



*United States Army Dental Command*

# **CIVILIAN HUMAN RESOURCES UPDATE**

September 2009

## ***RATING DEADLINES APPROACHING***

Department of Army Civilians (DACs) covered by the National Security Personnel System (NSPS) and the Total Army Performance Evaluation System (TAPES) Senior System are due performance ratings in the coming months. The NSPS performance cycle ends September 30. Final ratings should be complete by October 23 using the online Performance Appraisal Application (PAA). The cycle for General Schedule (GS) employees grades 9 or higher ends October 31. Ratings are due November 30 using the DA Form 7222.

## ***NSPS TRAINING SCHEDULED***

Two NSPS final rating tele-training sessions are scheduled for Thursday, September 24, 2009. The programs will begin at 0800 central time and 1400 central time and are targeted to NSPS employees, raters and higher level reviewers. Topics covered include: final rating prerequisites, overview of final rating process, elements of effective assessment statements, approval of final ratings, review of the pay pool process, and post pay pool actions. Sites wishing to participate in one or both session(s) should e-mail the following information to [john.heath@us.army.mil](mailto:john.heath@us.army.mil): organization name, installation, preferred time(s), VTC ID number, VTC phone number and a local point of contact (name/number/email). An online version of the training will be made available for those unable to attend the live sessions.

## ***DIRECT HIRE FOR MILITARY SPOUSES***

The U.S. Office of Personnel Management (OPM) is issuing final regulations which establish a noncompetitive hiring authority for certain military spouses to positions in the competitive service. The intended effect of this rule is to facilitate the entry of military spouses into the Federal civil service as part of an effort to recruit and retain skilled and experienced members of the armed forces and to recognize and honor the service of members injured, disabled, or killed in connection with their service. The rule is effective on September 11, 2009.

## ***OPEN SEASON DATES ANNOUNCED***

The Federal Benefits Open Season will run from Monday, November 9, 2009 through Monday, December 14, 2009. During the annual Open Season, employees can enroll in, change or cancel their dental, vision and health plans or flexible spending account(s). Changes made will typically be effective in January 2010. Visit [www.opm.gov/insure](http://www.opm.gov/insure) to learn more about these Programs. Premium rates for 2010 will be posted mid-September.