

CONTINGENCY CONTRACTING

BY LT COL McNEASE/LT COL WINIECKI, SAF/AQCO, DSN 224-1732

Air Force Contracting was recently recognized by the Air Force Civil Engineer with their annual "Partnering" Award. A key reason in our selection for this award was our responsive support in establishing an Air Force-wide contract to support Air Force deployment operations. The Air Force Contract Augmentation Program (AFCAP) provides the Air Force, and particularly our civil engineering and services customers, with a contract solution to reducing their high ops tempo. Now, civil engineers and services leaders have quick access to contractor support to build-up and sustain operations at deployment locations. With the emphasis on use of contractors during sustainment, this contract will alleviate some long TDYs for military members. We appreciate AETC's support in executing this contract and, particularly, the 325th Contracting Squadron at Tyndall AFB FL which pushed this best value source selection through in less than nine months.

- ◆ Contracting personnel, both officers and enlisted are continually deployed to provide support to Air Force units in the field. They deploy to support military operations and exercises world-wide and purchase all necessary supplies and services.

- ◆ Deploy with parent flying organizations
- ◆ Deploy to augment/support joint military operations and missions
- ◆ Deploy to support humanitarian relief efforts such as Cuban refugees
- ◆ Deploy as members of aircraft recovery and disaster response teams
- ◆ Deploy to support Stateside emergencies such as Hurricane Hugo

- ◆ FY96 deployment statistics:

OFFICER DEPLOYMENTS	DAYS DEPLOYED
57	4,390
ENLISTED DEPLOYMENTS	DAYS DEPLOYED
205	13,308

- ◆ First six months of FY97:
 - ◆ 165 officer and enlisted contracting personnel deployed
 - ◆ More than 10,250 man-days of deployment
- ◆ Contracting personnel are currently deployed to locations in Germany, Italy, Hungary, Croatia, Africa, Turkey, and Saudi Arabia to support military operations such as Operation Joint Endeavor, Operation Provide Comfort, and Operation Southern Watch.

The leading core competency under our Operational Contracting 2001 Strategic Plan calls for us to support the warfighter by providing prepared and dependable contingency contracting support for Global Mobility. Our Contingency Contracting Officers (CCO) continue to provide a very real military presence at the places we deploy. We are among the first in to deployment sites and the last to leave. Our ops tempo is very high. We need to remember that this is still a very unsafe world and that our work puts us in harm's way in a moments notice. Just recently we sent two CCOs to support demining operations in Cambodia, arriving approximately a week before violence erupted. These CCOs were barricaded in their hotel in Phnom Penn until they were evacuated to Bangkok. As many will remember, contracting had several casualties last year in the Khobar Towers' bombing. We must train our CCOs for all manner of contingencies and of the need to be security conscious at all times.

MAJCOM Top Dollar Competitions/Training Sessions have been progressing very well. Here's feedback from one of the MAJCOM Competitions: "I just returned from a Top Dollar competition last week and that was training! Most of the people were new and/or fairly inexperienced; however, by the end of the week it was evident they had progressed by leaps and bounds. Success was measured not in what they knew, but in what they learned." Your training efforts have proven to be invaluable in supporting the various contingency missions that we have done for our nation as well as for the missions we will do in the future. Of course, we will have the Air Force Top Dollar Competition in 1998 to see who's the best prepared Contracting/Finance Team. Air Force Materiel Command will be the host for the 1998 Air Force Top Dollar Competition.

A WWW site has been established to provide Contingency Contracting Course (CON 234) students, graduates, and other interested personnel updates on the course material and issues associated with contingency contracting. The site not only has the course description and schedule, contingency contracting forms and relative information such as threshold changes but also the Course Material on-line for anyone to download for reference. The site can be accessed through the Air Force Contracting Home Page/Contracting Toolkit/Training APDP Updates & Helpful Tips. →



EDUCATION, INTEGRITY, AND DEPLOYMENTS—

HOW ARE THEY RELATED?

