

Celebrating 25 Years of AcqDemo

For 25 years, the project has provided a system that retains, recognizes, and rewards employees for their contributions and supports their personal and professional development.

The DoD Civilian Acquisition Workforce Personnel Demonstration Project (AcqDemo) is celebrating 25 years of enhancing the quality, management, and professionalism of the DoD acquisition organizations and their 58,800 employees.

For twenty-five (25) years, the DoD Civilian Acquisition Workforce Personnel Demonstration Project (AcqDemo) has provided an inherently flexible pay and personnel management system enhancing the quality, management, and professionalism of the DoD acquisition workforce. The Human Capital Initiatives (HCI) directorate, under the Defense Acquisition University (DAU), manages the AcqDemo program across the DoD. Continuously seeking to improve efficiencies and flexibilities, HCI collaborates with stakeholders to streamline processes to make significant improvements to AcqDemo and enhance the quality and professionalism of the Acquisition Workforce.

AcqDemo Personnel Flexibilities:

The AcqDemo project strives to achieve the best workforce for the acquisition mission, adjust the workforce change, and improve workforce quality. Key features of the demonstration project include direct hire and streamlined hiring authorities and processes including a modified term appointment authority, broadbanding, a simplified classification system, and a Contribution-based Compensation and Appraisal System (CCAS). Broadbanding combines numerous occupational series into three career paths and groups several General Schedule grade levels into each broadband level with no steps. The simplified classification system replaces OPM classification standards with three contribution factors and replaces multiple position descriptions with generic position requirement documents. The CCAS links compensation to employees' contributions to the mission through annual contribution and performance appraisals.

Specific initiatives are:

1. Broadbanding
2. Simplified Classification System
3. Four External Direct Hiring Authorities
4. Simplified Hiring Processes
5. Expanded Supervisory and Managerial Probationary Periods
6. Expanded Detail and Temporary Promotion Authority
7. Voluntary Emeritus Program
8. Simplified, Modified Reduction-in-Force Procedures
9. Accelerated Compensation for Developmental Positions
10. Supervisory and Team Leader Cash Differentials
11. Contribution-Based Compensation Appraisal System (CCAS)

12. Academic Degree and Certification Training
13. Student Intern Relocation Incentive
14. Sabbatical

Join AcqDemo

HCI invites you to join AcqDemo and to review the demonstration project's flexibilities and streamlined personnel processes to understand how it may advance your mission's overall goals and support your Acquisition professional workforce. To participate, your organization must meet the following criteria: "at least one-third of the workforce participating in the demonstration project consist of members of the acquisition workforce; and at least two-thirds of the workforce participating in the demonstration project consist of members of the acquisition workforce and supporting personnel assigned to work directly with the acquisition workforce." DoD organizations interested in participating in AcqDemo can contact the author of this article at scott.wortman@dau.edu.

Scott Wortman is the DoD AcqDemo Program Manager, DAU/HCI at Fort Belvoir, Virginia. Additional information about AcqDemo to include training and guidance resources is available on the AcqDemo website (<http://acqdemo.hci.mil>).