



United States Army Dental Command

CIVILIAN HUMAN RESOURCES UPDATE

February 2010

FINAL PAY ADJUSTMENT DIFFERENCES

NSPS employees may have noticed that their final pay adjustments were slightly different than the 2906 addendums they received. For NSPS employees the January pay adjustment consists of three components: a performance pay increase, a performance bonus and a general increase. The pay pool determines the first two components. The President and Congress determine the last one. At the time the 2906 addendums were issued, the President had issued an executive order providing a 2% general pay increase for all Federal employees. Later congress modified the pay formula to include a 1.5% general increase and an average 0.5% locality payment. This resulted in NSPS dentists (who do not receive locality pay) only receiving a 1.5% general increase. Increases for other employees varied from 1.77% to 2.30% depending on your locality area.

NEW CIVILIAN RECRUITMENT WEBSITE LAUNCHED

In January the Dental Command launched its new civilian recruitment web site. Branded as the Civilian Dental Corps, the site provides users with comprehensive information on clinical employment opportunities within the command and real-time job vacancies. Each DENTAC will be provided access to post vacancies to the site and review received resumes. Individuals can access the site at www.civiliandentaljobs.com.

DIRECT HIRE RE-DELEGATION

Clinical direct hire authority has been delegated from the Secretary of the Defense to the Secretary of the Army. We are currently awaiting this authority to be delegated to the Medical Command. It is expected that this will occur by mid-February. Commanders will be notified as soon as it is. In the interim, if you have a critical need to hire a clinical civilian position sites should work with their local Civilian Personnel Advisory Center to publish a short delegated examining announcement open to all US citizens.

CREDIT FOR SICK LEAVE

Section 1901 of the 2010 National Defense Authorization Act allows Federal Employee Retirement System (FERS) employees to receive credit for unused sick leave. Unused sick leave will be used in the computations in the same manner it is used in Civil Service Retirement System (CRS). Individuals separating with title to an immediate annuity or who die leaving a survivor eligible for a survivor annuity will be entitled to credit for 50 percent of their unused sick leave. Effective for separations and deaths occurring on or after January 1, 2014, 100 percent of the unused sick leave will be available. For additional information visit: <http://www.opm.gov/retire/pubs/bals/2010/10-101.pdf>.

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