



CECOM AcqDemo Newsletter

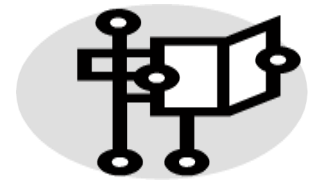
DoD Civilian Acquisition Workforce Personnel Demonstration Project

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AcqDemo Purpose

The Acquisition Personnel Demonstration (AcqDemo) Project is designed to improve the DoD workforce by providing employees with a flexible and responsive personnel system that rewards employee contribution and helps retain, attract, and motivate highly qualified acquisition professionals.



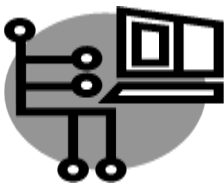
A primary goal of AcqDemo is to compensate employees appropriately for their individual contributions to their organization's mission and the value of their position. This goal promotes greater compensation for the highest contributors, encouragement for the lowest contributors to improve, and appropriate compensation for all levels in between. Equal with the need to appropriately recognize and compensate employee contribution is the need to effectively manage the compensation levels of the AcqDemo organizational positions.

Control Points

Control points are used to manage compensation within a broadband based on an organization's position management structure and assessment of the difficulty, scope, and value of positions developed. This helps ensure equality and consistency within the organization.

The AcqDemo Project requires a disciplined approach to cost control. Cost discipline requires a continued comparison with the Government-wide system to ensure an effective balance among cost, personnel management benefits such as improved communication, and greater recognition of higher contributors.

Look for the next edition of the CECOM AcqDemo Newsletter for some examples of control point settings within the broadbands.



Feedback

Please let us know what else you want to hear about the AcqDemo Project! Email ideas for future articles and updates to the AcqDemo team members at nathan.p.stocker2.civ@mail.mil or rhonda.y.smith12.civ@mail.mil. Visit the AcqDemo SharePoint site at <https://cecom.aep.army.mil/cecom/home/G1/acqdemo/default.aspx>.
