DACM Corner

QUARTERLY NEWSLETTER FOR THE ACQUISITION WORKFORCE

Note from Principal Military Deputy ASN (RD&A)

I sincerely appreciate the opportunity to address the members of the Department of the Navy Acquisition Workforce and I commend you in your commitment to providing our warfighters the systems they need, with the right capability at the right time, to dominate the battlespace. Our mission is to ensure our Sailors and Marines receive the warfighting capability to defend our nation. To that end, we are working with the Director, Acquisition Career Management (DACM), Ms. René Thomas-Rizzo and her staff to make certain that our Program Managers possess the training, expertise and experience needed to successfully run multimillion dollar programs and achieve our objective of delivering quality warfighting systems. The Program Managers are on the point of the acquisition spear and we must ensure that they are equipped with all the knowledge and resources necessary to succeed. Some of the initiatives we are sponsoring are:

- Consistent and coherent Slating Panel Guidance to define "core" acquisition experience as a means of determining a candidate's program management qualification and an expanded definition of "core" to include PEOs, SYSCOMs, DT commands, Warfare Centers, Contracting field activities and Supervisor of Ship Building;
- Demonstration of candidate bench strength through the nomination of three or more candidates per PM package, staffed through myself as principal military deputy;
- A standardized set of metrics across SYSCOMs to measure the health and progress of the Acquisition Workforce;
- Periodic review and update of the DoN Acquisition Strategic Plan to ensure we make steady progress in achieving improved AWF quality and programmatic success in the Navy and Marine Corps.

In addition, we have briefed and received approval from the Vice Chief of Naval Operations to pursue 12 billets as critical fills in order to help Unrestricted Line Officers gain the "core" acquisition experience they need to become successful future Program Managers. Our efforts are focused on providing our DON with the best qualified and most experienced acquisition leaders, by ensuring their career paths enhance, rather than deter, their progress. These initiatives directly coincide with the DACM's goals to rebuild, reinforce, and professionalize the Acquisition Community. I look forward to achieving these goals and future successes in the months to come. It is a great privilege for me to work with such a professional and high performing organization. Thank you for all that you do in support of our operating forces.

VADM Mark Skinner,
PMD, ASN(RD&A)

ANNOUNCEMENT:

Acquisition Workforce New Web Site

The DACM team has reinvigorated its segment of the ASN(RD&A) DoN web site to provide better navigation of content for the AWF. It is a one stop shop for all the most up to date policy, guidance, events, and career information. Be sure to visit soon!

https://acquisition.navy.mil/rda/home/acquisition_workforce

Note from the DACM Director

This quarter, the DACM Office is eager to announce the deployment of our new and updated DACM web site! We've redesigned our page in order to facilitate user-friendly navigation and expand our focus to include "Strategy and Policy" like In-sourcing and Section 852, DAWIA Operating Guide, and the DoN Acquisition Workforce Strategic Plan. Our goal is to streamline and improve all aspects of AWF policy by utilizing a back to basics strategy across the enterprise. The new web site is meant to serve the AWF as a comprehensive source of knowledge, as well as feature what's new from the DACM. We are always looking for ways to improve the web site, and you, the AWF member, are our greatest source of feedback! Email at *dacm.desk.fct@navy.mil* with your comments and suggestions! Bookmark our new URL today: https://acquisition.navy.mil/rda/home/acquisition_workforce.

René Thomas-Rizzo
Director, Acquisition Career Management

Navy Service Day Equips Future Program Managers for Success

Sylvia Bentley, DACM
AWF Workforce Manager

The Navy conducted its inaugural Navy Service Day on March 24 in conjunction with the current PMT 401 Class held at Ft. Belvoir. The purpose of this event was two-fold: first, future Program Managers and Deputy Program Managers were presented with priorities and objectives that have been established by acquisition leadership to ensure successful execution of Navy Acquisition Programs. Second, the PMs received information on the Navy's technical resources and capabilities available to support them in the execution of their programs.

