

DoD Civilian Acquisition Workforce Personnel Demonstration Project



FEBRUARY 1999 - PRESENT

PROJECT MANAGER: ANTHONY D. ECHOLS

BRIEFING OUTLINE

- ◆ **PROGRAM OVERVIEW**
 - Objectives and History of Acquisition Demo
- ◆ **CCAS FIRST CYCLE RESULTS**
- ◆ **BROADBANDING**
- ◆ **PROJECT CHALLENGES**
- ◆ **SUMMARY**

AUTHORITY AND IMPLEMENTATION HISTORY

- ◆ Enabled by FY1996 DoD Authorization Act
- ◆ Acquisition Reform Initiative
- ◆ Concept Paper Finalized December 1996
- ◆ Public Hearings Conducted in 1998
- ◆ Operating Procedures & Training 1998-1999
- ◆ Federal Register Notice January 1999
- ◆ Conversion of Participants Feb-March 1999
- ◆ USD (AT&L) Joined October 1999

ACQUISITION DEMO PROJECT OBJECTIVES

◆ Gain Greater Managerial Control/Authority over Personnel Processes

◆ Link Pay to Employee Contributions

◆ Achieve Flexible/Responsive Personnel System

◆ Attract, Motivate, and Retain a High-Quality Acquisition Workforce



Appraisal Process

- ◆ Set Pay
- ◆ Seamless Movement

Pay Setting Sends a Clear Message –
if Supervisors Do Their Job

AcqDemo Uniqueness

- Across Acq Community
- All Services/Agency
- Numerous Career Fields
- Geographically Dispersed



ACQUISITION DEMO PROJECT BENEFITS

**Increased Organizational
Effectiveness and
Customer Satisfaction
(Increased Employee
Contribution)**

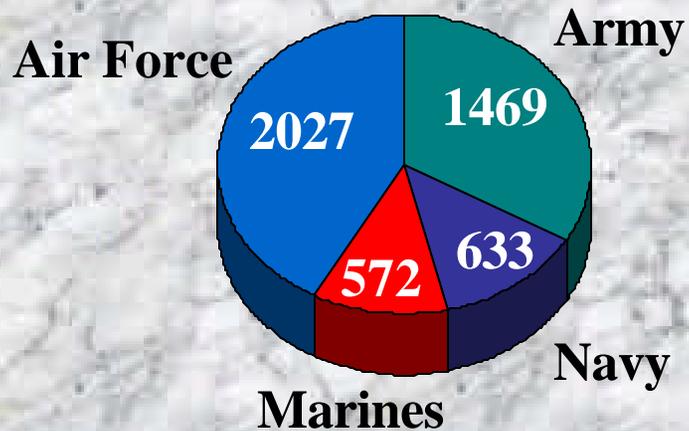
**Increased Quality of the
Acquisition Workforce
and the Products It
Acquires**

