



From the Acquisition Support Center Director

We are proud to welcome Dr. Malcolm Ross O'Neill as the new Assistant Secretary of the Army for Acquisition, Technology, and Logistics (ASAALT). His distinguished career has spanned the acquisition arena and allowed him opportunity to gain vast experience with the DOD acquisition process and major systems acquisition. Dr. O'Neill comes to us after serving as a consultant and Chairman of the Board on Army Science and Technology for the National Academies and the National Research Council. From 2000 until his retirement in 2006, he served as Vice President and Chief Technical Officer of Lockheed Martin Corp. and previously as its Vice President, Mission Success and Operations, in the Space and Strategic Missiles Sector. Dr. O'Neill is also a retired Army lieutenant general. During his 34-year military career, he completed a combat arms tour as an infantryman, was wounded twice in Vietnam, and later reverted to Army Ordnance and became a uniformed acquisition specialist. Dr. O'Neill's last military assignment was Director, Ballistic Missile Defense Organization, reporting directly to the Under Secretary of Defense. It is indeed an honor to welcome such a distinguished leader into our AL&T community. I'm ready to follow Dr. O'Neill's focus and priorities as he begins his journey as our ASAALT.



Haiti Earthquake Relief

On Jan. 12, 2010, a 7.0 magnitude earthquake struck Haiti. Within hours, U.S. military units were "wheels up" and under-way to the Caribbean country to provide humanitarian assistance. The ASAALT worked in tandem with the U.S. Army Materiel Command to ensure that supplies and information were directed to the appropriate damaged areas and contracting requirements were met. Program Executive Office (PEO) Enterprise Information Systems set up state-of-the-art satellite terminals to assist in delivering logistics and supplied Global Positioning System tracking devices for Army vehicles and watercraft. The U.S. Army Expeditionary Contracting Command established contracting centers in Port-Au-Prince and in the Dominican Republic, and the U.S. Army Sustainment Command provided generators and air conditioners for Haitian hospitals and orphanages. Shortly before press time, supplies had been delivered to more than 16 sites, reaching 2.6 million people. As the rebuilding process continues, our thoughts and prayers are with those who are providing help or who have lost or are missing loved ones in Haiti. If you wish, you can help support relief efforts in Haiti by donating to various organizations.

Section 852: Army's Catalog of Opportunities Update
 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. This fund enables DOD to recruit and hire, develop and train, and recognize and retain its acquisition workforce. The U.S. Army Acquisition Support Center (USAASC) has used the fund to launch multiple programs that further the progression of our AL&T Workforce.

The 2009 Student Loan Repayment Program paid down 438 student loans held by AL&T Workforce members. For a complete breakdown of the recipient demographics, please see Page 34 of the October–December 2009 *Army AL&T Magazine* or visit <http://asc.army.mil/altmag/> to read the issue online. USAASC is again pleased to offer this incredible program to our AL&T Workforce and is preparing to launch an open announcement in the 3rd quarter of FY10. An e-mail blast will be sent to all AL&T Workforce members regarding the application process and program timelines.

Another pilot program offered in 2009 was the Civilian Incentive Program (CIP) of recruitment and retention incentives for the AL&T Workforce. The recruitment incentive identifies acquisition positions where incentives should be offered and awarded under authorities provided within *Title 5, Code of Federal Regulations 575.102*. CIP retention incentives are available for Army AL&T Workforce members with unusually high or unique qualifications, or when the organization has a special need for an employee's services and the employee would likely leave federal service in the absence of an incentive. During the April 2009 CIP data call, the Army provided the AL&T Workforce 53 recruitment bonuses and an additional 103 retention bonuses centrally funded by the FY08 *Section 852* and managed by Army AL&T Workforce commanders covering FYs 09 and 10.

The Army's assumption of the Secretary of Defense's (SECDEF's) Growth Strategy is 5,085 personnel across the Future Years Defense Program. New Army hires will bring 1,885 positions/persons and contractor conversions (insourcing) will account for at least 3,200 positions. The Army plans on exceeding the insourcing target. Civilian Manpower Equivalent Documentation Panels were conducted to determine contractor positions that are inherently governmental or closely associated with inherently governmental. More than 4,000 of these positions were determined to be acquisition positions.

