



DEPARTMENT OF THE ARMY
UNITED STATES ARMY COMBINED ARMS SUPPORT COMMAND
2221 ADAMS AVENUE
FORT LEE VIRGINIA 23801-2102

JAN 18 2017
CASCOM Policy 17-01

ATCL-DCG

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: CASCOM Policy Identifying the Minimum Area of Consideration for Vacancy Announcements

1. The purpose of this memorandum is to identify the CASCOM minimum area of consideration for vacancy announcements for civilian positions.
2. CASCOM values the diversity associated with its Civilian Workforce as a critical element to mission accomplishment. Part of the CASCOM culture is recruiting the best talent to fill its vacancies in order to posture ourselves in a manner to accomplish our mission. The Department of the Army (DA), through the Civilian Human Resource Agency (CHRA) mandates a minimum area of consideration when recruiting for civilian vacancies. This policy prescribes the minimum area of consideration that must be used for CASCOM, however, selecting officials may broaden their area of consideration pool at their election.
3. This policy requires that in addition to the DA minimum area of consideration, all CASCOM civilian vacancies will also be open to Non-Appropriated Fund (NAF) employees through the NAF Interchange Agreement. This agreement allows certain Department of Defense (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.
4. Therefore, when recruiting CASCOM civilian vacancies, the minimum area of consideration will be as follows (items denoted with an asterisk are DA mandated areas of consideration):
 - a. All current Army civilian employees.*
 - b. Applicants applying under the Veterans Employment Opportunities Act (VEOA).*
 - c. Applicants applying under the Military Spouse Preference Program (MSP).*
 - d. Applicants applying under the Interagency Career Transition Assistant Program (ICTAP).*

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e. Applicants applying under the NAF Interchange Agreement

5. NAF employees can be a valuable source of well-qualified candidates who hold a variety of positions and have a variety of backgrounds and experiences. Because many of the activities, principles, missions and programs of the NAF and Appropriated Fund (APF) systems can be similar in many instances, the workforce knowledge and skills can be compatible and most importantly, give our leaders an opportunity to solicit high quality talent from an often overlooked talent pool.

6. Questions regarding this policy should be directed to G1: Mr. Mike Parker,
michael.a.parker84.civ@mail.mil.



JOHN E. HALL
Deputy to the Commanding General

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