**A High-Quality,
Well-Trained Workforce
for the 21st Century**

**Higher Retention
Rates for Excellent
Contributors**

**Improved Timeliness
of Key Personnel
Processes**

POPULATION PROFILE



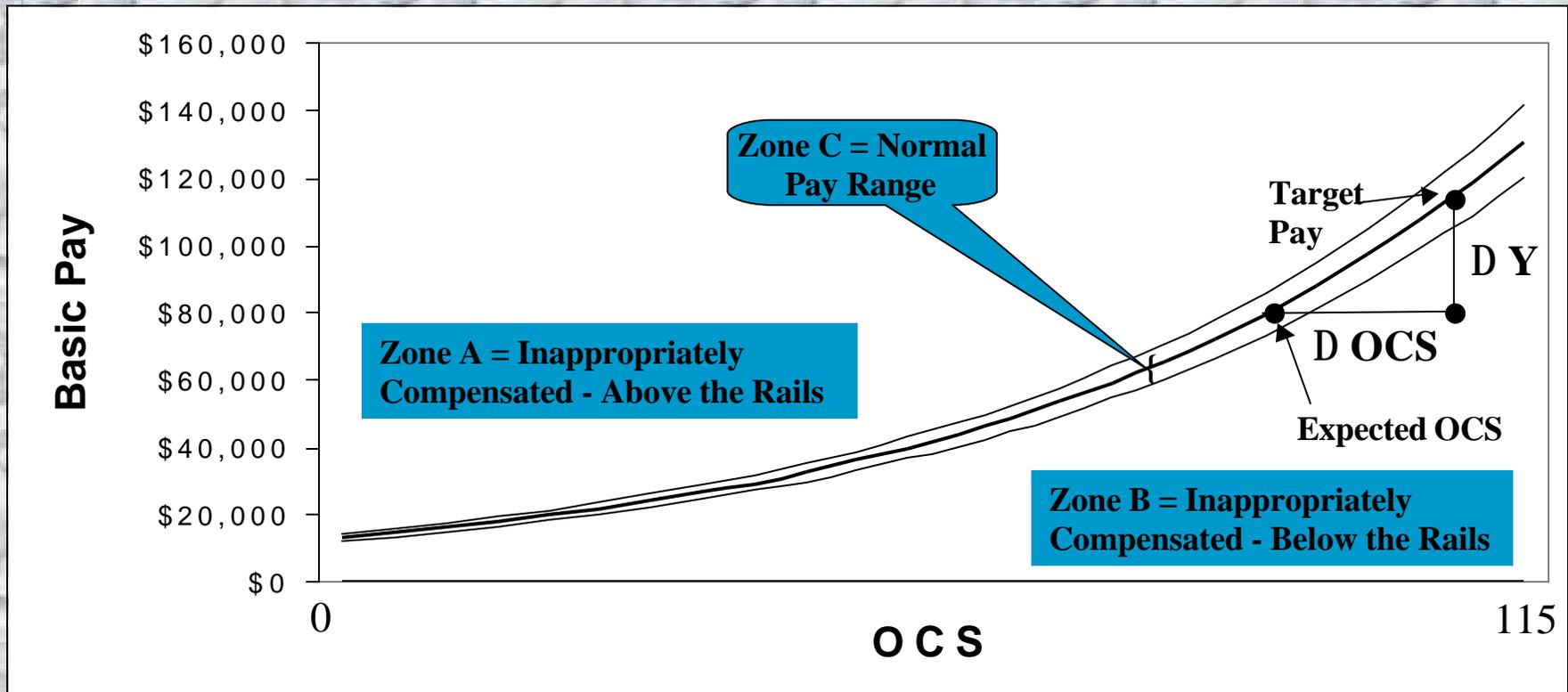
- ◆ Population 4701
- ◆ 46 Pay Pools
- ◆ 63 Locations
- ◆ East to West Coast
- ◆ Korea

USD (AT&L) Joined

Oct 99: 253*

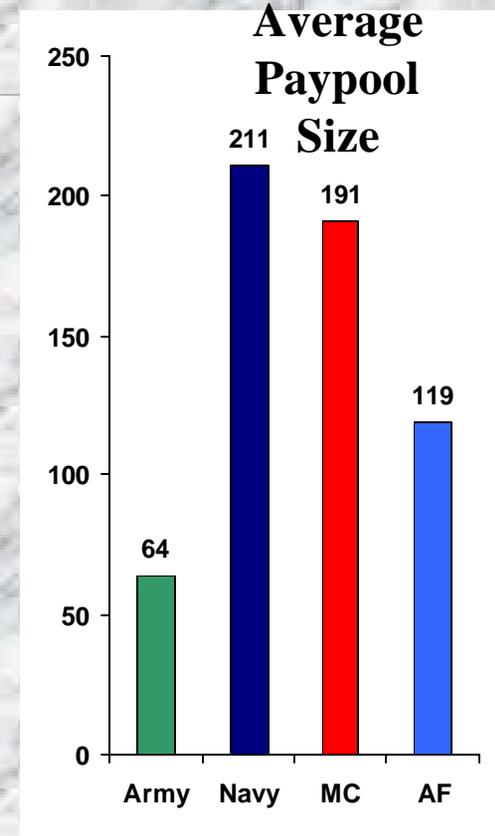
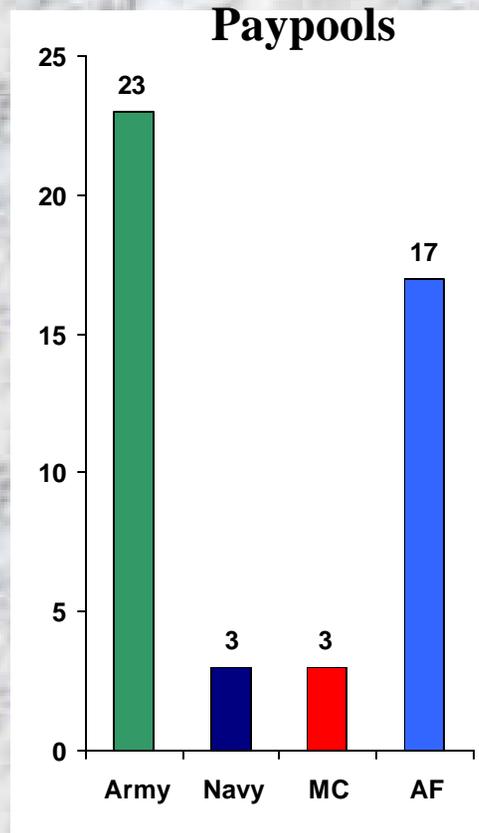
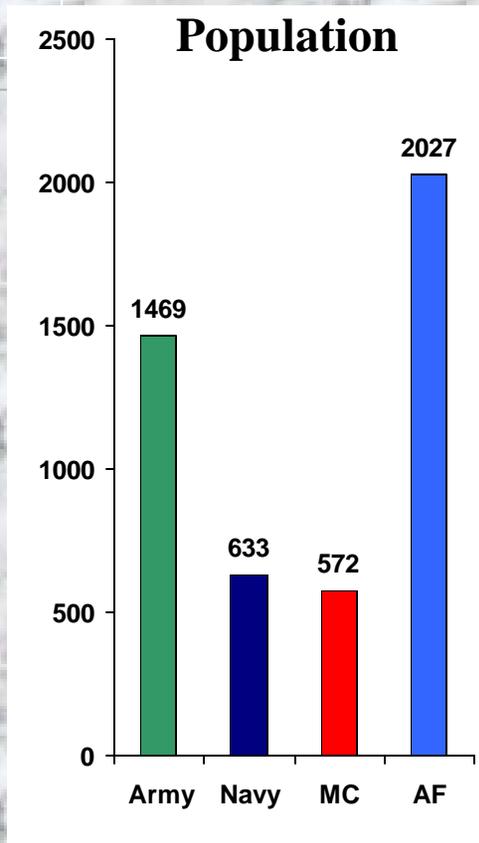
■ (AT&L not included in 1st evaluation cycle)

