level III	75

Army Workforce Status	
Army Acquisition Corps (AAC)	17
Army Acquisition Workforce	421

Army Command	
Army Contracting Command	94
Army Materiel Command Headquarters	1
Aviation and Missile Command	10
Army Materiel Command Training Activities	2
Army National Guard 32	1
Army Signal Command	1
Army Test and Evaluation Command	43
Communications-Electronics Command	15
Corps of Engineers	12
Field Operations Agency Secretary of the Army	39
Intelligence and Security Command	1
Medical Command	3
Operations Support Command	18
Research, Development, and Engineering Command	135
Space and Missile Defense Command	6
Tank-automotive and Armaments Command	39
U.S. Army Acquisition Support Center	16
U.S. Army Institute for Military Assistance	1
U.S. Army Recruiting Command	1