Mr. Sean Stackley, ASN(RD&A), kicked off the day with a presentation explaining that the needs of our warfighters today demand innovative acquisition, led by PMs who are passionate about what they do and have program management in their DNA. Mr. Stackley was followed by Lt. Gen. William Phillips, Military Deputy, ASA and Lt. Gen. Mark Shackelford, Military Deputy, ASAF(A) who also provided leadership insight to the entire class.

The Navy-only afternoon session began with a discussion and Q&A by Mr. James Thomsen, PCD to ASN(RD&A.) which included insights to some of Dr. Ashton Carter's, Under Secretary of Defense for Acquisition, Technology & Logistics, efficiency initiatives as well as a better understanding of how the Navy Service Day highlights technical infrastructure an directly correlates to these initiatives. He explained that the Navy possesses the necessary and useful resources and tools for PMs to use in the execution of their programs. For example, their use can be key to pre-milestone B activities that address the affordability of a program. The session moved on to focus on the Navy's technical resources. Dr. Jim Colvard, SECNAV Special Assistant, delivered an invigorating briefing, which gave the students insight as to the origin and development of the naval technical infrastructure over time. Subsequent speakers included presentations from Mr. Chris Miller, SPAWARSYSCEN – Atlantic; Mr. Gary Kessler, NAWC- Air Division; Mr. Carl Siel, NSWC-Dahlgren Division; and Dr. John Montgomery, NRL.

Mr. Sean Stackley,
ASN(RD&A)

The distinguished group of presenters provided the students with a well-rounded view of our technical resources.

The event was capped by a very interactive briefing from the DACM. Ms. Thomas-Rizzo explained to our future PMs the significance of the role they play in the strategic initiatives that have been established for the AWF. Students then had the opportunity to ask questions across a broad spectrum of topics, and based on the abundance of positive feedback and reactions from the students, the inaugural Navy Service Day was a tremendous success.

Naval Laboratories & Warfare Centers Presented at DAU Service Day

***Dr. Colvard**, Special Assistant to SECNAV, presents during the PMT 401 Navy Service Day, held March 24, 2011.*

Adam Nave, PCD Staff

Leaders from ASN(RD&A), Naval Research Laboratory, Naval Air Warfare Center, Naval Surface Warfare Center, and SPAWAR Systems Center shared an afternoon discussing the mission, capabilities, and technical expertise of the Naval Labs and Warfare Centers with PMT401 students. These future Program Managers and Program Executive Officers held an open discussion with ASN(RD&A) leaders and Lab Directors regarding the technical capabilities and expertise that exists with the Navy to support platform, combat system and weapon system acquisition. The genesis of this inaugural event was the findings and observations from a recent Naval Research Advisory Committee (NRAC) study on the Naval R&D Establishment that noted the Navy needs to educate the AWF and increase awareness of the in-house resources and capabilities that exist within Navy Labs and Warfare Centers.

Each Director provided a high-level overview of the mission and technical capabilities of their Lab/Centers and provided recent examples where their scientists and engineers were able to support Navy acquisition programs with technical solutions and guidance prior to Milestone B. Making the acquisition experts aware of the in-house technical resources and infrastructure strengthens and adds flexibility to the Program Managers decision tool-box. The Labs and Warfare Centers, in conjunction with DAU and DACM, intend to continue these sessions with future PMT401 classes.

The Defense Acquisition Corps

CDR Ron Bishop, DACM
Military Acquisition Workforce Manager

What is the Acquisition Corps and why it is important? You'd be surprised at how many people in the Acquisition Workforce (AWF) cannot answer that basic question. The information below can help you with this answer, or at least serve as a refresher!

The Defense Acquisition Corps, or simply the Acquisition Corps (AC), was established in 2005 under the DoD Directive 5000.52 (dated Jan.12 2005) and has its authority from Chapter 87, Title 10 of the US Code. Formerly known within the Navy as the Acquisition Professional Community, the purpose of the AC is to create a pool of highly qualified AT&L personnel to fill Critical Acquisition Positions (CAPs) and Key Leadership Positions (KLPs) within DoD. Achieving membership into the Acquisition Corps is a critical step in preparation for acquisition leadership because CAP and KLPs are positions with significant responsibility; often involving supervisory or management duties within a program office and the AWF at large. Figure 1 below shows that approximately 24% of the DON Acquisition Workforce (AWF) is in the AC.