PAY IS LINKED TO CONTRIBUTION VIA THE SPL



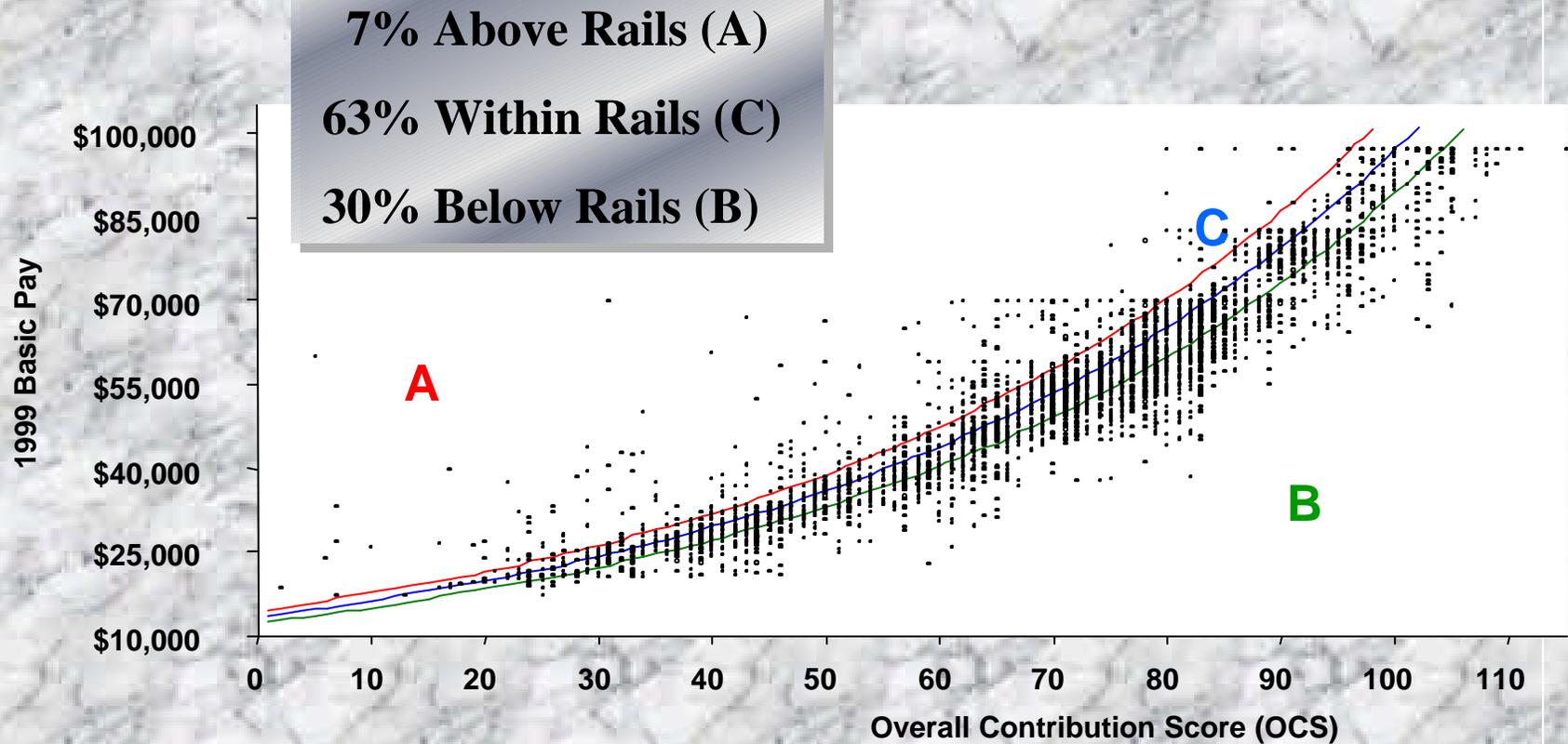
Category	General Pay Increase	Contribution Rating Increase	Contribution Award	Locality Pay <small>Basic Pay plus locality pay may not exceed Executive Level IV basic pay.</small>
Inappropriately Compensated -A	Could be reduced or denied	NO	NO	YES
Appropriately Compensated -C	YES	YES— Up to 6% <small>May not exceed upper rail of NPR for employee's OCS or maximum salary for current broadband level.</small>	YES <small>Pay pool manager approves up to \$10,000. Amounts exceeding \$10,000 require local commander's approval.</small>	YES
Inappropriately Compensated -B	YES	YES— Up to 20% <small>Over 20% requires local commander's approval. May not exceed 6% above the lower rail or the maximum salary for current broadband level.</small>	YES	YES

