DEPARTMENT OF THE NAVY
NAVAL SUPPLY SYSTEMS COMMAND
5450 CARLISLE PIKE
PO BOX 2050
MECHANICSBURG PA 17055-0791

TELEPHONE NUMBER
COMMERCIAL
AUTOVON
IN REPLY REFER TO:
12713
SUP 33A1/133

25 JUL 2002

From: Executive Director

Subj: CHANGE TO AREA OF CONSIDERATION (AOC) ON JOB OPPORTUNITY ANNOUNCEMENTS (JOAs)

1. This guidance supersedes all previous guidance issued on this subject.

2. At the Board of Directors meeting held 6-7 May 2002, a decision was made to change the AOC for JOAs.

3. Effective immediately:

a. Vacancies at the GS-13 and above grade levels will use **Department of Defense** as the minimum AOC. This will provide the opportunity for internal as well as external candidates to compete for job opportunities and for current NAVSUP employees to apply for positions within our claimancy. We need to recruit as well as retain good talent. The AOC may be wider at the discretion of the activity as warranted.

b. AOC on all vacancy announcements (regardless of method of advertising) at the GS-11 and GS-12 grade levels will be **NAVSUP Claimancy-wide**, and AOC may be wider at the discretion of the activity as warranted.

c. For vacancies below the GS-11 level, commanding officers should explore all options and use the widest possible AOC to address both diversity and technical needs of the organization in an effort to obtain a sufficient number of well-qualified candidates.

d. This applies to all permanent positions.

e. If the position is temporary in nature it will be exempt from this guidance. If the position is temporary, but the announcement indicates it may be made permanent at a later date without further competition, it is subject to this guidance.

4. This does not have any effect on our Corporate Management Development Program (CMDP). We will continue to review CMDP candidates prior to advertising appropriate positions.

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5. The issue of Permanent Change of Station (PCS) must be addressed in your JOAs. If you have concerns about funding for a particular PCS, you may contact Mr. Mike Madden, our Assistant Deputy Comptroller, at DSN 430-1460 or 717-605-1460.

6. Activities are reminded of their obligation to send all vacancy announcements to the NAVSUP Public Affairs Office for posting to the NAVSUP Website. By copy of this letter, Human Resource Offices and Human Resource Service Centers are asked to ensure compliance with this policy.

7. NAVSUP's point of contact for this initiative is Mr. James Henneman at DSN 430-2312 or 717-605-2312.

JEFFERY G. ORNER

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