BY CMSGT WILLIS, HQ AMC/LGC, DSN 576-8741

I know a young man that missed Thanksgiving, Christmas, and New Years with his wife and children. He was one of the first Air Force enlisted contracting people deployed in support of our forces arriving in Bosnia. This was the fall and winter of 1995 and early spring of 1996. He is currently deployed again to the Middle East for 120 days. "Why is he gone again?" his children ask. I know another young man who has been deployed 269 days from June 1995 to June 1997. He was nearly deployed again this month for 120 days to the Middle East. That would have been a whopping 389 days deployed plus a PCS move from overseas to the CONUS in less than 2 1/2 years. "Why me?" he asked. I could go on for quite some time with examples of this type. "Why so many examples?" I ask. This problem is not unique to AMC. I hear the same things from my peers in other commands. In fact, we have spent quite a bit of time talking about how to correct these inequities.

Some of the inequities were caused by our recovery from the experience drain brought on by VSI/SSB a few years ago. Some inequity is caused by gender restrictions in certain deployment locations. However, some of our current problem is caused by some of our enlisted personnel dragging their feet in completing their APDP educational requirements for certifications. Without the proper APDP level, they are not eligible to be deployed and other enlisted contracting personnel must assume their deployment burden, sometimes at great personal expense.

Supervisors, flight chiefs, superintendents, and commanders must take positive steps to ensure their personnel complete their certification levels in an aggressive manner. While some of you have asked me questions about this topic, I'm not sure what actions you've taken to motivate those who are avoiding their responsibilities. I have some suggestions that will help you maintain integrity in this area. First, make your less-experienced enlisted aware of your expectations for them to attain the appropriate skill and APDP levels. Second, track their progress. Third, provide them timely feedback on their progress.

Many managers ask if they can make people go to contracting or college classes. The answer is "no, but..." After providing the appropriate feedback, you can reflect a person's lack of progress toward APDP certification in their EPR. This is the biggest area neglected by managers, superintendents, and commanders. If you don't do this, then you have lessened the integrity of the promotion system. People avoiding deployments do not deserve to compete on equal footing for promotion with those who are eligible for deployments. Undistinguished efforts should be rewarded with corresponding performance ratings.

Education, integrity, and deployments--are these areas related? Yes, they are related. Failure to pursue education necessary for APDP certification to avoid deployments shows lack of integrity. Failure to render the appropriate EPR ratings for these people harms the integrity of our enlisted evaluation and promotion systems. Perhaps some people believe this is a tough stance. The person who missed all of those holidays with his family and is back in the Middle East again probably wonders what took so long for this topic to be discussed. And the person who very nearly totaled 389 days deployed in less than 2 1/2 years probably says, "It's about time we start holding people accountable!"

I ask our enlisted personnel who lack the necessary APDP certification requirements to redouble their efforts to obtain the APDP certification appropriate for your grade. To those who have shouldered the deployment burden of others, I sincerely apologize for not acting quicker. To those who are commanders, superintendents, flight chiefs, and supervisors, I urge you to do what it takes to maintain the integrity of our evaluation and promotion systems. To do otherwise breaks faith with those people and their families who are bearing an unfair share of the Air Force's deployments. →



Key Leadership Changes

Mr. Burton	WR-ALC/PK
Col Blecher	HQ USAFE/LGC
Col B. Busch	HQ AFSPC/LGC
Col Cantwell	HQ AMC/LGC
Col Cooning	HQ AFMC/PK
Col Eesley	HQ AETC/LGC
Col Timmons	HQ PACAF/LGC
Col Borchardt	AFDTC/PK
Col Casey	ASC/PK
Col A. Gilmore	AFCIS/SPD
Col Scott	SA-ALC/PK
Col Bayless	HQ AFMC/PKX
Col Callahan	HQ AFMC/PKL
Col Sledge	HQ AFMC/PKP
Col Balven	SAF/AQCI
Col Kaplan	SAF/AQCS
Col E. Anderson	AFNAFPO
Col B. Moore	11CONS/CC (DC)
Col J. Moore	45CONS/CC (FL)
Col Barager	CC, DCMC Martin Marietta (CO)
Col Boylan	CC, DCMC Lockheed Martin (GA)
Col B. Bower	CC, DCMC Dayton (OH)
Col Cunningham	CC, DCMC Pratt & Whitney (CT)
Col Mastin	CC, DCMC General Electric (OH)
Col Mayer	CC, DCMC Northrop Grumman (CA)
Col Toda	CC, DCMC Hartford (CT)