Figure 1
Acquisition Corps Membership within the DON AWF
As of 31 JAN 2011, Source: DACM MIS
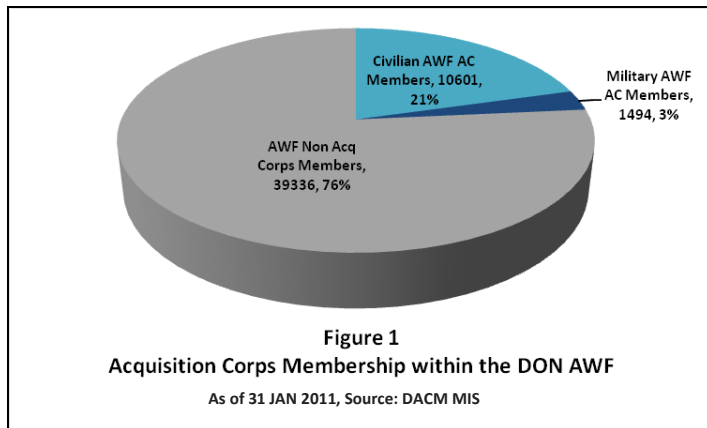
Membership into the AC requires the right mix of education, certification, experience, and position/rank. Table 1(see right) provides a summary of the requirements for AC membership. The complete list can be found in the DON DAWIA Operating Guide.

Quick DACM Fact!
Acquisition Corps membership is becoming increasingly important in distinguishing between candidates for major acquisition commands. Critical Acquisition Positions (CAP) and Key Leadership Positions (KLP) should only be filled by Acquisition Corps members unless this requirement is waived by the Director, Acquisition Career Management (DACM), ASN(RD&A) prior to assignment.

Table 1
DON Defense Acquisition Corps Membership Requirements

Education	Baccalaureate Degree from an accredited educational institution with, either • 24 semester hours in: accounting, business, finance, law, contracts, purchasing, economics, industrial management, marketing, quantitative methods, and organization and management or • 24 semester hours in the person's career field and 12 semester hours (or training equivalent) from above disciplines
Certification	Certified at Level II or above in acquisition career field (PM, T&E, SE, LOG, etc)
Position/rank	Military • LCDR or above • CDR command screen required for Submarine and Surface Warfare Officers
	Civilian • Must occupy a designated DON AT&L position requiring Level III certification
Experience	• 4 years of service in a acquisition coded billet • Up to 12 months of training or education in acquisition may be substituted for experience • For Unrestricted Line Officers: up to 18 months for operational command tour

Once you have met the DON Defense Acquisition Corps Membership Requirements, the final step for acceptance into the Acquisition Corps is to formally apply for membership. Application procedures differ depending on whether you are a Flag/General/SES, civilian, Naval Officer or USMC Officer. Please refer to: https://acquisition.navy.mil/home/acquisition_workforce/career_management/acquisition_corps for specifics. Naval Officers are unique in that in addition to an application, they must also be board selected for AC membership. Since this board only meets semiannually, Naval Officers may be considered "AC Eligible" pending the completion of some portion of the qualification standard (usually experience). Once complete, the officer then notifies PERS 447 for full membership into the AC without an additional board action.

Membership into the Defense Acquisition Corps is an important milestone in an AWF member's career. It opens the door to higher levels of acquisition positions and requires greater acquisition expertise, responsibility and trust. Get certified! Join the Acquisition Corps!