Furthermore, in concert with the SECDEF's Acquisition Workforce Growth Strategy, significant increases were made to the AL&T Workforce. FY08 *Section 852* funded 88 Student Career Experience Program hires, 432 interns, 10 systems-of-systems engineers at the journeyman level, and one Highly

Qualified Expert supporting the Army major and support commands and PEOs. For a complete listing of the Army's *Section 852* efforts, visit <http://asc.army.mil/career/programs/852/default.cfm>.

Commissioned Officer Career Development

On Feb. 1, 2010, the Army published the new *Department of the Army Pamphlet 600-3, Commissioned Officer Development and Career Management*. The pamphlet outlines officer development and career management programs for each of the Army's career branches and functional areas. The full text can be found at http://www.army.mil/usapa/epubs/pdf/p600_3.pdf. Information on the U.S. Army Acquisition Corps (AAC) can be found in *Chapter 42*.

2009 Competitive Development Group/Army Acquisition Fellowship (CDG/AAF) Program Orientation and Graduation

With the theme "Developing Our Next Generation of Leaders," the CDG/AAF Program held its annual orientation, graduation, and training in Nashville, TN, Feb. 22-24, 2010. The program, designed to develop future acquisition leaders, provides board-selected fellows with training that might not otherwise be available to them, such as executive leadership education, experiential, and other career development opportunities, including developmental assignments in the AAC. Orientation activities for the fellows included a senior leaders panel, a panel of current and former project managers and CDG/AAF fellows who gave firsthand program insight, and other speakers who explained the program's benefits. The event culminated with a graduation dinner where Eric Edwards, Executive Director, Integrated Materiel Management Center, U.S. Army Aviation and Missile Command, was the honored guest speaker. Edwards congratulated the current and graduating fellows and advised them to strike a good balance between family and work for a successful career and a fulfilling life. If you are interested in applying to the CDG/AAF Program for the 2011 Year Group, please contact Chandra Evans-Mitchell at (703) 805-1247/DSN 655-1247 or chandra.evansmitchel@us.army.mil.

AAC Annual Awards Call for Nominations

It's that time of year again where we call for nominations for the AAC Awards. It's vitally important that we recognize those among us who have distinguished themselves by going beyond expectations and simultaneously making the AL&T Workforce an even more professional and positive influence for the Army, as well as a great example of acquisition excellence for the American people. For information on nomination deadlines and windows, please see the inside back cover of this issue.

Craig A. Spisak

Director, U.S. Army
Acquisition Support Center

Contracting Community Highlights



I have had many opportunities to speak to the contracting community during the past year and have come away with three distinct conclusions. The first is the absolute professionalism of the contracting workforce personnel and their desire to do their jobs with integrity, ingenuity, innovation, and diligence.

The second conclusion is the commitment of contracting professionals to invest time and effort to continue honing their skills, progress their professional development, and initiate change and improve the timely communication of new and ever-changing policies and procedures. This is no small effort given the magnitude of the workload. The third conclusion is the continual pursuit of excellence—having an attitude of: What can we do better and what are the obstacles to be surmounted? At the end of my presentations, I usually include a section about Hot Button Issues. These are the issues (obstacles) that keep me awake at night—the issues that are not readily resolved, but must receive persistent scrutiny and awareness. I want to use this forum to share with you the following Hot Button Issues that are high on my 2010 list, but are not in priority order nor all inclusive.

- Aggressively promote full and open competition. The Presidential Memo of March 4, 2009, directed fewer cost-type contracts, necessitated full justification for any noncompetitive contracts, required the choice of contract types to minimize risk and maximize value to the government, and obliged clarification for when governmental outsourcing for services is, and is not, appropriate. Office of Manpower and Budget (OMB) guidance on Phase I dated July 29, 2009, and Phase II dated Oct. 27, 2009, requires agencies to develop a plan to save 7 percent of baseline contract spending by the end of FY11. The OMB Phase II Memo provides guidelines for increasing competition and structuring contracts for the best results and lists three key questions to be applied to each contracting action. Metrics show that we are increasing competition: 64 percent of every contract dollar was competitively awarded in FY07, 65.4 percent in FY08, and 67 percent in FY09.
- Increased Procurement Management Review (PMR) program oversight. While this venue has proven to be successful, we are looking for ways to improve the outcomes. In 2009, we conducted 17 reviews and have scheduled 14 more for 2010. We are currently hiring for the PMR teams and continuing our focus on areas of management oversight, electronic data management, template use, and workforce training/education.