


AUG 26 2014

MEMORANDUM OF AGREEMENT (MOA)  
ON  
Air Force Life Cycle Management Center (AFLCMC)  
Competency Assessment


1. The America Federation of Government Employees (AFGE) Council 214 and Air Force Materiel Command (AFMC), hereafter referred to as the Union and Management, hereby enter into this Memorandum of Agreement regarding subject assessment as it applies to bargaining unit employees covered by the Master Labor Agreement (MLA) between the parties.
2. The AFLCMC Competency Assessment is a comprehensive data gathering initiative aimed at determining the distribution of core skills within the eight major functional disciplines: EN, PK, FM, LG, PM, IT, IP, and HR. The assessment will be used to guide recruitment and employee development, with the aim of closing gaps in needed skills. The assessment is a cooperative process between the employee and his/her supervisor. Employees will be asked to assess their own competencies, which supervisors will validate. The resulting assessment will be incorporated into an AFLCMC "inventory of competencies."
3. The Parties agree to proceed with the competency assessment subject to the following provisions:
  - a. It is agreed that a high participation rate will provide more accurate and detailed results, but it is also agreed that participation will be strictly voluntary. This will be clearly communicated to each employee invited to participate. Management agrees not to coerce employees to participate, nor to penalize an employee in any way for declining to participate.
  - b. An employee's individual assessment will be treated as confidential personal information releasable only by the employee him/herself. Administrators of the assessment data will protect the confidentiality of individual responses and will guarantee that results are only reported at "aggregate" levels (i.e. functional category, installation, and Center).
  - c. The assessment is not intended and will not be used as an instrument of performance management. Supervisors will not retain or use a competency assessment to develop mid-term performance feedback or an annual performance appraisal. Upon the request of an employee, the supervisor will provide a copy and discuss the supervisor-validated assessment submitted for that individual.
  - d. Employees will be given duty time to submit a self-assessment.
  - e. After the first assessment is completed, the Parties will meet to discuss the impact and methodology of the assessment.

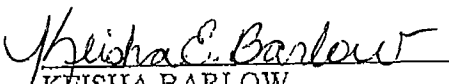
4. All remedies available under the MLA or 5 U.S.C. 71 will remain available to the parties if concerns cannot be cooperatively resolved.


For Management

  
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For the Union

  
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