CDR Ron Bishop,
Military AWF Manager

DON Holds its First Acquisition Competency Council

Mr. James Thomsen, Principal Civilian Deputy to ASN(RD&A) and VADM Mark Skinner, Principal Military Deputy to ASN(RD&A) co-chaired the first Department of the Navy Acquisition Competency Council (ACC) Jan. 12. The ACC is administered by the DACM, meets quarterly, and serves as an oversight and is an advisory council to ASN(RD&A) chartered with the following responsibilities:

- Recommend naval policy to ensure the acquisition workforce can meet acquisition and technical program requirements
- Advocate for acquisition and technical community competencies
- Provide oversight to the Navy Acquisition Enterprise competencies and capabilities
- Promote acquisition professional development
- Validate adequacy of acquisition training and education

This first meeting established the Navy's National Competency Leads for 9 key acquisition competencies. The competencies and the designated National Leads are:

Program Management	Mr. William DeLigne, NAVSEA
Systems Engineering	Mr. Ricardo Cabrera, ASNRD&A CHENG
T&E	Ms. Amy Markowich, DT&E
Logistics	RDML David Baucom, DASN A&LM
Contracting	Mr. Elliott Branch, DASN A&LM
BUS-FM	Ms. BJ White-Olson, DASN M&B
BUS-CE	Ms. Wendy Kunc, DASN, M&B
S&T	Mr. Walt Jones, ONR
Facilities Engineering	Mr. Joe Gott, NAVFAC4

Mr. Thomsen stated that the strategic vision for the National leads and the ACC is to be the "voice" of the DON acquisition workforce with regards to competency and career paths issues, concerns and policies. While not directly involved with the execution of these policies, the ACC plays an important role in influencing them and the workforce towards achieving the DONs acquisition workforce strategic plan. The first meeting was successful in establishing the scope for each competency and setting the baseline for roles and responsibilities for each lead. The next meeting, scheduled for April 13, 2011, will examine new or existing policies that may impact our acquisition workforce. Charts from the most recent ACC can be found at the DACM web site under Career Management> Acquisition Competency Council. Acquisition Workforce members are encouraged to contact their respective competency leads with any specific issues, concerns or initiatives that might affect the entire competency.

Reinvigorating the Program Management Competency Board

Successfully managing complex programs is critical to the overall success of the Navy's contribution to our National Defense. The acquisition workforce must develop and maintain the highest skill level to manage cutting edge Combat Systems, from Aviation Systems, C4ISR Systems, Amphibious Assault Systems and Unmanned Systems to Nuclear Powered Submarines and Aircraft Carriers. The health of the program management workforce across the Department of the Navy (DON) is a critical element to successfully planning and executing these complex systems. As part of the Naval Acquisition Competency Council under the leadership of the Principal Civilian and Military Deputies to the ASN(RD&A), Mr. Jim Thomsen and VADM Mark Skinner, a Program Management Competency Board (PMCB) has been established to address national program management policies and procedures across the DON.

Representatives from MARCOR, SPAWAR, NAVAIR, and NAVSEA representing nearly 90% of the program management personnel in the Navy, along with a DACM representative, assembled March 23 to begin work on addressing the overall health of the program management workforce across the DON.

"In preparing for the Naval Acquisition Competency Council of Jan. 12, we learned a tremendous amount about how each of the System Commands handles the Program Management (PM) Competency within their respective organizations," said Mr. William Deligne, chairman of the Program Management Competency Board. NAVSEA, NAVAIR, SPAWAR and MARCOR all had strengths, including best practices, in the way they managed their PM Competencies. "The PMCB will offer a tremendous opportunity to share these best practices and address national program management competency matters. We certainly feel this will lead to a stronger program management workforce," said Mr. Deligne.

While other competencies such as contracting, financial management, engineering, and logistics are very much aligned with specific career fields, program management tends to be a blend of talents that originate in other competencies/career fields. Unlike other competencies, most program managers start out in engineering or business/finance for example and at some point migrate into program management. This inextricably links the program management competency with many of the other competencies creating many possible paths to a career in program management. Career Path management inside the program management career field will be an initial focal area for the PCMB.

