



Defense Logistics Agency Pathways to Career Excellence Program

Conditions of Employment

1. The Defense Logistics Agency (DLA) Pathways to Career Excellence (PaCE) Program is designed to develop a cadre of highly qualified employees capable of contributing at the full-performance level with a high degree of technical competence and a broad understanding of the total DLA organization and mission.
 - a) Pacer positions require a security clearance. You must, therefore, be capable of qualifying for a security clearance. If you are unable to be granted, or to maintain, the appropriate clearance for your position, you may be separated from employment.
 - b) The first year, and possibly the second year, of the PaCE Program will serve as a probationary/trial period for some Pacers in accordance with the hiring authority.
 - c) Pacers may be required to travel frequently for training and developmental purposes and may perform one or more long-term TDY assignments dependent upon the career field.
 - d) Pacers may not necessarily remain in the same job series throughout the PaCE Program. In the event a reassignment becomes necessary, the employee's qualifications will be matched to the qualification requirements of available positions to the extent practicable, with the intent of maximizing the likelihood of successful performance. Pacers will be notified of reassignments in accordance with the provisions of Article 29 of the Master Agreement. Such notification will be in writing and will include the reason for the reassignment. The employee's personal situation will be considered at his/her request prior to a final decision on a reassignment.
 - e) Pacers will be required to satisfactorily complete all Program requirements for their career field as outlined in the Program of Development. Failure to do so may result in removal from the PaCE Program, reassignment, change to lower grade, or separation from Federal service.
 - f) Promotions are not guaranteed and are dependent upon successful completion of training and satisfactory job performance.
 - g) The PaCE Program is designed to be a two-year developmental program. DLA management officials can modify the training plan at any time to meet the needs of the Agency.

2. Agreement to Continue in Service. DLA has the authority to waive, in whole or in part, the obligation of Pacers to pay expenses incurred by DLA in connection with the two-year developmental program.

a) I AGREE that upon completion of the formal training received as a part of the DLA PaCE Program, I will serve in the Federal Service three times the length of the formal training period.

Example: One week class is equivalent to three weeks of Federal Service.

b) If I voluntarily leave Federal Service before completing the PaCE Program, I agree to reimburse the Federal Government for the tuition paid in connection with my development. The rate of reimbursement will be prorated based on the percentage of completion of obligated service.

c) I understand that any amounts, which may be due to DLA as a result of any failure on my part to meet the terms of these conditions, may be withheld from any monies owed to me by DLA, or may be recovered by such methods as are approved by law.

3. All Pacers are expected to complete all aspects of the program and will address any differences with the stated requirements identified above prior to formal enrollment in the program.

Your signature below indicates that you have read and understood all of the above conditions of employment.

Employee Printed Name

Employee Signature

Date

Supervisor of Record

Date