



Navy/USMC
Breakout Group
Proposed AcqDemo
Design Modifications

AcqDemo 2.0 Conference

April 19, 2012

DoD

**Civilian Acquisition Workforce
Personnel Demonstration Project
(AcqDemo)**

- One Assessment Narrative or Six
 - Issue: Writing assessments to six factors can spawn unnecessary duplication/excessive statement of contribution, complicating vs clarifying contribution and pay pool determinations
 - Recommendation: Six narratives
 - Easier to insure that each factor get addressed
 - Consistency with six factors
 - Difficult for supervisor to extrapolate six factors from one narrative

- Retained Pay Issues
 - Issue: Significant Retained Pay population presented challenges for pay pool deliberations as pay levels do not align with Acq Demo
 - Recommendation Compensate Retained Pay personnel with Discretionary Set Aside fund. This addresses the issue that employees are on retained pay as a result of transitioning from NSPS and not as a result of their contribution.

- Very High Rating of 101-115
 - Issue: Payouts for retained rate employees using very high ratings produced some undesirable results due to incremental effect of single 115 score.
 - Recommendation: At the Business Rule level
 - Do not use the 101-115 for retained rate employees, use discretionary funds or
 - Limit the use of 101-115 and write very rigorous descriptors (avoid rate “creep”)

- Close-Out Requirement
 - Issue: Acq Demo does not currently include a requirement for close-out assessment of employees changing positions/supervisors and/or separations
 - Recommendations: Close-outs should be required. This feature should be added to CAS2NET (After an employee has been with the organization for 90 days)
 - Early Annual or something similar should be required when the supervisor changes within 90 days of the end of the cycle (for employees remaining in Acq Demo).

- Understanding the 1% award limitation
 - Issue: Application of WH/OPM/DOD direction on 1% award funding limitation not fully understood across all pay pools.
 - Recommendation: More Communications.

- Payout Flexibilities
 - Issue: Some have expressed need to have additional payout flexibilities beyond what is currently provided in CCAS spreadsheet
 - Recommendation: No change to 20% limitation. No change to CRI and CA allocation in the CMS

- Pay Setting Update – Internal Hires within Broadbands
 - Issue: Pay Setting provisions under Acq Demo particularly with regard to the hiring of other government candidates to broadband positions which encompass their current GS grade, are not being interpreted commonly across components.
 - Recommendations: No change (current pay setting provisions are appropriate).
 - Employee should be compensated based on their contributions rather than bringing them in with a promotion.