

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (MOA) is entered into between the Defense Finance and Accounting Service (Agency) and American Federation of Government Employees (AFGE), Council 171 (Union) for the purpose of implementing the **DFAS Policy Emphasizing Professional Credentials in Focused Professional and Analytical Series.**

The Career Program Working Group (CPWG) has defined the competencies needed to perform the work in the identified professional/analytical series, and has also identified the education, training and certifications critical to the development of employees assigned to these series. The parties agree that the Union may appoint one representative to serve as a member of the CPWG.

Regarding standardized selection criteria, the parties agree that the following point values may be used when assessing/considering experience, education and certifications, etc:

Experience:	0 - 55 pts.
Other (special skills, interview, performance, etc):	0 - 15 pts.
Education:	0 - 20 pts.
• Associates Degree	2-5 pts.
• Bachelors Degree	10-15 pts.
• Master's Degree or higher	15-20 pts.
Certifications:	0 - 10 pts.
• Secondary (1+)	3 pts.
• Primary (1)	8 pts.
• Primary + Secondary	10 pts.
• Primary (2+)	10 pts.

The parties understand and agree that although this may be one method by which the Agency may evaluate candidates, it is not the sole method for doing so and, at its sole discretion, the Agency reserves the right to make selections by using alternate methods, and may utilize additional or alternate selection factors and factor weights.

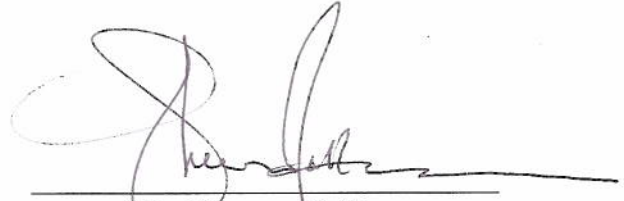
The parties acknowledge that OPM has established basic qualifications, and in some instances, positive education requirements for each series. Although degrees are not required for most professional series, to include the 501 series, the parties agree that it is beneficial to encourage and support employees in pursuing degrees.

This agreement will be effective upon its signing by the parties' authorized representatives and will remain in effect until superseded by a subsequent agreement.

This agreement signed, August ⁶ 5, 2008.

Handwritten signature of Frank A. Rock in blue ink, written over a horizontal line.

Mr. Frank Rock
President, Council 171

Handwritten signature of Sherman Patton in black ink, written over a horizontal line.

Mr. Sherman Patton
Agency Representative, LRO