



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY OF THE ARMY
ACQUISITION LOGISTICS AND TECHNOLOGY
103 ARMY PENTAGON
WASHINGTON DC 20310-0103

SAAL-LP

September 10, 2021

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Back-to-Basics Implementation - Life Cycle Logistics (LCL) Acquisition Workforce

1. References:

a. Under Secretary of Defense (Acquisition and Sustainment) Memorandum, Subject: Back to Basics for the Defense Acquisition Workforce, September 20, 2020.

b. Assistant Secretary of Defense (Sustainment) Memorandum, Subject: Restructuring Certification and Training for the Life Cycle Logistics Career Field, June 28, 2021

c. Department of Defense Instruction 5000.66, Defense Acquisition Workforce Education, Training, Experience, and Career Development, September 13, 2019.

d. Defense Acquisition Workforce Position Category Description (PCD), Career Field, Life Cycle Logistics, January 15, 2021.

2. This memorandum announces the Army's plan to implement, "Back to Basics" for the Life Cycle Logistics (LCL) functional area of the Acquisition Workforce that will take effect with a target date of February 1, 2022 for implementation to implement reference a.

3. Army Acquisition Workforce LCL functional area positions will be designated as GS-12/13/NH-03 and GS-14/15/NH-04 in accordance with the following business rules:

a. All Product Support Managers, occupational series 0346.

b. Occupational Series 0346, 1670, 1083, 2001, 2003 and 2010 directly assigned to a project, program or product management office.

c. Occupational Series 0346, 1670, 1083 and 2010 assigned to a reimbursable or matrix position in support of a project, program or product management office or Operations Maintenance Army/Army Working Capital Fund positions in support of a weapon system in sustainment.

d. Occupational Series 0346, 1670, and 2003 directly assigned to a Program Executive Office, Deputy Assistant Secretary of the Army (Acquisition Policy and

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Logistics) and Headquarters, Department of the Army DCS, G4, Integrated Logistics Support Division.

e. Occupational Series 0346 directly assigned to the Army Materiel Command, Headquarters and associated lifecycle management commands.

f. Occupational Series 0346, 1670, 2001, 2003 and 2010 assigned to the Cross Functional Teams and Development Engineering Centers of the Army Futures Command.

g. Occupational Series 0346 directly assigned to the Army Forces Command Headquarters.

h. Occupational Series 0346 directly assigned to the Army Evaluation Center, United States (U.S.) Army Test and Evaluation Command.

i. Occupational Series 0346, 1670, 2001, 2003 and 2010 assigned to the Army component of the Special Operations Command.

j. Occupational Series 0346 assigned to General Staff and major subordinate elements of the Space and Missile Defense Command.

4. Commands with positions that do not fall within the rule-set in 3a-j should remove acquisition position requirements since they no longer perform acquisition functions based on the changes outlined in reference a. Commands will provide updated position data for all affected positions and work with the U.S. Army Acquisition Support Center (USAASC) to implement the changes. The USAASC will include this policy in their position validation tasker and work with the Civilian Human Resources Agency to implement position coding changes. Commands should consider offering the opportunity to complete appropriate job specific LCL credentials to all Department of Army Civilians removed from the LCL acquisition workforce. These are available through the Defense Acquisition University website at www.dau.edu. In addition, the LCL-based credentials are available to all Department of Defense Military, Civilians and Contractors.

5. The occupational series identified in 3a-j are the primary occupational series authorized for the acquisition workforce positions in the LCL functional area. In order to assist supervisors and civilian personnel on the appropriate coding, please use the LCL position description, reference d.

6. Transformation. Per reference b, as part of Back to Basics, the LCL workforce will be transitioned from a three-level Defense Acquisition Workforce Improvement Act (DAWIA) certification (current system) to a two-level certification (Foundational and

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Advanced) in fiscal year 2022. All Army LCL positions will be transitioned to the new two-level construct based on 3a-j above and the following:

a. LCL Level 1 and LCL Level 2 coded positions and certifications become LCL Foundational.

b. LCL Level 3 coded positions and certifications become LCL Advanced.

7. New LCL workforce members (LCL Foundation and LCL Advanced) must achieve certification within 24 months of their assignment date as currently required. The certification grace period is subject to change based on updates to reference c.

8. Transitioning. All members of the acquisition workforce that achieved a LCL Level 1, Level 2 or Level 3 will retain this certification regardless of whether or not they remain in an acquisition workforce coded position based on 3a-j. Members returning to the acquisition workforce at a future date will be reinstated at the appropriate level using the construct and rules in 6a-b. Members of the acquisition workforce who remain through the transformation that hold a LCL as a secondary functional area certification will also be transitioned using the construct and business rules in 6a-b.

9. Credential Requirement. A Defense Acquisition University (DAU) credential documents an individual's ability or skills to perform a specific role or function. DAU's credentials will facilitate life-long learning by assisting workforce members acquire and demonstrate skills specific to the DoD acquisition workplace. Credentials can help individuals build skills when starting a job, or add skills as a job evolves or when transitioning to another position. DAU credentials will complement, not duplicate other credentialing programs. To improve workforce skills, all LCL acquisition workforce members will complete at least one credential every two-years, with the approval of their supervisor, appropriately suited to the majority of the work performed to focus continuous learning point requirements.

10. Continuous Learning Point Requirement. All LCL acquisition workforce members will meet the 80 CLP requirement on a two-year cycle as currently required.

11. To the extent these actions affect bargaining unit positions, management officials and supervisors will adhere to the provisions of applicable collective bargaining agreements and fulfill all statutory and contractual labor relations obligations identified in Title 5, United States Code, Chapter 71 (5 USC Chapter 71) in advance of implementation and administration. Questions concerning labor relations obligations should be addressed with the servicing CPAC.

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12. My POC for this action is Mr. Steven Karl, at (571) 274-8746 or email: steven.v.karl.civ@mail.mil.

Timothy G. Goddette
Deputy Assistant Secretary of the Army
Acquisition Policy and Logistics

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