SYSCOM HIGHLIGHT

NAVSEA Enterprise-Wide Review of DAWIA and DAWDF Programs

Joy Bird, DAWIA and Competency Management Branch

Over the past few years we have seen a significant increase in the vital importance of the acquisition workforce. This raised awareness has enabled program funding to be directed to augment the recruitment, training and development and retention of our acquisition workforce (AWF) members. As a result, NAVSEA Executive Director Mr. Brian Persons authorized Enterprise-wide reviews of the Defense Acquisition Workforce Improvement Act (DAWIA) and the Defense Acquisition Workforce Development Fund (DAWDF/Section 852) programs. The DAWIA and Section 852 programs are managed under the Total Force Directorate at NAVSEA Headquarters. The reviews, conducted by the NAVSEA Inspector General's office, will look at the implementation of the full range of programs that fall under the AWF umbrella: career field certification, Critical Acquisition Positions (CAPs), Key Leadership Positions (KLPs), position designation, Continuous Learning, position waivers, the funding stream provided for training and development, and Student Loan repayment and incentives for recruitment and retention. Each program review takes approximately 120 days to complete the extensive three phase process: Survey, Fieldwork and Reporting.

During the Survey phase, auditors collect and review existing policy documents, gather data/metrics, and interview Subject Matter Experts. The Fieldwork phase, where selected sites are visited, involves focus groups and interviews with AWF members, supervisors and leadership. Subsequently, the IG establishes workforce surveys and analyzes cause and effect relationships to determine each program's strengths and weaknesses. Finally, during the Reporting phase, internal audit findings are documented in a comprehensive report outlining how AWF programs – DAWIA and Section 852 – operate across the NAVSEA enterprise.

The overall intent of the program reviews is to take a proactive look at the comprehensive NAVSEA AWF programs to ensure that adequate controls are in place that currently established controls operate effectively to ensure the right positions are designated into the AWF that positions are coded into the correct career fields and that Section 852 funding is properly utilized. We anticipate that the results gleaned from this Enterprise-wide review of programs will be completed around June 9 and serve as an integral stepping stone to achieve the ultimate goal our command, which is to enhance the capabilities of NAVSEA's growing AWF and continue to meet and exceed the highest standards necessary to develop, deliver and maintain the U.S. Navy's ships and systems.

Wounded Warrior Program Introduced

Dave Mailander & Mike Runkel (NACC)

As a result of U.S. conflicts in Iraq and Afghanistan, over 30,000 American Soldiers, Sailors and Marines have returned home injured. The Naval Acquisition Development Program - Wounded Warrior (NADP-WW) is a great chance to bring professional opportunities to those Service men and women who have put themselves in harm's way for their country. With official policy forthcoming, the program will be available to any Wounded Warrior that meets Office of Personnel Management qualification standards for the prospective job series beginning at the GS 05-07 level. Candidates qualify based on the following criteria:

- Honorably discharged disabled veterans who have a compensable service-connected disability of 30 percent or more and the disability resulted from injury or disease received in the line of duty as a direct result of armed conflict, or was caused by an instrumentality of war and was incurred in the line of duty during a period of armed conflict or war.
- Those with 3 years of general progressively responsible experience, 1 year of which was equivalent to at least GS-4 or completion of a 4-year course of study leading to a bachelor's degree (if required by the respective job series)
- Demonstration of the ability to analyze problems to identify significant factors, gather pertinent data, and recognize solutions; plan and organize work
- Effective communication, both orally and in writing

The NADP-WW formal development period will be up to 4 years with a minimum entry level of GS-05 and a targeted transition at the GS-12 level upon successful program completion. Furthermore, the candidate will transition to the hosting command upon program completion. Candidates will be given Veterans Recruitment Authority (VRA) appointments per 5 CFR 307 appointing authority. All disabilities must be documented by a notice of retirement or discharge due to service-connected disability from military service dated at anytime, or by a notice of compensable disability rating from the Department of Veteran Affairs, dated 1991 or later. After two years of successful performance, candidates will be converted to a career-conditional appointment in the competitive service.

