

December 12, 2007

NSPS RATINGS FINALIZED THIS WEEK

Command pay pool managers will make final decisions on NSPS ratings this week. Rating officials had until December 11th to provide the pay pool manager with additional information to support their recommended ratings. Pay pool managers will issue final decisions by the 13th and the human resources (HR) database will be updated on the 14th. Once the HR database is updated, final share values will be calculated.

Rating officials will be provided an addendum to the DD Form 2906 (NSPS Appraisal) the week of December 17th. This document will contain the Rating of Record, Number of Shares Awarded, Share Value, Payout Amount and Distribution. The payout represents one portion of an NSPS employee's January pay increase. NSPS employees who receive a local market supplement can expect a raise comparable to the GS locality rate adjustment. NSPS employees with a rating of two or higher will also receive a general pay adjustment. *Be aware that final payout amounts may be impacted by ongoing legislative initiatives.* NSPS employees who are not eligible for a rating this cycle (e.g. those hired after August 2nd or who have extensive non-paid hours) will receive the same pay increase as the general schedule.

Rating officials may begin sharing rating information with employees upon receipt of the 2906 Addendums. Note that the DD Form 2906 available through My Biz/My Workplace will continue to display "working copy" until the rating official documents the final rating communication date/method in the performance appraisal application (available on/about January 6th) and all rating data has been updated to match the pay pool results. Employees will have access to the completed DD Form 2906 via My Biz after January 6th. Employees have 10 days from the receipt of the completed appraisal to initiate a reconsideration request.

PROPOSED LEGISLATION LAYS FOUNDATION FOR NSPS EXPANSION

Last week House and Senate conferees passed authorizing legislation that would lay the groundwork for implementation of NSPS for bargaining unit employees. The agreement permits "national level bargaining," making the inclusion of collective bargaining employees into NSPS easier. It also keeps NSPS pay-for-performance elements intact. The legislation exempts wage grade employees from NSPS conversion. Collective bargaining/appeals would be covered by civil service law. The legislation is part of the fiscal 2008 defense bill expected to be passed this week.

Did You Know?



A new optional web-based training course is now available titled Pay Pools, Performance, and You. The course is designed to teach employees how the performance management and pay pool processes interact, the activities that occur during the phases, and the important role employees, rating officials and pay pool managers play in ensuring a fair and equitable system. The course may be accessed at www.cpms.osd.mil/nsps.

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