



BACKGROUND PAPER

Tenure agreements are mandated for Critical Acquisition Positions (CAPs) and Key Leadership Positions (KLPs) which are a subset of CAPs. All CAP tenure agreements require a three-year tenure. ACAT I/IA KLP Program Managers (PMs) require a four-year tenure. For the U.S. Army, this includes our Army Centralized Selection List (CSL) ACAT I/IA Project Managers only.

The tenure agreement forms are the DD Form 2888 and the 2889, for CAPs and KLPs respectively although there are exceptions to specific tenure agreement formats. Per NDAA 2007, Section 853, Centrally-Selected List Project/Product Managers (PMs) require a Tenure and Program Management Agreement (T&PMA). Army CSL Project and Product Manager T&PMAs are created along with a PM Charter administered through the U.S. Army Acquisition Support Center directly with the Program Executive Office/Organization. The T&PMA is signed by the PEO, the incoming PM, and the Army Acquisition Executive and uploaded into the AWARE system. T&PMAs will be captured into CAPPMS directly via the AWARE system.

The following guidance is provided with regards to CAP/KLP tenure agreements: United States Code, Title 10; Department of Defense Instruction (DoDI) 5000.66; and the DoD Desk Guide – Army Supplement.

- **United States Code (USC), Title 10, Armed Forces**
Subtitle A - General Military Law
Part II - Personnel
Chapter 87 - Defense Acquisition Workforce
Subchapter III - Acquisition Corps
§1733 and 1734
<http://www.law.cornell.edu/uscode/text/10/1733>
<http://www.law.cornell.edu/uscode/text/10/1734>
- **DoDI 5000.66, December 21, 2005**
Enclosure 2 - Guidance for the operation of the defense acquisition, technology, and logistics workforce education, training, and career development program.
<http://www.dtic.mil/whs/directives/corres/pdf/500066p.pdf> (p. 9-10)
- **Army Supplement to the DoD Desk Guide - 5-1:5-2**
http://asc.army.mil/docs/pubs/Army_Supplement_DOD_Desk_Guide_ALT.pdf
(p. 20-21)
- **DoD Desk Guide for full reference**
<http://icatalog.dau.mil/workforce/01-10-06%20ATL%20Workforce%20Desk%20Guide%20Issued%20Version%20with%20Forms.pdf> (p. 10-18)