

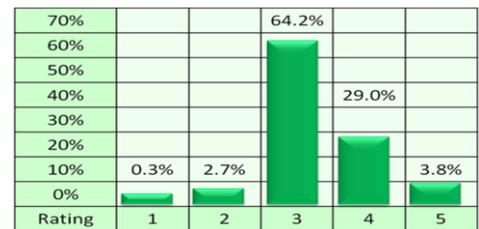
June 27, 2007

## INTERIM REVIEW FEEDBACK DUE

NSPS employees should be finalizing their interim review feedback in the Performance Appraisal Application (PAA) this week. This information will be reviewed during mock pay pools in July. General feedback will be provided afterwards to assist employees refine performance plans and assessment statements. All appraisal changes must be made by July 31, 2007 in order for them to be considered by the final pay pool panel. Once a rating official has saved their interim review feedback and ratings, an electronic version of the DD FORM 2906 (NSPS Performance Appraisal) should be sent to [dencom.paypool@amedd.army.mil](mailto:dencom.paypool@amedd.army.mil).

## DATA FROM SPIRAL 1.1 PERFORMANCE CYCLE RELEASED

The Department of Defense (DoD) has released payout data from the first NSPS performance cycle. Results show that the majority of Spiral 1.1 civilian employees were evaluated as level 3 "valued performers" and received a performance payout and Rate Range Adjustment (General Pay Increase). Over 74% of spiral 1.1 employees received two or more shares.



*Distribution of Spiral 1.1 ratings.*

## PAA TROUBLE SHOOTING GUIDE AVAILABLE

A new trouble shooting guide has been developed to assist users who are encountering difficulties with the NSPS Performance Appraisal Application (PAA). The guide provides solutions to the most commonly reported PAA issues. Users can access the publication online at:

[HTTP://CPOL.ARMY.MIL/LIBRARY/GENERAL/NSPS/DOCDIR/PAA%20TROUBLESHOOTING%20CHECKLIST%20V1\\_1.DOC](http://cpol.army.mil/library/general/nsps/docdir/paa%20TROUBLESHOOTING%20CHECKLIST%20V1_1.DOC)

## COMMAND PAY POOL INFORMATION FINALIZED

Basic information on the Command's pay pool structures, membership and timeframes for 2007 has been published to the DENCOM web site at: <https://www.dencom.army.mil/nsps/nspstools.asp>. NSPS employees will be provided a memorandum containing similar information.

## HISTORICAL APPRAISAL DATA

When data in the Performance Appraisal Application (PAA) changes a copy of the original information is stored in the PPA Completed Plans/Appraisals region. Users can view the historical data by clicking on the print icon for the appropriate record.

## Did You Know?



By default job objectives in the Performance Appraisal Application (PAA) are sorted by the date entered, then alphabetically. You can ensure that objectives print/display in the order that you would like by starting each objective title with a number. The number and title should be repeated in the job objective and self-assessment fields to make it easy for the pay pool panel members to associate information with the appropriate job objective.

NSPS Links: [www.cpms.osd.mil/nsps](http://www.cpms.osd.mil/nsps) • <http://cpol.army.mil/library/general/nsps>