RETIRED/RETIRING:

Col Avon	Col Newill
Col Badurek	Col Pace
Col Demel	Col Spencer
Col B. Johnston	Col Spindle

CONTRACTING INFO TECHNOLOGY

IMPROVED REQUIREMENTS' PROCESS FOR AIR FORCE CONTRACTING INFORMATION SYSTEMS

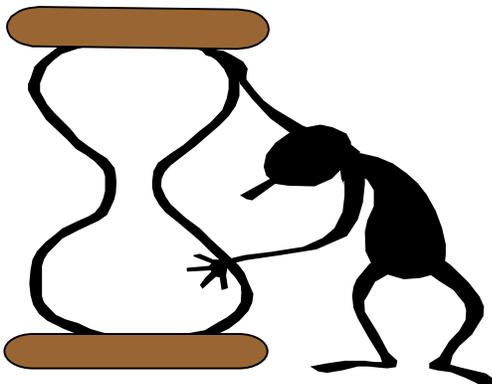
BY LISA ROMNEY, SAF/AQCI, DSN 224-3580

Particularly since 1993, there have been numerous factors influencing and complicating the maintenance and development of Air Force Contracting Information Systems (e.g., BCAS, MADES, ConWrite, AMIS, logistics systems, etc.), including acquisition reform, emerging commercial information technologies (e.g., the Internet), and the planned transition to the Standard Procurement System (SPS). Air Force Contracting management recently took two major steps forward in tackling these difficulties.

The first step forward was the establishment of a System Program Directorate (SPD) at the Standard Systems Group (SSG) at Gunter AFB AL to provide centralized management for Air Force of the execution functions of our information systems' maintenance and development functions being conducted at Wright-Patterson (AFMC/PK's information technology organization), Hill AFB (Ogden Laboratory), and the BCAS functions at Gunter AFB. This allows more effective and efficient management of our automation functions. Automation policy is retained at Air Force Contracting (SAF/AQC).

The second step forward was our recent establishment of an effective automation requirements process through the creation of an Air Force Contracting Strategy Board, comprised of the senior contracting management from our Major Command and our Direct Reporting Units, our new System Program Director at Standard Systems Group, and Air Force Contracting (SAF/AQC) representation. This Strategy Board develops prioritized statements of objectives for our information technology requirements which provides direction for the System Program Director and the SAF/AQC staff.

The key benefit of this requirements' process is the participation of all of the Air Force's contracting professionals, through their representatives, into the decision making process to improve our productivity through better use of information technology. →



STANDARD PROCUREMENT SYSTEM (SPS) DEPLOYMENT

BY LISA ROMNEY, SAF/AQCI, DSN 224-3580

The Standard Procurement System (SPS) will be a fully functional automated information system (AIS) which will standardize the procurement business practices and data elements by using the same automated contracting procedures throughout DoD. In short, it will be the contract writing and management information system used by all DoD Services. It is designed to replace legacy contract writing systems used by over 48,000 DoD procurement personnel. It will allow the Services and Defense Agencies to share data with other organizations within the Department. The contract to develop, install, and maintain this software was awarded to American Management Systems (AMS) of Fairfax, Virginia, in April 1997.

Deployment of the initial version of SPS has already begun at 137 Navy sites. This initial version supports about 45% of DoD's 299 common contracting functions, as defined in recent years by the Services. The next increment (which will be the first installed at Air Force sites) will have about 79% of the total requirements. Air Force and Army deployment is scheduled to begin in FY98. The final version, which will have the ability to perform all the identified requirements (or full operational capability (FOC)) is scheduled to be available by the year 2000 for FY00. The Air Force will continue use of the legacy systems, such as BCAS, MADES, ACPS, and AMIS until full functionality exists in the software for the type of contracting being accomplished. Bolling, Randolph, and Wright-Patterson AFB's have been selected to perform the first operational assessment testing and operational tests of the SPS software. For more information on the SPS SPO, visit the SPS homepage at <http://www.sps.hq.dla.mil>.

