



**DEPARTMENT OF DEFENSE
EDUCATION ACTIVITY
4040 NORTH FAIRFAX DRIVE
ARLINGTON, VA 22203-1635**

Human Resources Regional Service Center

08-HRC-001

Date May 9, 2008

**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY
POLICY MEMORANDUM**

**SUBJECT: Positions Identified for Competition under the OMB Circular A-76
Competitions**

- References: (a) Department of Defense Education Activity Policy Memorandum, "Positions Identified for Study under the OMB Circular A-76 Competitions," July 22, 2002 (hereby canceled)
- (b) Department of Defense Education Activity Regulation 9000.2, "Competitive Sourcing Program Procedures," July 21, 2005
- (c) DoD Instruction 4100.33, "Commercial Activities Program Procedures," September 9, 1985, as amended

It is the policy of the Department of Defense Education Activity (DoDEA) that at the beginning of each A-76 competition, specific positions will be identified as performing the function under competition. These will include both supervisory and non-supervisory positions. It is important to realize that the positions carry the study designation, not the employee in the position. The employees occupying the identified positions will be given notice of the competition and informed of a possible adverse impact from the outcome of the competition.

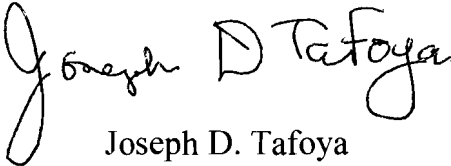
DoDEA Regulation 9000.2 (reference (b)), and DoD Instruction 4100.33 (reference (c)) requires that after the A-76 competition is announced publicly that all positions under the A-76 competition will be "frozen," and will not be changed without the Competitive Sourcing Program Office's approval. DoDEA Regulation 9000.2 (reference (b)) establishes the Executive Steering Committee which will be the final authority for approval or disapproval of any proposed changes of more than 10 percent of the announced positions. Positions identified under competition cannot be realigned, modified, reorganized, divided, or changed in any way to avoid inclusion in the competition or circumvent, negate, or delay the A-76 competition. However, to continue performing the mission while the competition is in progress, the supervisor may recruit for a replacement when identified positions become vacant.

The following statement will be included on the vacancy announcements, “DoDEA is currently conducting an A-76 competition of the (name of function being studied) function. This position has been designated as reviewable. The outcome of the A-76 competition may impact the incumbent in this position.”

For those identified positions designated as “Inherently Governmental,” the vacancy announcements will contain the following notice: “DoDEA is currently conducting an A-76 competition of the (name of function being studied) function. This position has been designated as inherently governmental. However, the incumbent of this position may be impacted by the competition outcome.”

It is strongly recommended that any position within the function under competition be filled on a temporary or term basis until the outcome of the competition is known. It is less disruptive to release someone from a temporary appointment than a permanent appointment if a reduction in force is required at the end of the competition.

Questions concerning this policy may be addressed to the Chief, Classification and Compensation Office, DoDEA, at (703) 588-3912.

A handwritten signature in black ink that reads "Joseph D. Tafoya". The signature is written in a cursive style with a large, looped initial "J".

Joseph D. Tafoya
Director