



171/EC
DEPARTMENT OF THE ARMY
U.S. TOTAL ARMY PERSONNEL COMMAND
ALEXANDRIA, VA
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REPLY TO
ATTENTION OF

TAPC-OPB

MEMORANDUM FOR

22 DEC 1989

CHIEF, COMBAT ARMS DIVISION
CHIEF, COMBAT SUPPORT ARMS DIVISION
CHIEF, COMBAT SERVICE SUPPORT DIVISION
CHIEF, COLONELS DIVISION
CHIEF, FUNCTIONAL AREA MANAGEMENT AND DEVELOPMENT DIVISION
CHIEF, OFFICER DISTRIBUTION DIVISION

SUBJECT: Implementation of the Army Acquisition Corps (AAC) Program

1. General. On 13 October 1989, the CSA approved the creation of the Army Acquisition Corps Program encompassing the joint military and civilian management of acquisition specialists. The Secretary of the Army reported to the Secretary of Defense on 16 October 1989 that the Army would intensively manage these acquisition specialists to create a dedicated corps of both military and civilian acquisition leaders.

2. Impact on OPMD. During the course of developing the final Army concept for AAC management, it became evident that centralized personnel management within PERSCOM would be necessary to orchestrate the required implementation and sustainment of the program. Unique career programs were devised for both military and civilian acquisition specialists to account for the lengthy and complex training and development required by Public Law 99-145 and DOD Directive 5000.52. This AAC concept, with its attendant life cycle management techniques, has three major impacts on OPMD:

a. Responsibility for AAC program execution was passed to the CG, PERSCOM who, in turn, appointed the Director, OPMD as the executive agent for AAC personnel management. Director, OPMD is responsible for creating a central management office that performs total life cycle management of both military and civilian AAC members. The Chief, Functional Area Management and Development Division has been delegated colonel level sponsorship of the program due to the officer functional area content of the program. Chief, FAMDD will execute the implementation plan and sustain the AAC program through the Army Acquisition Corps Management Office (AACMO), consisting of two branches: the Civilian Acquisition Management Branch (CAMB) and the Military Acquisition Management Branch (MAMB). Appropriate personnel and resources have been allocated to accomplish the transition plan and be in full operation by July 1990.

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b. The CSA approved implementation plan and the OSD Defense Management Review specify an accelerated timeline to institute the acquisition corps concept within Fiscal Years 1990/91. This schedule is particularly rapid for the officer side in order to incorporate new personnel policies in the promotion and PM/command selection board systems during calendar year 1990. Inventory conversion, recruitment, and accession must be on a "fast track" to accomplish the program goals.

c. Central life cycle management of both military and civilian career programs has never been attempted in the Army before. The AAC concept has defined innovative methods to merge the disparate OPMS and CPMS systems into a jointly functioning and interchangeable career field. This entails the creation of new personnel procedures for both officers and senior grade civilians to meet not only current needs but the future requirements as defined by the Army Acquisition Executive (AAE). To OPMD this means accessing the best officers at the eighth year of service and dedicating their careers to only acquisition related assignments. The senior Army leaders were well aware of the "cultural change" required for such a radical concept to work.

3. OPMD Mission. Our mission is to execute the joint military/civilian Army Acquisition Corps program. Much of the civilian component activities will be transparent to you but will parallel the officer Materiel Acquisition Management program. The MAM program will be accomplished in two phases:

a. Transition phase. Began in September 1989 and expected to be completed by December 1991, the officer transition plan calls for the conversion of current 6T inventory into the new officer skills 4M, MAM candidate, and 4Z, certified acquisition officer. This conversion includes the realignment of 6T officers into the program's approved functional areas (FA51, FA52, FA53, FA97, and BC15/35). Since the current inventory is not optimized to the structure requirements, new officers must be accessed, year group shortages must be recruited, and over-strength year groups pared down to meet inventory goals.

b. Steady State phase. Expected to begin in December 1991, steady state phase is defined as those actions necessary to sustain the program at the required inventory levels, control promotion flow, and develop through assignments and training, the skills of the 4M candidates and 4Z certified acquisition officers. Army Acquisition Corps structure needs will be met through advanced requisition and distribution methods responsive to the Army Acquisition Management Support Agency (AAMSA), the proponent/personnel management agency located in the Assistant Secretary of the Army (Research, Development, and Acquisition) (ASA(RD&A)) organization.