NADP-WW hires will follow the established Master Development Plan for their respective career field. For more information, please contact NACC Recruiting Division Director, Dave Mailander (717) 605-1029 or Recruiting Team Lead, Mike Runkel, (717) 605-2258.

Federal Career Intern Program (FCIP) terminated; Pathways Introduced

Dave Mailander & Mike Runkel (NACC)

The President signed Executive Order 13562, "Recruiting and Hiring Students and Recent Graduates" Dec. 27, 2010 to replace the Federal Career Intern Program (FCIP) effective March 1 2011. FCIP was the cornerstone hiring authority for the Naval Acquisition Internship Program (NAIP). The new Executive Order: "Pathways Program" consists of three distinct sub-programs:

- Internship Program: Students currently enrolled in a wide variety of educational institutions (previously SCEP/COOP)
- Recent Graduates Program: Recent (within two years and within six years for veterans) college graduates and other qualifying institutions (previously intern programs like NAIP)
- Presidential Management Fellows (PMF) Program: Those with advanced degrees

To conform to this executive order, all FCIP NAIP employees were converted to a Competitive Service appointment on 1 March, and may still be in a probationary period depending upon their total length of Federal Service. Conversion will not impact salary, benefits or introduce changes to Master Development Plans (MDP) or Individual Development Plans (IDP). Personnel who were hired into the NAIP program under FCIP prior to Feb. 28, 2011, will not convert to the Pathways Program and hence there will be no changes to overall program length. Until implementation guidance for the Pathways Program is received, all hires after 28 Feb 11 to fill current program allocations will be conducted via Delegated Examining Authority (public announcements) or through other hiring authorities such as Schedule A, Veterans Readjustment Act (VRA), 30%+ Disabled or SCEP Conversion. Program length for personnel hired under these authorities will be consistent with current program design (two to three years depending on series) and successful fulfillment of the MDP/IDP plan.

In order to further expedite hiring actions of critical positions, DACM is pursuing via OCHR an expansion to the current Expedited Hiring Authority (EHA). This would result in widening the consideration of the EHA authority to hire at a starting grade of GS-5, 7 or 9. The implementation guidance for this expansion is currently under review by OCHR.

For any questions in relation to the above subjects, please contact NACC Recruiting Division Director, Dave Mailander at 717-605-1029 or NACC Recruiting Team Lead, Mike Runkel at 717-605-2258.

eDACM Help Desk Transition

Erin Fulfer, eDACM AWSP Manager, NACC

In 2009, Secretary Gates announced an initiative to rebalance the Department of Defense workforce and reduce reliance on contracted services while increasing government performance, oversight and control. As a response to this initiative and after thorough examination, it was decided to in-source the eDACM Help Desk support services from the contractor support personnel located in Patuxent River, MD to government personnel located in Mechanicsburg, PA effective March 31.

Since 2005, the Help Desk support personnel in Patuxent River have provided extraordinary support to the acquisition workforce community through the day-to-day operation and management of the functional modules of eDACM (formerly Register Now). In addition, the support team served as the lead support for the AWF for all matters relating to Career Field Certification, Acquisition Corp Membership, Continuous Learning Events, and Acquisition Workforce Tuition Assistance (ATWAP). They have been the first line of support to the AWF and the single entry point for all questions related to eDACM and DAWIA, The exceptional customer service and mission support provided by the Help Desk personnel are unparalleled and their efforts are applauded! This tradition of customer focus will be continued with the transition to Mechanicsburg, PA.

Our goal is to continue to provide the highest level of customer service in support of the Acquisition Workforce. The new location at the Naval Acquisition Career Center in Mechanicsburg, PA assumed support duties in Jan. 2011. The Support Specialists will respond to incoming emails and phone calls, and in an effort to improve customer response times and conduct knowledge management, all incoming requests will be tracked using help desk tracking software and the customer will be provided with a tracking number. Effective April 1, the Mechanicsburg team can be reached via one central email address (eDACM_Support@navy.mil) and one phone number, 717-605-2357.

