



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
WASHINGTON DC

20 OCT 2003

MEMORANDUM FOR ALMAJCOM/CE, AFCEE/CC, AFCESA/CC

FROM: AF/ILE-2

SUBJECT: Civil Engineer Career Program PCS Funding Shortfall

As you are aware, PCS moves for civilians in the Civil Engineer Career Program (CECP) are centrally funded thru HQ AFPC. Funding for this account has fallen short of requirements for several years, often delaying fill actions for months. During the later part of FY03, an AF/DP led integrated process team developed recommendations aimed at better defining/defending the annual requirement and properly managing execution within the budget. The Super Policy Council acted on these recommendations, and as a result, you will see changes in the management of career program PCS funding for FY04.

AFPC has developed a computer model that will be used to project annual PCS requirements for each career program. This model will be an important tool used to advocate for full funding of PCS requirements. It has already proven its value, when the FY04 PCS budget was increased significantly above the original programmed amount. However, as with most of our programs, the resources available were not adequate to cover the entire projected requirement.

Starting in FY04, the CECP will have a defined budget for PCS moves. While understanding that every civilian vacancy diminishes a unit's ability to support the mission, we must ensure our limited resources are applied against our highest priority positions. The ideal solution is one that would fully fund all moves. However, that wasn't possible. This November, the CECP Policy Council will be reviewing a prioritization plan that will be used to determine which moves will be funded during budget shortfalls.

The FY04 PCS budget for CECP is currently \$4.941M. The projected requirement for FY04 is \$5.785M. Due to this funding shortfall, it is necessary to change the funding policy for CECP covered positions immediately. Effective 1 Nov 03, the CECP will no longer fund PCS moves for external hires (i.e. anyone who is not a current Air Force employee). However, hiring officials may continue to request and select external candidates. In these cases, units would be required to fund the move.

Since accurately projecting requirements is difficult, an unexpected increase in retirements, transfers or overseas returnees can dramatically change costs. As a result,

we will closely monitor execution. We will expand or reduce PCS funding coverage, based on the aforementioned prioritization plan, as required to remain within budget.

I will forward the PCS prioritization plan following the November Policy Council meeting.

//signed//

KATHLEEN I. FERGUSON, P.E.
The Deputy Civil Engineer
DCS/Installations & Logistics