



*United States Army Dental Command*

# **CIVILIAN HUMAN RESOURCES UPDATE**

December 2008

## **IRS INCREASES TSP LIMITS**

The Internal Revenue Service has increased the limit governing 401(k) plans, the federal government's Thrift Savings Plan (TSP), and other similar programs from \$15,500 to \$16,500. The limit for defined contribution plans increased from \$46,000 to \$49,000. For additional information visit: <http://www.irs.gov/newsroom/article/0,,id=187833,00.html>. Employees age 50 or older during 2009 may also contribute up to \$5,500 in additional "catch-up" contributions if their regular contributions reach the \$16,500 limit.

## **JANUARY PAY INCREASE**

General Schedule employees will receive an average 3.9 percent pay increase on 4-January-2009. A portion of the civilian raise would be allocated for locality pay; the rest will go toward an across-the-board increase. Performance payouts for National Security Personnel System (NSPS) employees will also be effective the same date. NSPS pay increases may include multiple elements such as a rate range adjustment, a general pay increase, a performance based pay increase and a local market supplement adjustment.

## **FY2008 PAY POOLS COMPLETED**

The Dental Command NSPS pay pools have been completed for the fiscal year 2008 performance cycle. The pay pool panels reviewed 355 records this year. The average performance rating was 3.47, the average rating was 3.47 and the average share value was 1.9304%. Aggregate pay pool data along with objective and assessment tips from the pay pool panel members is provided online at: [www.dencom.army.mil/nsps/nspstools.asp](http://www.dencom.army.mil/nsps/nspstools.asp).

## **SCHEDULING OF UNUSED ANNUAL LEAVE**

The current leave year will end on January 3, 2009. In most cases, employees may carry over to the next leave year no more than 240 hours of accrued annual leave. They must use their excess annual leave by the end of a leave year or they will forfeit it. An agency may consider restoring annual leave that was forfeited due to an exigency of the public business or sickness of the employee but only if the annual leave was requested and approved in writing before the scheduling deadline date.

## **CIVILIAN EXPEDITIONARY FORCE UNDER DEVELOPMENT**

The Defense Department is moving forward with setting up a global expeditionary force for civilian employees. The idea is to have a cadre of civilians who can respond to long-term opportunities and crises such as hurricanes, tsunamis and earthquakes. Expeditionary force assignments will typically last six months to a year. Deploying civilians will receive cultural, language training and force protection training, and must meet medical requirements. When the assignment is over, employees will have return rights to their previous or similar job.

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