



United States Army Dental Command

CIVILIAN HUMAN RESOURCES UPDATE

July 2008

PERSONNEL CHANGES REQUIRE CIVILIAN RATING ACTIONS

As personnel changes occur within your organization it is important not to overlook required performance plan actions. NSPS employees generally have two choices. After 2-JUL-2008 the outgoing supervisor can prepare an early annual appraisal. Early appraisals include final assessments and recommended ratings and are used in the final pay pool. Alternately the outgoing rating official may enter a closeout assessment (comments only) and transfer the plan to the new rating official. If a rater fails to do this, contact [John Heath](#) to have the plan reassigned. For general schedule employees, an early rating should be given if the rating official leaves within 120 days from the end of the employ's annual rating period.

HIERARCHY CHANGES USING CPOL

[Civilian Personnel Online \(CPOL\)](#) users with a manager or human resources tab can update NSPS rating hierarchies or establish a new external user My Workplace account. To accomplish this log onto the CPOL portal and retrieve an employee record. Click the Employee Info link and SSPH region. Select the appropriate rater and press Submit Rater Changes button. Changes are normally effective the next business day. If the required rater is not listed, select the Add Rater by Name button. Search for the new rating official and click the Add Rater to New Rater Dropdowns button. If you are unable to locate a military rater click the Add Military/External Rater button. Complete the form and submit the request. The new account should be available to add to the hierarchy within two business days.

ARMY CIVILIAN BENEFITS CENTER WEB SITE UPDATED

The Army Benefits Center - Civilian (ABC-C) has recently completed a major revision to their web site. The site has been redesigned to allow quick and easy access to information on new employee benefits, retirement, paying civilian deposits/re-deposits, military deposits, and other benefits topics. Employees can access the site at: <https://www.abc.army.mil>.

NEW DOD LEADERSHIP PROGRAM LAUNCHED

The new Defense Senior Leader Development Program provides a competency-based approach to the development of senior civilian leaders. By focusing on the enterprise perspective, DSLDP compliments, not duplicates, existing Army leader development initiatives. Learning opportunities include Joint Professional Military Education, developmental assignments, and defense-focused leadership seminars, to ensure application of critical leadership competencies in the national security environment. The 2-year program starts February 2009 and runs through September 2010. The suspense for nominations is July 18, 2008. For additional information visit: <http://cpol.army.mil/library/train/catalog/ch04dsldp.html>.

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