As part of the deployment plan for SPS, each of the Services and Agencies are responsible for providing the infrastructure (computers, servers, etc.) required to run the software. Under the lead-the-force concept, each Command will get some sites' infrastructure installed in late FY98. Preliminary plans call for 47 sites to be outfitted with servers, desktop computers and communications equipment at the beginning of the third quarter FY98. The Air Force has plans to accomplish the procurement and fielding of this infrastructure for every Air Force Base and Reserve and National Guard unit starting in FY98 and continuing through the end of FY01. The SPS will be running Microsoft Windows at the desktop and Windows NT on the servers. This state of the art procurement system will move the Air Force procurement community into a new state-of-the-art hardware and software system. The System Program Directorate (SPD) of the Standard Systems Group (SSG) at Gunter AFB AL, along with Air Force Contracting (SAF/AQC) and each MAJCOM and DRU will be working closely together to ensure the success of this effort. →

SYSTEMS CONTRACTING

SINGLE ACQUISITION MANAGEMENT PLAN BY LT COL BRATTEN, SAF/AQCS, DSN 227-6400

The relatively new Single Acquisition Management Plan (SAMP) is an integrated document which describes a program's acquisition and management strategy. It is written at a strategic level (top-level information) and combines a number of traditional acquisition documents, including the Acquisition Plan, into a single document. As such, preparing a SAMP eliminates much of the documentation required, and associated time required, in the past needed to gain approval of a program's acquisition strategy and program management plan.

SAMPs are only required for major defense acquisition programs designated as Acquisition Category (ACAT) I and II programs (optional for others). These are normally programs which require an eventual expenditure for research, development, test, and evaluation of more than \$140 million or procurement of more than \$645 million in FY96 constant dollars. Examples of ACAT I programs are the F-22 and C-17 aircraft procurements. Examples of ACAT II programs are the AC-130U Gunship and the Delta II launch vehicle.

Contracting personnel who may be involved preparing SAMPs will be interested in policy guidance recently issued. On 24 Apr 97, the Principal Deputy Assistant Secretary of the Air Force (Acquisition and Management) signed SAF/AQ Policy Memo 97-02 revising the way SAMPs are processed for approval within the Pentagon. From now on, Program Managers will submit SAMPs for ACAT I and II programs electronically to our Programs Division (SAF/AQCS). Our division will then track the status of SAMPs from the time of submittal until final approval is obtained.

Policy Memo 97-02, along with the Air Force SAMP Guide, is available on the Air Force Acquisition (SAF/AQ) Home Page. The Web Site is http://www.safaq.hq.af.mil/acq_ref/bolts/bolt7. The SAMP Guide contains helpful information for writing SAMPs. We also plan to make a "DSMC-style" foldout chart of the SAMP process and an automated SAMP writing template available in the near future, to be located on the Air Force Acquisition Home Page. →



AIR FORCE INDEMNIFICATION GUIDE LT COL BRATTEN, SAF/AQCS, DSN 227-6400

Under Public Law 85-804 and Executive Order 10789, indemnification is appropriate when a contractor is exposed to risks which are unusually hazardous or nuclear in nature and for which insurance coverage is not available at a reasonable cost. If these circumstances exist, indemnification may be granted if it is determined to facilitate the national defense. It is the Air Force's practice to grant indemnification when a contractor is exposed to risks which are so unusually hazardous in nature and the risk of loss so potentially great that the contractor's financial or productive capabilities would be severely impacted or disrupted should an accident occur. For the most part, indemnification has been approved for our space launch vehicles and Intercontinental Ballistic Missiles due to the highly-volatile fuels used in these programs and nuclear risks.

Because the contingent liability created by indemnification is potentially so great, the process of preparing, reviewing, and obtaining Secretary of the Air Force approval to indemnify a contractor has been extremely long and arduous. In the past, it often took two-to-three years. Because of this, SAF/AQC chartered a Process Action Team (PAT) to streamline the indemnification process.

The PAT proposed a number of significant improvements. These improvements include establishing a common, pre-agreed to definition of unusually hazardous or nuclear risks for each class of product to be indemnified; requiring contractors to submit summaries of complex insurance data in a simple matrix format; establishing joint government/contractor Integrated Process Teams to concurrently prepare and review indemnification requests; relying on DCMC specialists to review and verify contractors' insurance and safety coverage; and publishing an Indemnification Guide for government and contractor use.

