



*United States Army Dental Command*

# **CIVILIAN HUMAN RESOURCES UPDATE**

January 2009

## **OPEN SEASON EXTENDED**

The Open Season for the Federal Employees Health Benefit Program, Federal Employees Dental and Vision Insurance Program (FEDVIP) and the Federal Flexible Spending Account Program (FSAFEDS) has been extended through the end of January 2009. Changed made during the extended period may take one or more pay periods to be adjusted. For additional information visit: <https://www.abc.army.mil/BAL08-406%20Attachment.pdf>.

## **NEW PAY SCALES PUBLISHED**

The revised general schedule pay scales for 2009 are now available at: [www.opm.gov/oca/09tables/index.asp](http://www.opm.gov/oca/09tables/index.asp). The updated National Security Personnel System local market supplements will be posted to [www.cpms.osd.mil/nsps/compensation.html](http://www.cpms.osd.mil/nsps/compensation.html) this month.

## **CIVILIAN EDUCATION & TRAINING UNIVERSITY ESTABLISHED**

The Army is standing up a civilian university to better manage employee education and training. The university is less a physical entity than a governing headquarters that aims to better coordinate education programs. The move is part of a broader plan to centrally manage career development for the Army's 250,000 civilian employees, about 60 percent of whom do not have established career paths. By centralizing management the service plans to level the playing field for all civilians and gain a better understanding of the skills it must develop to meet long-term needs. Eventually, the service expects to create eight broad career tracks that will provide employees with a clear path for promotion and provide more visibility into opportunities elsewhere in the Army.

## **NSPS RECONSIDERATION PROCESS**

National Security Personnel Systems employees have 10 calendar days from the date their appraisal is finalized (on/about 7-JAN-2009) to request reconsideration of their final rating. Initial requests are reviewed by the pay pool managers. An additional review may be requested from the Performance Review Authority who is independent from the panel. A reconsideration template/guidance is available online at: <https://www.dencom.army.mil/nsps/nspstools.asp>.

## **FLU IMMUNIZATION FOR DIRECT CARE PROVIDERS**

The Assistant Secretary of Defense for Health Affairs is requiring that all civilian health care providers be immunized against seasonal influenza infection. Exceptions will be authorized for religious or medical reasons. Employees will be able to choose between an injectable or nasal vaccine. Civilian Personnel Advisory Centers will be leading negotiations to ensure local collective bargaining obligations are fully met before implementing this policy. Full implementation is planned for fall of 2009. For additional information visit: <http://mhs.osd.mil/Content/docs/pdfs/policies/2008/08-005.pdf>.

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