PAYPOOLS AND POPULATION BY SERVICE



•Population is 78% NH, 6% NJ, and 16% NK

SCATTER PLOT FOR ALL PARTICIPANTS



• **316 Above the Rails**
(7%)

• **296 Denied Full/Partial
General Pay Increase**
(6.3%)

• **16 Mandatory Contribution
Improvement Plans**
(0.3%)

BROADBANDING

LESSONS LEARNED

- ◆ Training

 - ◆ Improve Communication - Supervisor/Employee

- ◆ Proposed Federal Register Changes at OPM

 - ◆ Flexibility to Set Pay for Transfer

 - ◆ “Buy-in”

 - ◆ Minimum Rating Period

BROADBANDING

LESSONS LEARNED (cont'd)

- ◆ Method for Additional Years -

Retention Service Credit

- ◆ Vacancy Announcements -

Targeting Right Applicants

- ◆ Cultural Change -

Assimilation to Higher Set of Duties

WHAT'S HAPPENING NOW?

FOCUS ON OTHER INTERVENTIONS

<u>Intervention</u>	<u>Expected Outcome</u>	<u>Metric</u>	<u>Data Source</u>
◆ Simplified Hiring	Faster Hiring	◆ Time Required	Personnel Office Data
◆ CCAS	Retention of Higher Contributors	◆ Turnover Rates	Workforce Data
◆ Appointment Authority	Capability to Expand & Reduce Workforce	◆ # of Term Appointments	Workforce Data
◆ Classification	Reduced Admin Workload	◆ Time Savings	Personnel Office Data
◆ Academic Training	Increased Career Progression	◆ Employee Satisfaction	Attitude Survey

PROJECT CHALLENGES

- ◆ **Supervisor Training and Performance**
- ◆ Success Measures for Increased Employee Contribution
- ◆ Next Generation Software CCAS
- ◆ Balance of CCAS with Other Interventions
- ◆ Union Participation
- ◆ Demonstration Population Growth
- ◆ Evaluation
 - Measuring Organizational Effectiveness

SUMMARY

- ◆ Excellent Opportunity--If Expanded, Will Make a Major Contribution to Achieving 2005 Workforce Objectives
- ◆ Good Metrics to Measure Benefits/ Outcomes Over Time
- ◆ Supervisors Play a Key Role
- ◆ Participation and Visibility at Senior Levels Required