The Indemnification Guide has been completed. The process reflected in this guide is expected to shorten the time from request for indemnification to approval to no more than five months. This process has already been applied to Titan, Delta, Atlas, and Inertial Upper Stage indemnification requests with tremendous success. In fact, the Atlas request was processed and approved in only two months. The new process is currently being applied to the Evolved Expendable Launch Vehicle, the ICBM, and the Orbital/Suborbital programs. The Indemnification Guide will soon be available on the Air Force Contracting Home Page. In the meantime, a copy can be provided either electronically or in hard copy by calling Lt Col Bratten at DSN 227-6400 or Comm (703) 697-6400. →

TRAINING

BY MIKE SULLIVAN, SAF/AQCX, DSN 225-9051

CCAF CONCURS WITH AIR FORCE CONTRACTING REQUEST FOR POLICY CHANGE!!! OFFICERS, ENLISTED, AND CIVILIANS ARE AFFECTED...

The previous Community College of the Air Force (CCAF) policy for providing transcripts was that any course must be from a CCAF affiliated school. Now CCAF will transcript all American Council on Education (ACE) course credits for enlisted personnel. This will better reflect their total training and education on a transcript from an accredited institution (CCAF), which can then be used to meet the requirements of the Defense Acquisition Workforce Improvement Act

(DAWIA). Implementation of the revised process will take approximately six months due to required system programming changes. Until then, CCAF will provide, upon written request, a letter reflecting the ACE awarded credits. Since the letter will be on CCAF letterhead, it will be suitable for documenting semester hour credit toward the DAWIA requirement.

CCAF cannot, in accordance with the American Association of Collegiate Registrars and Admissions Officer's guidelines, provide transcripts for officers and civilians. CCAF has agreed, upon written request, to provide a letter reflecting the recommended ACE credit for completed courses. As stated above, this will be on CCAF letterhead

and will be suitable for documenting semester hour credit towards meeting the requirements of DAWIA. When requesting review and validation of ACE credits, please process your request through your local Education and Training Office. Remember to provide CCAF copies of all course completion certificates.

This shows CCAF's commitment and support to the people in the Air Force. Of particular note was the support from SSgt Kathy Marquez, our Contracting representative at CCAF, in getting this approved. →

TRAINING: CHANGING THE WAY WE DO BUSINESS ...

Simplified Acquisition Procedures Course Comes To Your Work Station!

The new Defense Acquisition University Web-based Simplified Acquisition Procedures Course (SAP)(CON 237) is now available for you to register and take the course on-line from your computer! It is completely Internet-based and can be completed from your work station. It is designed to provide a basic level of knowledge of simplified acquisition procedures. The overwhelming response from the 14 Air Force Contracting people taking the pilot courses was that it is very good and teaches the right information. The course is set up with a 30 day time limit to complete. Upon successful completion, a DAU course completion certificate will be issued to you. To register and get started go to <http://www.safaq.hq.af.mil/contracting/training/training.html>. Good luck on the course! →

THE WEB-BASED SIMPLIFIED ACQUISITION PROCEDURES (SAP) COURSE IS JUST THE BEGINNING ---

As outlined above, the web-based SAP course is now on-line to be taken at your workstation. This is just the beginning. We are also reviewing other mandatory and assignment specific courses to determine which ones are suitable for Internet type training. In the meantime, we are also working to provide course material for you to use for reference in your job. It is also a good way to find out what is

currently being taught in a specific course. Currently you can download TO YOUR OWN COMPUTER the course material for the *Contingency Contracting* course at <http://pages.prodigy.com/dijit/con234.htm>. In the near term, the course material for the revised *Contract Law* course will be going up on the Air Force Contracting Home Page for your use as reference material. As the revised *Contract Fundamentals* and *Intermediate Contracting* courses come on-line, the course material will also be on the home page for your information.

You will be able to find this type of information under Training, Guides and Toolkit, in the Self-Study section of the Home Page site. As stated earlier, the *Contingency Contracting* course is there now. →



DEFENSE ACQUISITION UNIVERSITY CONTRACTING COURSES – GROUND UP REVIEW AND CONSOLIDATION OF OUR LEVEL 1 AND LEVEL 2 COURSES...