DAU NEWS

DAU Welcomes New President

Mrs. Katrina McFarland has joined the Defense Acquisition University as President. Selected for this position in December 2010, Mrs. McFarland comes to DAU from the Missile Defense Agency (MDA), where she was the Director for Acquisition. Her responsibilities include continuing to build DAU's outstanding reputation as the Department of Defense's primary learning institution while overseeing the development and expansion of acquisition curriculum and learning opportunities. This includes addressing the ever changing Defense Acquisition climate as required by the Under Secretary of Defense's (Acquisition, Technology and Logistics) "Better Buying Power" initiatives, and the National Defense Authorization Act directions and guidance.

In an all-hands meeting with the staff and faculty on January 12, Mrs. McFarland expressed gratitude for the opportunity to serve the Defense Acquisition Workforce. She looks forward to helping the university continue to grow, thrive, and be relevant in its role in supporting the warfighter. Learn more about DAU's courses, mission, and new president by visiting DAU's web site, located at the following address: http://www.dau.mil/aboutDAU/default.aspx.

Katrina McFarland,
DAU President

MORE DAU NEWS

The Defense Acquisition University has launched a collection of online games that are educational and fun. The web site has 13 games, including "Select-A-Cell," which explains the life-cycle process by taking gamers through a mock acquisition of cell phones. The newest game "Time Traveler," challenges players to use their data sources and collection skills to create a portal through time named Andromeda. The University's Global Learning Technologies Center plans to release one game a month to keep players coming back. Access these games from DAU's web site at: https://clc.dau.mil/games.

DON TRAINING OPPORTUNITIES

For more information, visit:
https://www.atrrs.army.mil/channels/clm/default.asp

Click on Class Schedule, then View/Apply

FY11 Managing Projects
Lakehurst (NAVAIR) 5 Apr 11

FY11 NACMED/NTDSED Workshop
Lakehurst (NAVAIR) 13 Jun 11

NEW AT DAU

FY12 brings changes to Contracting Certification Requirements. For more information, visit
http://icatalog.dau.mil/onlinecatalog/CareerLvl.aspx#

DAU Adds New CL Modules
Since Feb. 8, DAU has updated their catalog of Continuous Learning Modules. For a full list of the current offerings go to:
https://icatalog.dau.mil/onlinecatalog/tabnavcl.aspx

To apply, come back to the DON eDACM site. Select Manage Career > Training > Search for DAU Training > DAU Continuous Learning Modules.

DACM Word Search

Find out more about these words by visiting the DACM web site!
https://acquisition.navy.mil/rda/home/acquisition_workforce

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A C Q U I S I T I O N X N E C
D E F E N S E R Y O E O Y C I
Z E X Y B K E R I S I R R N V
M G V B G S D T E T P E E E I
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ACQUISITION	DEVELOPMENT	MANAGEMENT
CERTIFICATION	EDUCATION	MILITARY
CIVILIAN	EXPERIENCE	RECRUITMENT
DEFENSE	GUIDANCE	TECHNOLOGY
REQUIREMENT	STRATEGY	RESEARCH

Pay Retention for Former NSPS Employees

Note from OPM & DoD

The authority for the Department of Defense's National Security Personnel System (NSPS) was repealed by Section 1113(c) Oct. 28, 2009 of NDAA FY2010, and requires DOD to convert NSPS employees to the pay system that last applied or would have applied to the employees' positions if not for NSPS. **It states that under no circumstances should an NSPS employee's rate of pay be reduced due to the termination of NSPS**. The majority of NSPS employees are converting into the General Schedule (GS) pay system. Per 5 CFR part 536, employees transferring from job to job will retain their pay unless the employee declines a reasonable offer of a position in which his/her rate of basic pay would be equal to or greater than his/her retained rate.

