



New = Added since 9 Sep BRAC VTC



	<u>Initiative</u>	<u>Status</u>
1.	Last Duty Station Move	NDAA 2011
2.	Pay Retention	Other \$ initiatives
3.	Limited BRAC Direct Hire Authority	Data to CPMS Sep 09
4.	Direct Hire Authority – IT Positions	Included in #3
5.	Expedited Hire Authority – Acquisition Positions	185 On -Board
6.	CP Implementing Guidance	FRAGO Oct 09
7.	Streamline Reduction-In-Force Notification	Awaiting OSD sig
8.	Hiring Fairs	DC Oct 27, PR Oct 5
9.	OPM Admin/Clerical Pilot	Closes 21 Oct
10.	Military Spouse Appointment Authority	None recorded
11.	Civilian Spouse Hiring Authority	Closed – See #19
12.	Modification to Priority Placement Program (F)	Pilot approved



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Completed



On Track



Working w/Constraints



Closed

Initiative

Status

	13.	Exploit Data Mining Technology	DB access granted
	14.	DoD Job Exchange Program	None registered
	15.	Web-Based Tool for Job Seekers	Available 15 Oct
	16.	Referral Bonus Award	Currently available
	17.	CPOL Website Redesign	In process
New	18.	Automated Entrance on Duty (EOD)	Mar/Apr 2010
New	19.	Schedule A Term Appointment Authority (#11)	Request to OPM Oct 16
New	20.	One Time PPP Clearance	Elevated for higher review
New	21.	CAC Issuance	Multiple initiatives
New	22.	Augment CHRA With Out Placement Contract	Services begin Jan 2010



Issue – Issuing CAC to new employees takes too long

Background – Currently, it can take as long as two weeks after employee Entry On Duty (EOD) to receive a CAC. This delay hinders access to the installation, employees computer, etc.

Goal – Reduce unpredictability and issue CAC within two days of employee EOD



- Initiative # 1: Develop data interface between DCPDS “Futures” and DEERs
 - Enables issuance the first morning of Federal employment
 - CPMS and DMDC approval obtained, expected completion April 2010.
 - Key stakeholders**- AG-1CP, G6, CPMS, DMDC, Air Force, Navy, CHRA
- Initiative # 2: Automated Entrance on Duty (EOD)
 - Employee completes on-line prior to start date
 - EOD forms are immediately accessible to CPAC and processing division
 - Project funded for Army Publications Office development; IOC 2nd Qtr/FY10
 - Key stakeholders**- AG1-CP, CHRA, Commands, Army Publication Office
- Initiative # 3: New employee guest accounts in AKO prior to EOD
 - Develop streamline process for applicant guest accounts to enable EOD in processing and CAC issuance
 - Key stakeholders**- CHRA,G-6, New Employees, Commands
- Initiative #4: Support CAC Surges with Equipment/Staffing
 - Coordinate with HRC/DMDC for additional equipment and to increase staff as necessary at major BRAC installations to handle hiring surges
 - link CAC cards for access to local NIPRNET
 - Key stakeholders** – IMCOM, CHRA, G6, HRC, DMDC



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1	Task: Last Duty Station Move OPR: AG-1(CP) EPD	Status	Desired Outcome
	-Employee accepts move to new duty station -Return permanent change of station to place of actual residence after service agreement AO's: G-1 Steve Lewis OSD Alan Johnson	Submitted for NDAA 2011;OSD working to work in FY10 or early FY 11 legislation	To increase the number of BRAC'd employees willing to relocate
2	Task: Pay Retention for BRAC'd Employees OPR: AG-1(CP) EPD	Status	Desired Outcome
	-Employees authorized pay retention based on LP/LMS rate of previous assignment AO's: G-1 Beth Helmer OSD: Erin Gearhart	EPD pushing back on non-support from OSD. Will look at other \$ initiatives	To increase the number of BRAC'd employees willing to relocate
3	Task: Limited BRAC Direct Hire Authority (DHA) OPR: AG-1(CP) EPD	Status	Desired Outcome
	- Army wide BRAC request -DHA for series and grade levels at new locations where positions must be filled because current employees occupying positions will not relocate. AO's: Steve Lewis OSD Leigh Ann Watts	Template - Report of Occupations Impacted by BRAC at CPMS-request to OPM in process	Permits recruitment and fill of BRAC positions without using the competitive hiring process



