

October 31, 2007

NSPS PERFORMANCE CYCLE ENDS

The Command's first NSPS performance cycle concludes today. Employees have until **7 November 2007** to document their contributions in the Performance Appraisal Application and transfer the information to their rating official. Assessment statements should cover accomplishments from the date the employee transitioned into NSPS (15 April 2007 for most) through 31 October 2007. Rating officials have until **16 November 2007** to complete their input and ensure their plans are in **Pending PPM Approval** status. On 20 November 2007 a script will be run that retrieves all appraisals in this status for the pay pool process. Resources to assist users complete their appraisals and prepare assessment statements are available online at: <https://www.dencom.army.mil/nsps/nspstools.asp>.

CREATING PERFORMANCE PLANS TRAINING SCHEDULED

Two tele-training sessions have been scheduled for 20 November 2007 to assist users establish NSPS Performance Plans using version 2.0 of the Performance Appraisal Application. This training is primarily for new NSPS employees/rating officials; however, others are welcome to participate. For additional information contact [John Heath](#) at 210-221-7966.

2008 NSPS PAYOUT PROCESS OUTLINED

The 2008 Government-wide Pay Increase (GPI) will be handled differently for General Schedule (GS) and NSPS employees. GS employees will receive a base salary increase and a locality pay increase. For NSPS employees:

- Local Market Supplements (LMS) will be adjusted to match GS locality rates (for employees that receive a rating of 2 or higher).
- 1.25% of the January 2008 GPI (not allocated for locality pay) will be added to the pay pool and distributed based on performance.
- The remaining portion of the GPI (not allocated for locality pay) will distributed as an across the board pay increase for employees with an acceptable performance rating.

The NSPS pay band floors will be adjusted by the remaining portion of the GPI. The top of the pay bands will be adjusted by the full amount of the GPI, not including locality pay. Pay bands for Dentists will mirror the Veteran Administration pay scale. Spiral 1 employees ineligible for a rating and all Spiral 2 employees will receive the equivalent of the full January 2008 GPI.

Did You Know?



Supervisors can now update the self service hierarchy for their employees directly by:

1. Logging onto www.cpol.army.mil.
 2. Clicking the Manager tab the clicking the Go button in the Employee Data region.
 3. Search for Employee.
 4. Select Employee Info link then the SSPH link.
 5. Select the rater from the list of values and press submit rater changes button.
- If the rater is not available on the list of values users can click the Add Rater by Name button to search for them. If the rater does not have an account click the Create an External Account button to initiate one.

NSPS Links: www.cpmc.osd.mil/nsps • <http://cpol.army.mil/library/general/nsps>