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4. OPMD responsibilities. Directorate and division level responsibilities will be the subject of a forthcoming Operating Instruction to be drafted and staffed for coordination during 2d quarter FY 1990. However, given the urgency of the implementation plan, this memorandum serves as the interim policy for OPMD until the OI is published. Responsibilities for the transition phase of the AAC are as follows:

a. Chief, FAMDD. Will be responsible for creating the Army Acquisition Corps Management Office; executing the transition and steady state phases of the implementation plan; providing target inventory goals for the accession, recruitment, and selection of military and civilian acquisition personnel to the OPMD branches and the civilian career program chiefs; coordinating the public affairs, command and personnel channels information plan; designing personnel management systems incorporating OPMS and CPMS techniques; recommending and drafting personnel assignment policies; conducting the annual PERSCOM Acquisition Accession Board, functional area and career program qualification/validation boards, 4Z certification boards; preparing and executing the Acquisition Advanced Civil Schooling plan; calculating and forecasting annual Acquisition Continuing Education (ACE) training resources; designing automated data bases and providing personnel reports to the Army Acquisition Executive Board (AAEB); serving as the board proponent for the COL and LTC level Product/Project Manager boards; acting as the central point of contact for all AAC personnel management issues.

b. Chief, OPD. Will be responsible for developing the Acquisition Officer Distribution Plan; instituting the Acquisition Officer Requisition System; projecting inventory development targets to branch/functional area detail; calculating LTC and COL promotion floor goals in conjunction with Chief, FAMDD; establishing MACOM account status with ASA(RD&A) personnel management agency; providing ORSA support to monitor AAC program status.

c. Chiefs, CAD, CSAD, CSSD. Will be responsible for meeting branch, functional area, and quality targets during accession, recruitment, and inventory realignment periods; providing complete Career Management Information Files (CMIF) during management transfer periods; monitoring the progress of branch affiliated acquisition officers; aiding in the positive publicity efforts of the AAC program; creating positive environment for voluntary application into the program; keeping branch proponents informed of officer progress. Additionally, the Chief, CAD will assume responsibility for the management of BC15/35 (Aviation/Intelligence) MAM officers. Standard operating procedures will be jointly designed by Chiefs, FAMDD and CAD for intensive management of this segment of the AAC.

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d. Chief, Colonels Division. Will be responsible for managing 4Z, certified acquisition officer colonels; coordinating the design of assignment procedures with OPD and FAMDD; preparing board files for 4Z certification boards, Qualification/Validation (Q/V) boards, and Colonel PM; slating PM selected colonels.

5. Transition guidance. Beginning with the OSD announcement of the tri-service Defense Management Review results, OPMD divisions will execute AAC Implementation Plan 'D' (Encl 1). Division Chiefs are responsible for two main efforts:

a. Recruitment of year group shortages. At enclosure 2 are the inventory shortfalls by branch and functional area pairing for YG 1982 through 1971. These shortfalls must be recruited from among your existing branch officers that meet the selection standards at enclosure 3. The shortages should be met by volunteers; if that cannot be done, then forced designation will be made. The suspense for completion is December 1990; however, the first PERSCOM Acquisition Accession Board (PAAB) is scheduled for 27 - 30 March 1990. This board, composed of acquisition members, will review and select or reject both military and civilian applicants into the AAC. I expect each division and branch chief to recruit their required inventories in the full spirit of the program.

b. Accession of Year Group 1983. At enclosure 4 are the accession goals by branch and functional area pairing. YG 83 will be the first cohort of acquisition officers accessed under the fully funded ACS program. Given the CSA and SA desires to have a "world class acquisition corps," each of these officers will attend a Master's degree program in business or science. Quality, academic credentials and branch qualification are the important criteria for accession. They also should be volunteers and fully cognizant that they will not compete for branch command. They will be the Project Managers of your branch weapon systems in the year 2004. Access carefully and on target. At enclosure 5 are the accession criteria.

6. Program success. OPMD will be judged on how well it executes this new and vital program. It takes little imagination to foresee the difficult times ahead for the Army with a declining defense budget. The Army Acquisition Corps program is a commitment by senior leadership to ensure our weapon systems are better managed and meet the field's warfighting requirements. With fewer dollars allocated to research, development and acquisition, our technological fate must be entrusted to a new generation of brighter, smarter, better developed officers and civilians who will get us the best weapons for the buck. What

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OPMD does in selecting and managing this new breed now, decides how our Army does on the battlefield of tomorrow. I expect every officer and civilian in OPMD to fully support this investment in our Army's future by vigorously executing the AAC program.

4 Encls


GARY L. BROWN
Brigadier General, USA
Director of Officer
Personnel Management

CF: CG, PERSCOM
DCSPER
Acquisition Management Support Agency