This year has seen 'significant' review, quality control, and consolidation of both our formal contracting courses required for APDP Level 1 and Level 2 certifications and our assignment specific contracting courses. While undergoing this review, a determination was made that in today's environment of downsizing and more and more contracting people having to work the full spectrum of contracting functions - it would be better if the work force was trained from preaward to contract administration in one course at the basic and intermediate levels. This concept also applied to the variety of principles taught in the basic pricing courses. The revised courses will ensure the person taking the course gets a full spectrum of contracting information in one shot - without having to be away from the job (and home) multiple times. The new course structures are as follows:

◆ Level 1 Courses:

- ◆ Fundamentals of Contracting (CON 101) now combines Contract Fundamentals (CON 101), Operational Level Contracts (102) and Facilities Contracts (103) into one course. The course will still be four weeks in length with a first offering date of 1 Oct 97.

- ◆ Contract Pricing (CON 104) now combines Contract Pricing (CON 104), Operational Pricing (CON 105) and Facilities Pricing (CON 106) into one course. The course length is still three weeks long to include the negotiation portion. This will start 1 Oct 97.

◆ Level 2 Courses:

- ◆ Intermediate Contracting (CON 202), now combines all of the Level 2 intermediate type courses (CON 211, 221, 222 and 223) into a single robust course. The course length is anticipated to be 3.5 weeks and will be offered beginning 1 Jan 98. The current courses will terminate 1 Oct 97, so we will be one quarter without Intermediate Contracting Courses. The overall quotas for FY98 will remain the same to ensure everyone needing the course is covered.

- ◆ Intermediate Pricing (CON 204) (was numbered 231) has been reviewed for content but basically has not changed in length or format. As mentioned earlier, this can be a difficult course for those rusty in math skills and for these people, advance preparation is suggested.

- ◆ Contract Law (CON 210, was numbered 201) has been reviewed and the updated course is currently being taught. Course reviews indicate this is considered quite a challenging course but provides very good information.

◆ The Level 3 Courses of Executive Contracting (CON 301) and Management for Contracting Supervisors (CON 333) are continuously evaluated for currency but basically have not changed in course length or format.

Don't worry - if you have taken either the CON 101/102/103 courses, CON 211/221/222/223 courses or the CON 104/105/106 courses and are working towards your APDP certification for that level, you will not be required to take the revised CON 101, CON 104 or CON 202 course to meet the requirements for your certification. →

LOOKING FOR TRAINING IN ALL THE RIGHT PLACES...

Let's talk about training and guides to help you do your job right now. We're not talking about DAU courses where you have to be away for two or three weeks, but instead about guides to help when you are sitting at your desk and need help in one area or another today. We all keep that book of samples somewhere handy, but they do get outdated. We are working a joint effort with HQ AFMC/PK to provide those samples and also guides and training, and in some cases, courses - such as the SAP course - at your finger tips. If you look on the home page at the Contracting Toolkit, <http://www.safaq.hq.af.mil/contracting/policy/AQCO>, you will find an arrangement of FAR Parts. Under any of these (go ahead and click on Part 13), you will find the appropriate FAR Part (and MAJCOM Supps), policies, other related information and training information, guides, briefings and any other material we can find that will help you do your job. We are working these real-time to get the information to you, but we are still working on it. If you try to open an area and it won't open, don't despair. We hope to get it open soon. If you have found some good training material elsewhere on the Internet, please let us know (Mike Sullivan at DSN 225-9051 or e-mail:sullivan@af.pentagon.mil or Betty O'Brien at DSN 986-0349 or e-mail:obrien@wpgate1.wpafb.af.mil). We want to grab everything out there that is useful. →

1+1=3

Getting ready to take the Intermediate Pricing course... but think 1+1=3??

If you do not have a business degree or a math background or have not had such courses in 15 years, the Intermediate Pricing Course can be tough (failure rate ranges from 2%-6%). You can prepare yourself by taking the read-ahead tutorials provided to you in advance of the course. We have also provided you access to Web-based on-line Math Tutorial or if you are really adventurous a Probability/Statistical Tutorial. Just go to <http://www.safaq.hq.af.mil/contracting/training/training.html>

ASSIGNMENT SPECIFIC COURSE TAILORED TO GIVE YOU WHAT YOU NEED FOR YOUR CURRENT JOB...

