



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1
300 PENTAGON
WASHINGTON DC 20310-0300

DAPE-CPZ

APR 17 2008

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Area of Consideration – Department of Defense (DoD) Nonappropriated Fund (NAF) Interchange Agreement

1. The NAF Interchange Agreement allows certain DoD NAF employees to be appointed to positions in the Federal civil service competitive system without being referred from a civil service employment register. It also allows Federal civil service employees to be appointed to NAF positions noncompetitively.
2. You are encouraged, whenever practical, to extend the area of consideration for Army merit promotion announcements to all eligible NAF Interchange employees. Upon determining the extent of the area of consideration, managers should consider union agreements, and other local constraints.
3. This memorandum serves as a reminder that NAF employees are a valuable source of well-qualified candidates who hold a variety of positions that include information; financial and recreation management; business programs; and program planning, management and evaluation (enclosed). Because the activities, principles, missions and programs of the NAF and Appropriated Fund (APF) systems are sufficiently similar, the workforce knowledge and skill are compatible and interchangeable. The enclosure provides a more detailed listing of NAF positions. Accordingly, this guidance is provided to encourage consideration of NAF employees for APF jobs, as well as providing managers a larger candidate pool.
4. The point of contact for this action is Ms. Sandra Curran at 703-325-7762, DSN 221-7762, or email sandra.curran@us.army.mil.

FOR THE DEPUTY CHIEF OF STAFF, G-1:

Encl


SUSAN DUNCAN
Assistant G-1 for Civilian Personnel

DAPE-CPZ

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CF:

DIRECTOR, CIVILIAN HUMAN RESOURCES AGENCY

DEPUTY CHIEF OF STAFF FOR INTELLIGENCE, ATTN: DAMI-CP

OFFICE, ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND RESERVE
AFFAIRS), ATTN: SAMR-HR (MS. WARD)

OFFICE OF THE GENERAL COUNSEL, ATTN: SAGC (MS. JOHNSON)

OFFICE OF THE JUDGE ADVOCATE GENERAL, ATTN: DAJA-LE (MS. NUGENT)

NONAPPROPRIATED FUND AND APPROPRIATED FUND PROGRAMS

CYS: Child and Youth Services Coordinator, Child Development Center Director, Family Child Care Director/Coordinator, Supplemental Program and Services Director, School Age Services Director, Youth Services Director, Training and Curriculum Specialist, Training and Programming Specialist, Program Specialist/Analyst.

Recreation Management: Community Recreation Director/Officer, Outdoor Recreation Chief/Specialist, Community Recreation Specialist, Sports Specialist, Arts and Crafts Specialist, Automotive Crafts Manager/Specialist, Entertainment Director/Theatre Specialist/Music Specialist, Leisure Travel Manager, Special Events Coordinator.

Lodging/Hospitality Management: Armed Forces Recreation Center General Manager, Hotel General Manager, Housing Management Specialist, Executive Chef, Food and Beverage Manager/Specialist.

Business Programs: Community Operations Chief/Manager, Golf Manager, Golf Course Superintendent, Bowling Manager, Club Manager, Business Manager, Business Consultant.

Financial Management: Accountant, Auditor, Banking Specialist, Investment Specialist, Budget Analyst, Financial Analyst, Financial Manager/Program Analyst (Financial), Resource Manager/Financial Specialist.

Information Management: Senior Staff Analyst, Systems Analyst, Network Engineer, Information Systems Program Manager, Information Services Officer, Systems Administrator, E-mail Administrator, Information Assurance Officer, Computer Specialist, Programmer.

Installation Activities and Support Services: Director, Family and Morale, Welfare and Recreation (DFMWR), NAF Support Manager, Marketing Specialist, Contract Specialist, Procurement Specialists, Instructors, Supply Specialist, Maintenance Manager, Recycling Manager, Human Resources Officer/Specialist.

Program Planning, Management and Evaluation: Supervisory Program Analyst, Program Analyst, Management Analyst, Administrative Officer, Support Services Officer, and Program Evaluation Analyst.

Army Community Service: Army Community Service Director, Exceptional Family Member Program Manager, Financial Assistance/Planning Program Manager, Information, Referral and Follow-up Program Manager, Installation Volunteer Coordinator, Army Family Action Plan Program Manager, Army Family Team Building Program Manager, Outreach Program Manager, Relocation Assistance Readiness Manager, Social Worker/Social Services Representative, Employment Readiness Program Manager, Family Advocacy Program Manager, Mobilization/Deployment Program Manager.