



TARGETED POSITIONS

Do trainees convert to AcqDemo prior to outplacing at their target grade?

How does this impact developmental GS employees?

I am currently in a GS-7-9-11 ladder position. How will transitioning to AcqDemo affect this?

Existing GS developmental employees are not converting into AcqDemo until they outplace or reach their target grade.

Individuals on GS targeted positions that are scheduled for conversion into AcqDemo after June 15, 2025, will convert to AcqDemo on a later date after reaching their full performance level on the GS side.

Once individuals reach their full performance GS grade, they can visit the AcqDemo conversion calculator to determine the calculated career path and broadband.

I am a Palace Acquire (PAQ) and will not be at full performance grade until after June 2025. Will I still see an increase in my pay scale?

For a trainee, the jump between grades is significant; will they still be honored?

How will this impact trainees on a GS-07, GS-09, GS-11, target GS-12 trajectory?

Acq



MYTH vs FACT

Demo

MYTH

During the transition from GS to AcqDemo we will lose out on an appraisal payout.

No, you should not miss out on either appraisal cycle. GS employees who have been assigned to their current GS position for 90 days prior to March 31, 2025, will receive an end of year close out for their DPMAP annual appraisal. Any awards (monetary and/or time off award) will be paid out Jun. 1, 2025. The June 15 conversion date allows employees to be eligible for an appraisal and associated compensation during the AcqDemo 2025 appraisal cycle, as they will have been assigned to an AcqDemo position for more than 90 days. Any awards from the 2025 AcqDemo cycle (monetary and/or time off award) will be paid out Jan. 2026.

MYTH

I will have to pay a Within Grade Increase (WGI) buy-in to convert to AcqDemo.

False. The buy-in, or WGI buy-in, does not mean the employee has to pay. In order to compensate employees equitably at the time of their organization's initial conversion into AcqDemo, adjustments to the employees' base pay for a step increase and/or non-competitive career ladder promotion will be made. This process is known as a "buy-in." Overall, it is a one-time pay adjustment to compensate employees for their time served in the GS system.

MYTH

AcqDemo is ending in 2026.

Since 1999, Congress has repeatedly extended AcqDemo's temporary authority, which now is set to expire Dec. 31, 2026. Currently, there is a legislative proposal to extend the authority five additional years. If not passed, the Department will request another extension in the FY26 NDAA. If Congress does not extend the authority for AcqDemo at that time, the AcqDemo program will terminate on Dec. 31, 2026 and organizations have six months to convert to the GS system.

**Additional information on AcqDemo is available at
<https://www.afmc.af.mil/Careers/AcqDemo/>**

Acq



MYTH vs FACT

Demo

It is difficult to get salary increases and awards.

MYTH #1

83%

of AFMC employees received a Contribution Rating Increase (CRI)/ salary increase

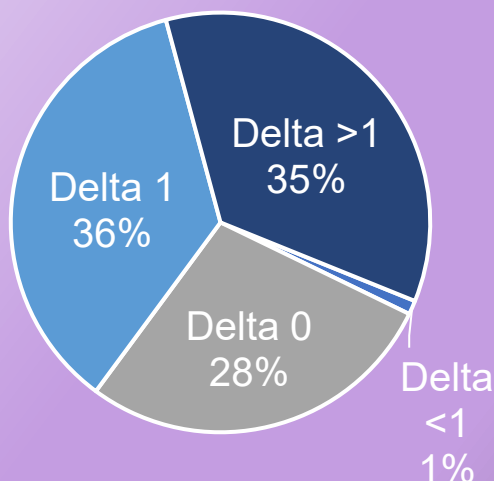
97%

of AFMC employees received a Contribution Award (CA) or annual bonus

It is hard to get a positive delta.

MYTH #2

AFMC Delta OCS



- A delta change refers to a shift in your overall compensation score (OCS).
- OCS is directly lined to your salary.
- The average AFMC Delta was 1.2.

I'll lose money not staying a GS employee.

MYTH #3

AcqDemo participants experienced higher average annual salary increases (5-7%) compared to General Schedule (GS) employees, who receive 2-3% annual pay increases (step and/or locality).



Salary Increase Trends: According to DoD reports

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