MIKE SULLIVAN, SAF/AQCX, DSN 255-9051

There are several assignment specific courses that can fill that void of information you may have with your current job. Here are the "job" assignment specific courses that are currently available and the ones that will be coming (a "P" after the title indicates a proposed course that will be coming on-line in FY98): Contractual Aspects of Value Engineering (CON 212), Overhead Management (CON 232), Cost Accounting Standards (CON 233), Contingency Contracting (CON 234), Grants Management (GRT 201), Intermediate Systems Acquisition (ACQ 201), Simplified Acquisition Procedures (CON 237), Advanced Pricing (P)(CON 235), Performance Based Contracting (P)(CON 242), A&E Contracting (P)(CON XXX), Construction Contracting (P)(CON 244), Task Order Contracting (P)(CON 245), Contract Financing (P)(CON XXX) and Sealed Bidding (P)(CON XXX). Watch the Air Force Contracting Home Page training and professional development sections for further information and when the proposed courses will be available. ➔

**CIVILIAN CONTRACTING CAREER PROGRAM
RICK BEAMAN, SAF/AQCX, DSN 224-5341**

At the last Contracting and Manufacturing Civilian Career Program (CMCCP) Policy Council meeting (10-11 Jun 97) several decisions were made that will result in changes to CMCCP. These changes are in the process of being readied for implementation over the next 12-18 months. This article provides highlights.

The Council decided to discontinue coverage of Industrial Specialist and Quality Assurance positions (GS-1150 and GS-1910) under CMCCP. Currently, there are only 31 GS-1150 and GS-1910 positions covered by CMCCP in grades GS-13 through GS-15. Like other positions not covered by a career program, these positions will be filled under provision of local Merit Promotion plans. As a result of this decision, CMCCP will be renamed the "Contracting Career Program (CCP)." The term 'civilian' was also deleted from the program name to be consistent with other career programs since the merger of the Military and Civilian personnel systems within the Air Force Personnel Center (AFPC).

Other changes to the CMCCP are the following: (1) updating, refining and consolidating the rating elements on the Technical Appraisal (TA), and (2) revising the Whole Person Score (WPS) structure. WPS changes include awarding points for attendance at Professional Military Education (PME) and Professional Civilian Education (PCE) and for Diversity-Of-Experience (D-O-E) for some positions. D-O-E means (1)

Multi-Location, (2) Multi-Organization, (3) Multi-Type (systems, logistics, operational, staff, career broadening/enhancing, etc.), (4) Multi-Command (including DRUs/FOAs), (5) Multi-Functional (within Federal Government), (6) Multi-Agency (excluding State and Local Government), and (7) Multi-Sector (State and Local Government, and private industry) experience.

Still another change relates to the consideration of external (non-Air Force) candidates for CMCCP positions. Under current policy, external candidates may be considered for positions, but only at a few, selected locations, primarily in high cost areas (e.g., Los Angeles, Boston, Washington DC). The Policy Council decided to change the policy to allow consideration of "externals" for any position (regardless of location), but only at the request of the selecting official and with appropriate, higher level (Chain of Command) concurrence.

The following must be accomplished prior to these changes taking effect: (1) computer programming is changed, (2) regulatory guidance is published, (3) employees are given sufficient advance notice, and (4) union consultation requirements are met. Also, some changes will require testing and validation. ➔

NOTICE NOTICE NOTICE

**TUITION ASSISTANCE
Ms. MANN, AF/DPKCQ, DSN 487-4507**

The Contracting and Manufacturing Civilian Career Program (CMCCP) will not be mailing out tuition assistance letters outlining the tuition assistance process for individual CMCCP registrants as done in years past. Instead, complete tuition assistance information for CMCCP Fiscal Year 1998 can now be found on the Internet at the following address: http://www.afpc.af.mil/civ_car/cmccp/tuition.htm. Tuition assistance applicants should pay particular attention to the \$200 per semester hour cap for master's level work. This cap was instituted to fund a greater number of recipients with shrinking dollars. If Internet access is impossible, E-mail Mr. John Hein at heinj@afpc.af.mil or call DSN 487-4603/8. ➔

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