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DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-4
600 ARMY PENTAGON
WASHINGTON, DC 20310-0500

DALO-FPZ-B

3 June 2005

MEMORANDUM FOR ASSISTANT G-1 FOR CIVILIAN PERSONNEL POLICY (DAPE-CP), ATTN: MS. MELINDA M. DARBY, 300 ARMY PENTAGON, ROOM 2C453, WASHINGTON, D.C. 20310

SUBJECT: Policy for CP-24 Merit Promotion Announcements in Grades GS-12 through GS-15 and Equivalent Grades

1. Effective immediately, the minimum area of consideration for all CP-24 Transportation and Distribution Management announcements will be as follows:

U.S. Army-wide for GS-12, GS-13 and equivalent grades. Department of Defense-wide GS-14, GS-15 and equivalent grades. These minimum areas of consideration are in keeping with the long held tradition in the U.S. Army to provide all career program participants the opportunity for new and different job opportunities, and to foster employment centers that bring in new people with new ideas and experiences. Since similar U.S. Army policies for minimum areas of consideration that had been in effect for many years are no longer clearly stated, we will reinforce the requirement. It is essential that career progression paths remain open for our intern program graduates, outstanding employees in somewhat lower average grade organizations, such as the installation transportation office, and other high potential employees.

2. Additionally, CP-24 policy continues to be in effect for mandatory offering of Permanent Change of Station (PCS) expenses for all CP-24 announcements in grades GS-12, and above and equivalent grades. The decision to authorize PCS expenses was unanimously agreed upon by the functional Command Career Program Managers at the Transportation Management Career Planning Board Meeting held in March 2000. Since then, we have been working with your office to establish this as U.S. Army policy for all civilian career programs. As you know, that has not yet happened. Vacancy announcements that state PCS expenses will not be paid places a financial hardship and impediment for what might be the best-qualified individuals, results in a de facto "hire from within" practice, restricts rather than encourages our civilians to seek broader experience levels and we believe is in conflict with the spirit and intent of equal employment opportunities (EEO) objectives, since all applicants would not receive equal employment opportunities. The EEOC Directive 715 reiterates the need to remove barriers to fair competition such as this. In order to make our career CP-24 civilians competitive with our industry partners and prior military Service members, offering the payment of PCS expenses is not an option.

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3. The above policies are critical as we ingrain joint and other service perspectives in our future civilian leaders. As transformation of the U.S. Army continues, these perspectives become more vital. The recruitment and exchange of our transportation and distribution personnel across the U.S. Army and other Service and Defense agencies will result in a stronger, more effective and efficient workforce. We are convinced these policies are in the best interest of the U.S. Army, and we urge you to expand them U.S. Army-wide.

4. Please disseminate these policies throughout the personnel community. The point of contact regarding these policies is Ms. Ellen Savedge, DSN 826-6670, commercial (757) 878-6670, or e-mail: ellen.savedge@us.army.mil.



WILLIAM P. NEAL
Functional Chief's Representative
Transportation and Distribution Management
Career Program

CF:

Deputy Chief of Staff, G4, and Functional Chief, Supply, Maintenance and
Transportation and Distribution Management Civilian Career Programs,
500 Army Pentagon, Room 1E394, Washington, D.C. 20310
(LTG Claude Christianson)

DASA for Integrated Logistics Support, OASA (Acquisition, Logistics & Technology),
103 Army Pentagon, Room 2D5, Washington, D.C. 20310. (Mr. Wimpy D. Pybus)

Associate Director of Sustainment, Office of the Deputy Chief of Staff, G-4,
ATTN: DALO-SMZ-D, 500 Army Pentagon, Room 1E360, Washington, D.C. 20310
(Ms. Modell Plummer)