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4	Task: Direct Hire Authority – Information Technology Specialist OPR: AG-1(CP) EPD	Status	Desired Outcome
	-OSD functional community manager identifying need by location and specialty area AO's: G-1 Sylvia Godfrey HRMD Karen Perkins	These positions are included in initiative #3	Permits fill of IT Specialists at BRAC locations without using the full competitive hiring process
5	Task: Expedited Hiring Authority for Acquisition Positions OPR: AG-1(CP) EPD	Status	Desired Outcome
	-Mid-level YA-02 and equivalent levels and higher level YA-03 and comparable levels -12 DAWIA Career Fields, including Contract Specialists AO's: G-1 Bill Zeigler ACC Sandy Swynenberg	Available since 24 Feb 2009; 185 on-board.	To appoint highly qualified individuals to acquisition positions without using full competitive process.
6	Task: CP Implementing Guidance – Annex U of Army Campaign Plan OPR: AG-1(CP) EPD	Status	Desired Outcome
	-Directs planning, preparation, communication and execution of BRAC actions -Defines roles and responsibilities at all levels -Guidance objective is to enable commanders to fully execute AO's: G-1 Rob McIlwaine/Sylvia Godfrey/Steve Lewis	Awaiting G-1 signature	To provide Army leaders a reference guide for executing their BRAC mission



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7	Task: Streamline Reduction-in-Force (RIF) Notification Requirements OPR: AG-1(CP) EPD	Status	Desired Outcome
	<ul style="list-style-type: none"> -Must still report numbers to the Assistant G-1 for Civilian Personnel -Formal notification requirements for non-BRAC RIF actions remain in place AO's: G-1 Bill Zeigler OTJAG Susan Henry	Awaiting USD (P&R) signature	Reduces RIF notification requirements for BRAC activities
8	Task: Hiring Fairs OPR: ACOMS, ASCCs & DRU	Status	Desired Outcome
	<ul style="list-style-type: none"> -Washington, 27 Oct- 5 Oct - PR -Opportunities to use Expedited Hiring Authority for Acquisition Positions not available -Fill BRAC and Expeditionary Workforce vacancies. AO's: G-1 Rhonda Kolonich DoD Carin Otero OPM Tara Ricci	ACOMSs, ASCCs & DRUs coordinate with CHRA	To provide managers with opportunities to hire a large number of applicants
9	Task: OPM Administrative and Clerical, GS-300-4/5 and GS-318-4/5; GS-203-5 Army specific OPR: AG-1(CP) EPD	Status	Desired Outcome
	<ul style="list-style-type: none"> -OPM to assist in recruiting some clerical positions -Projected to reduce fill-time by 30 days -Participants: HRC and AAC at Ft Knox AO's: G-1 Rhonda Kolonich OPM Tara Ricci	Vacancy announcements close 21 Oct or when list reaches 1,200	To augment CHRA capacity by using OPM to produce referral lists



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10	Task: Spouse Programs OPR: AG-1(CP) EPD	Status	Desired Outcome
	Military Spouse Appointment Authority- EO 13473 -Non-competitively appoint military spouses -Office of Management and Budget published in Federal Register. AO's: G-1 Beth Helmer	Effective date for use - 11 Sep 09. No appointments have been made as of 14 Oct 08	Provides commanders an additional appointment authority at BRAC sites
11	Task: Spouse Programs OPR: AG-1(CP) EPD	Status	Desired Outcome
	Civilian Spouse Hiring Authority -Non-competitive hiring authority for non-Federal spouses of Civilian employees affected by BRAC -Parallels E.O. 13473 for military spouses. -Requires Office of Personnel Management approval AO: G-1 Steve Lewis	Not supported- closed. Pursuing Schedule A appointing authority (see initiative #20)	To increase the number of BRAC'd employees willing to relocate
12	Task: Spouse Programs OPR: AG-1(CP) EPD	Status	Desired Outcome
	Modification to Priority Placement Program (PPP), Program F -PPP for spouses who are Federal employees in their own right working in non-DA agencies AO: G-1 Sylvia Godfrey	Pilot approved for members at Fort Monmouth who are moving to APG	To increase the numbers of employees willing to relocate



