

March 21, 2007

NSPS PERFORMANCE CYCLE

Employees transitioning to the National Security Personnel System (NSPS) as part of spiral 1.3D will have a modified performance cycle for fiscal year 2007. During the first portion of the cycle employees will be covered by the Total Army Performance Management System (TAPES) on an interim basis. Upon conversion, employees will be placed on NSPS performance standards for the remainder of the cycle. No documentation will be issued for the interim TAPES period; however, employees may be recognized with Special Act, On-The-Spot, Time-Off, or Honorary Recognition for accomplishments during this time. NSPS performance plans will be established using the new online performance appraisal application. The first NSPS payout will occur in January 2008 covering performance from April 15 and October 31, 2007.

Performance System	FY07 Interim TAPES Begins	FY07 Interim TAPES Ends	NSPS Begins	NSPS Ends
GS-13 and Above	1 Jul 2006	14 Apr 2007	15 Apr 2007	31 Oct 07
GS 1-8 and GS 9-12	1 Nov 2006	14 Apr 2007	15 Apr 2007	31 Oct 07

PERFORMANCE OBJECTIVE WORKSHOP

On March 20, 2007 subject matter experts from across the Dental and Veterinary Commands participated in a performance management workshop designed to help establish a central objective library. During the event, participants received guidance on crafting SMART performance objectives and spent several hours developing and critiquing objectives for occupations ranging from Dental Assistants to Administrative Officers. The workshop resulted in 26 objectives being created to assist with the establishment of NSPS performance plans. A special thank you goes out to Laura Hays, Margaret Nunez, COL Dan Reese, Tim Schimmels, Raul Vizcaino and COL Ann Von Gonten for their participation in this important effort.

DID YOU KNOW?



All Army civilian employees now have access to My Biz. This online application enables users to access their personnel information 24 hours a day/7 days a week. Employees can view information on their Appointments, Position, Salary, Benefits, Awards/Bonuses, Performance and other Personal information. In addition, users can update certain data elements or initiate data corrections from within the site. All civilian employees are encouraged to review their My Biz records and update their e-mail address and language proficiency. To access the tool, log onto Civilian Personnel Online <https://acpol.army.mil/cpolmain> using your AKO account and open the Employee Data link found under the Employee tab.