Therefore, when DOD converts NSPS employees to GS positions, employees are entitled to a retained rate equal to the employee's former NSPS rate, if the former NSPS rate exceeds the maximum rate of pay of the GS grade of the employee's position. The employee's entitlement to pay retention under the GS system will continue until a terminating event. To see the Pay Retention Fact Sheet for a complete list of terminating events, visit http://www.opm.gov/oca/pay/HTML/pay_retention.asp.

Specific questions regarding an employee's transition must be addressed by the employee's DOD servicing personnel office. An NSPS transition web site has been established and Information on pay retention for former NSPS employees can be found in Chapter 3 of the NSPS to GS Transition Guide for Human Resources Practitioners located at http://www.cpms.osd.mil/nsps/transition/

Coming Soon!

In the next DACM Quarterly Newsletter, check out our new feature highlighting one of the Acquisition Workforce Career Fields. For more information on AWF Career Fields, visit the new and improved DACM web site:

https://acquisition.navy.mil/home/acquisition_workforce/recruiting/career_fields

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Share Your Experience!
NAIP/NAAP Alumni Corner!

I was in the Naval Acquisition Intern Program (NAIP) from 2006-2009. I had a rather unique experience as I was able to split my three year program between two commands: Strategic Systems Programs (SSP) and Naval Sea Systems Command (NAVSEA). At SSP in Sunnyvale, California, I had two responsibilities: Inventory Management and System Material Availability Analysis. Feeling a bit adventurous, I requested a transfer to NAVSEA Headquarters in Washington D.C. I appreciated the chances I received at SSP, but felt the prospects for my career were greater in the Nation's Capitol. At NAVSEA, I was able to rotate through several Logistics departments that concentrated mainly on the life cycle portion of the Organization. The highlight of my tenure at NAVSEA as an intern was the chance to rotate through the Navy International Program Office (NIPO) in Crystal City, Virginia. Although I'm back at NAVSEA in the Life Cycle Logistics functional group, I hope someday I can return to the world of Foreign Military Sales.

The opportunity to rotate extensively within and between commands for significant periods of time was tremendous for my career. The exposure I received from such opportunities was something I'll always keep in my tool bag of professional skills. Additionally, I'll always be beholden to NAIP for their service. They were incredibly supportive in helping my career move forward.

Gordon Hawley
Naval Sea Systems Command
Maintenance Interservice Support Officer (SEA04L24)

Submit YOUR NAIP/NAA experience to dacm.desk.fct@navy.mil to share with the AWF!

Conferences & Events

April						
S	M	T	W	Th	F	Sa
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May						
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June						
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July						
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31						

August						
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28	29	30	31			

September						
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18	19	20	21	22	23	24
25	26	27	28	29	30	

13 APR   Acquisition Competency Council #2

13 JUN   SECNAV Acquisition Excellence Awards Ceremony

26-27 JUL   Intern Conference

Government Holidays

30 MAY   Memorial Day
04 JUL   Independence Day
05 SEP   Labor Day

Career Management Frequently Asked Questions
Submit questions to dacm.desk.fct@navy.mil

Q: *I've been looking for the eligibility requirements for MPM, DPM and Warfare System Center Commanding Officer without success. Could you provide me with this information or source document?*
A: For general guidance on statutory requirements for PM and DPM of ACAT I/II program Offices, please see the DON DAWIA Operating Guide, Appendix H at https://acquisition.navy.mil/rda/home/acquisition_workforce/strategy_policy; for SPAWAR specific billets please refer to http://www.public.navy.mil/spawar/pages/60SlatingPanel.aspx for NAVAIR go to http://www.navair.navy.mil and look under "slating panels."

Q: *I am active duty Navy, and I would like to learn more about the logistics process. What would I need to proceed with DAWIA certification?*
A: Please look at Navy-specific information on our updated career management web site: https://acquisition.navy.mil/rda/home/acquisition_workforce. If you decide that you'd like to apply for Defense Acquisition University (DAU) training you may create a user profile on the Navy's eDACM system and submit training applications.

DACM Quarterly Newsletters can also be found on the DACM web site under "What's New" and under the eDACM Announcements on your Dashboard!