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13	Task: Exploit Data Mining Technology OPR: AG-1(CP) EPD	Status	Desired Outcome
	-Two pilots which focus on Contract Specialists and Electronic Engineers -Data mine USAJOBS/ Monster.com, PPP AO's: G-1 Beth Helmer (USAJOBS) & Steve Lewis (PPP) AMC- Judy Anstine ASA ALT-Carolyn Creamer DoD-OSD Arleene Ehrbar	Training provided to AOs mid August; access to OPM DB granted. AMC/ASA ALT training managers on use	To increase applicant pool by data mining employment data bases for individuals who possess required competencies
14	Task: DoD Job Exchange Program OPR: AG-1(CP) EPD	Status	Desired Outcome
	-Potential for BRAC affected employee to remain in Federal service -Avoids costs associated with separating an employee: Severance pay, Un-employment Compensation, and Health and Life Insurance -Requires manager's concurrence AO's: G-1 Bill Zeigler DoD Bobby Winn	Available now for immediate use; Currently no Army registrations	Automated tool which allows a BRAC affected employee wanting to remain in Federal service to exchange jobs with a non-BRAC affected employee



Completed



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15	Task: Web-based Tool for Job Seekers OPR: AG-1(CP) EPD	Status	Desired Outcome
	-Web-based tool that identifies BRAC vacancies by series, grade and location. -Open to the public. AO's: Richard Shaffer	Available 15 Oct	To provide job seekers with a tool which indicates future BRAC vacancies
16	Task: Referral Bonus Award OPR: AG-1(CP) EPD	Status	Desired Outcome
	-Approvals of Referral Bonus Awards are restricted to hard to fill, mission critical positions. -Maximum award amount is \$1,000.00 and/or 20 hours time off AO: Richard Leviner	Currently available- numbers available in Nov	Incentive to refer non-Army individuals for vacancies in hard to fill or critical positions
17	Task: Redesign CPOL Website	Status	Desired Outcome
	-Redesign current CPOL Website -AO's: AG-1 Bill Mansell	Funding secured; using current contract with LM to develop phased approach and quick wins	A new, improved, progressive web-site that is more user friendly than current site



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18	Task: Automated Entrance On Duty (EOD) Processing Tool OPR: AG-1 CP- CISD, CHRA	Status	Desired Outcome
	- Facilitate timely in-processing by eliminating mailing/faxing forms AO's: Steve Costner./ Kathy Conte	Target IOC in Mar/Apr 2010	Employee completes on-line in-processing prior to start date
19	Task: Schedule A Excepted Service Term Appointment Authority OPR: AG-1(CP) EPD	Status	Desired Outcome
	- Non competitive Schedule A appointing authority, term positions this will include spouses of civilian employees impacted by BRAC - Provides AO's: Steve Lewis OSD: Lee Ann Watts	DoD request to OPM 16 Oct	To increase number of employees willing to relocate
20	Task: One Time PPP Clearance OPR: AG-1(CP) EPD	Status	Desired Outcome
	-Allows for a one-time clearance of PPP for BRAC and in-sourcing positions AO's: G-1 Bill Zeigler, Steve Lewis CPMS: Jeff Nelson	Not supported by PPP Advisory Review Board – Elevated for higher-level review	Streamline PPP process to avoid multiple clearances of PPP



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21	Task: Provide Early CAC Issuance OPR: CISD	Status	Desired Outcome
	-Provide CAC to new employees within two days of EOD -- Working (4) initiatives to expedite CAC release to new employees AO's: Bill Mansell and Candace Rehling	-- DMDC approval of IT interface solution -- Automated EOD project funded	Enable CAC issuance on first day of Federal employment
22	Task: Augment CHRA w/ Out Placement Contract OPR: AG-1 CP	Status	Desired Outcome
	-Provide outplacement personnel services to employees who require them - Augment AO's: Rob McIlwaine	Service to begin Jan 2010	Smooth transition from Army workforce. Augment CHRA to reduce workload associated with BRAC