



United States Army Dental Command

CIVILIAN HUMAN RESOURCES UPDATE

March 2008

NEWSLETTER FORMAT EXPANDS

Beginning this issue, the Dental Command National Security Personnel System Newsletter is expanding to cover the full range of civilian human resources issues. "During the previous twelve months much of the Command's focus was on transitioning our non-bargaining unit employees into NSPS," said John Heath, Civilian Human Resources Manger. Now that these individuals have all converted to NSPS, there are a variety of other issues that merit coverage." A mix of NSPS and other personnel topics will be featured in the new monthly format. Employees are also encouraged to suggest topics for future issues by sending an e-mail to john.heath@us.army.mil.

ELECTRONIC RETIREMENT SYSTEM COMING SOON

The Office of Personnel Management has begun testing a new electronic retirement system to improve the quality and timeliness of retirement services to federal employees. Currently in use at the General Services Administration, the new system is schedule to be made available to DoD this year. It often takes months for federal employees to receive an accurate annuity payment when they retire, because OPM stores its paper-based retirement benefits documents in file cabinets in Boyers, Pennsylvania. By eliminating paper records, the new system is expected to help the government better manage the retirement benefits of the 60 percent of federal employees expected to retire during the next decade. The system provides internet-based tools for accessing accounts, retirement records, submitting transactions, monitoring claims and forecasting retirement income. Employees and retirees will be able to access the retirement information in a secure online environment.

MEASUREMENT COMPONENT KEY ELEMENT OF OBJECTIVE

The fiscal year 2007 mock and final pay pools validated that measurement components are essential element of a job objective. "Having measurement criteria better enabled panel members to objectively evaluate employee accomplishments," said John Heath, Pay Pool Administrator. "In cases where measurement criteria did not exist, the process became more subjective. Panel members had to make judgment calls as to what level employee performance was at." The fiscal year 2008 mock pay pools will take place this summer. The ideal scenario is to have measurable objectives in place for all NSPS performance plans by then so they can be validated as part of the mock process. During the session panel members will review objectives and provide constructive feedback as to how they may be standardized or improved. Objectives may be changed up until the final 90 days of the performance cycle (2 July 2008). A series of sample objective measurement criteria is available on the DENCOM web site. The document identifies ways to measure objectives based on quality, timeliness, quantity or cost.

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