



**DEPARTMENT OF THE ARMY**  
**OFFICE OF THE PROVOST MARSHAL GENERAL**  
**2800 ARMY PENTAGON**  
**WASHINGTON, DC 20310-2800**

DAPM-MPO-CP

1 October 2016

**MEMORANDUM FOR RECORD**

**SUBJECT: Career Program 19 (CP19) Governance**

**1. References:**

- a. AR 690-950, Civilian Career Management, draft revision July 2015.
- b. AR 350-1, Army Training and Development, 19 August 2014.

2. Background: AR 690-950 authorizes the establishment of governance boards to provide advisory services to both the Functional Chief (FC), the Functional Chief Representative (FCR), CP19 Manager, and the Command Career Program Managers. The CP19 Career Program Planning Board (CPPB) gives all 23 CP19 Command Managers a voice in the management and direction of CP19. This CPPB provides issues for the strategic planning for CP19's future to the Board of Directors (BOD). The BOD has final approval on all CP19 policy and programs. CP19 funds this training event each year (less rental car) for the command managers.

**3. The Career Program Planning Board (CPPB).**

a. CPPB Membership. Each Command is allocated one CP19 representative called the CP19 Command Career Program Manager (CCPM). This representative should be a senior Civilian assigned to CP19 who will also attend the CPPB during the annual meeting which occurs each year in the March/April timeframe. See enclosure 1 for the Army CCPMs.

**b. Functions of the CPPB. The annual CP19 CPPB will:**

- 1) Provide career management and strategic direction to develop and sustain a professional CP19 Civilian Corps to that supports Army readiness and mission assurance.
- 2) Advise and assist the FC, FCR and Program Manager in developing CP19 policy, and the Army Civilian Training Education Development System (ACTEDS) Plan.
- 3) Determine training requirements and evaluates the quality of training delivered to CP19 careerists In Support of (ISO) CP19 career development.
- 4) Ensure the relevancy of job-related criteria used in evaluating individuals for job referrals.
- 5) Ensure that CP19 ACTEDS resources are managed fairly and appropriately.
- 6) Recommends changes or modifications to the ACTEDS Master Training Plan

(MTP), Master Intern Training Plan (MITP), career ladders, competencies, and/or other elements of the CP19 ACTEDS Plan.

7) Furnish information to the FCR to support the programming and budgeting of ACTEDS resources.

4. Communities of Practice (COP) Representatives: In addition to the CP19 Command representatives, COP technical experts from CP19 occupational series will attend working group sessions of the CPPB to assist with select issues/initiatives of the board.

a. COP representatives will be selected by the CP19 Program Manager and usually be from the hosting location of the CPPB so as to not increase travel expense (if possible).

b. Below are the recognized COP Reps that may be asked to attend the CPPB:

- 1) 0072 Fingerprint Identification
- 2) 0080 Security Administration
- 3) 0083 Civilian Police
- 4) 0085 Security Guard
- 5) 0301 Administration and Program
- 6) 1801 General Inspection, Investigation, and Enforcement
- 7) 1810 General Investigation
- 8) 1811 Criminal Investigation
- 9) 1895 Customs and Border Protection

5. CP19 Board of Directors (BOD). The CP19 BOD is the final decision authority for the career program. The BOD will meet at the Pentagon at least once a year to approve products from the CPPB.

a. The CP19 BOD will:

- 1) Assist the FC/FCR to meet their responsibilities.
- 2) Forecast and plans for staffing needs.
- 3) Review proposals to change the CP19 policy.
- 4) Review the ACTEDS Plan.
- 5) Focus on overall career program service delivery.
- 6) Address issues impacting the future of the career program.
- 7) Be the final approval authority of CPPB products and policy for the CP.
- 8) Other actions as necessary

b. The BOD consists of the following members (All are voting members unless designated after position):

- 1) CP19 Functional Chief (Chair)
- 2) Functional Chief Representative (Co-Chair)
- 3) Deputy Provost Marshal General
- 4) CP19 Program Manager (non-voting)
- 5) CP19 U.S. Army Materiel Command Program Manager
- 6) CP19 U.S. Army Criminal Investigation Command Manager
- 7) CP19 U.S. Army Medical Command Program Manager
- 8) CP 19 U.S. Army Installation Management Command
- 9) CP19 Command Program Manager (rotating position)

c. BOD member additions, deletions or changes in rules will be actioned by vote—majority wins.

6. Administrative Procedures: Both the CPPB and BOD are voting bodies.

a. Majority vote prevails for the CPPB and the BOD. The Functional Chief may overrule any topic.

b. Each voting member on the CPPB is responsible for coordinating all CP19 activities throughout his/her Command.

c. Members from the CPPB will represent the overall CPPB at the BOD.

d. A quorum for the BOD is reached when at least 7 members are present.

e. For the adoption of a motion, at least two thirds of the cast votes must be affirmative.

f. With the approval of the FCR, COP representatives may be invited to provide technical assistance and/or presentations to the BOD.

g. The FC or the FCR may establish standing and ad hoc subgroups for long-term taskings and other specific issues in the CP.

7. Questions concerning this memorandum should be directed to the undersigned at 703-695-8872, DSN 225-8872, [dewayne.j.mcosker.civ@mail.mil](mailto:dewayne.j.mcosker.civ@mail.mil).



Dewayne McOsker  
Chief, Career Program 19

Encl

### **CP19 CPPB Membership**

CP19 Functional Chief Representative (Chair)  
CP19 Program Manager  
CP19 U.S. Army Materiel Command Program Manager  
CP19 U.S. Army Training and Doctrine Command Program Manager  
CP19 U.S. Army Forces Command Program Manager  
CP19 U.S. Army Medical Command Program Manager  
CP19 U.S. Army Special Operations Command  
CP19 U.S. Army Pacific  
CP19 U.S. Army Europe  
CP19 U.S. Army Central  
CP19 U.S. Army North  
CP19 U.S. Army South  
CP19 U.S. Army Africa  
CP19 U.S. Army Space and Missile Defense Command  
CP19 U.S. Army Intelligence and Security Command  
CP19 U.S. Army Criminal Investigation Command  
CP19 U.S. Army Military District of Washington  
CP19 U.S. Army Test and Evaluation Command  
CP19 U.S. Army Installation Management Command.  
CP19 U.S. Army Corps of Engineers  
CP19 U.S. Army National Guard  
CP19 U.S. Army Reserve Command  
CP19 U.S. Army Network Enterprise Technology Command  
CP19 Eighth U.S. Army Korea  
CP19 Office of the Administrative Assistant of the Army

Enclosure 1