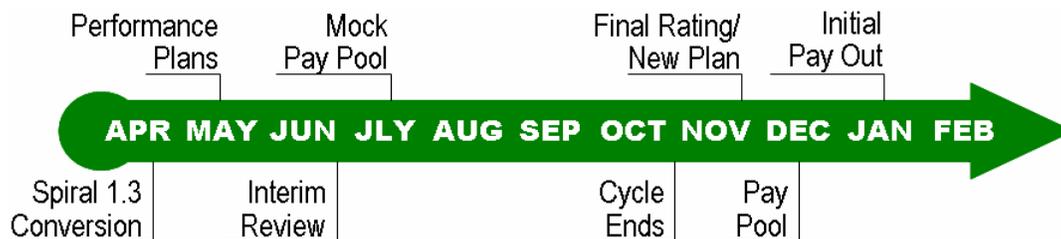


May 2, 2007

NSPS TIMELINE FOR SPIRAL 1.3 EMPLOYEES

The conversion of employees into spiral 1.3 of the National Security Personnel System (NSPS) marks the beginning of the Command's first NSPS performance cycle. This cycle commences with the establishment of performance plans and concludes with the first NSPS payout in January 2008. To accommodate the January payout, the initial NSPS performance cycle has been significantly compressed. The graph below identifies key milestones and dates for spiral 1.3 employees.



Performance Plan Deadline Approaching

Rating officials have until May 15, 2007 to establish performance plans for NSPS spiral 1.3 employees in the Performance Appraisal Application (PAA). These plans identify the objectives that individuals will be evaluated against during the cycle and play a key role in the NSPS performance management process. A list of performance management tools is available at: www.dencom.army.mil/nsps/nspstools.asp.

NSPS NPAs NOW AVAILABLE

Notification of Personnel Actions (NPAs)/Standard Form 50s documenting the NSPS conversion are now available for spiral 1.3 employees. Individuals can access their NPAs by logging onto www.cpol.army.mil and clicking on the employee tab.

NEXT WAVE OF CONVERSIONS TO OCCUR IN NOVEMBER

The next group of Command employees is scheduled to convert to NSPS on Sunday, November 11, 2007. This spiral will cover all remaining non-bargaining unit employees in DENCOM. Individuals occupying positions that are covered by a bargaining unit will remain in the General Schedule (GS) system until current NSPS legal activity is resolved.

DID YOU KNOW?



Employees can take a proactive role in the establishment of NSPS performance plans by inputting organizational mission, strategic goals and performance objectives into the performance appraisal application (PAA). Once these elements are loaded into the PAA, employees can transfer the information to their rating official for review. Regardless of who initiates the performance plan, an employee will have the opportunity to review and acknowledge it before the plan is finalized. For additional information on the PPA visit: www.chra.army.mil/nsps-training/how-to_videos.htm.