

December 26, 2007

## PAY POOL RESULTS PUBLISHED

Summaries of the FY07 pay pool results are now available online. The documents provide feedback from panel members regarding objective/assessment statement preparation and graphs of aggregate pay pool ratings/share distributions. Access the summaries online at:

<https://www.dencom.army.mil/nsps/nspstools.asp>.

## FINAL NSPS RATING STEPS OUTLINED

Appraisal addendum sheets have been distributed to rating officials. These documents identify final rating/payout information for each NSPS employee. Rating officials should share this information with employees prior to 06-JAN-08. Appraisals will be returned to rating officials by this date to input how/when the information was communicated. Once the data is updated and the objective ratings match the pay pool results, the "Working Copy" label will be removed from the DD 2906 (NSPS Appraisal) form. Completed appraisals will be available to employees from their My Biz account in early January. Employees have 10 calendar days from receipt to request reconsideration of their rating. A guide is available at: <https://www.dencom.army.mil/nsps/nspstools.asp>.

## NSPS PAY INCREASE CONSISTS OF MULTIPLE PARTS

The payout amount reflected on the DD 2906 Addendum represents one element of the pay increase that NSPS employees can expect to receive in January. In addition to a performance based pay adjustment and/or bonus, all NSPS who currently receive a Local Market Supplement will receive an adjustment in the amounts. The adjustment is expected to mirror the increase to the GS locality pay rates. NSPS employees rated two or higher will also receive a general pay increase.

## RECONSIDERATION REQUEST TIPS

Employees who elect to submit a reconsideration request are encouraged to address each objective separately. When proposing that an objective rating be changed, identify the objective requirement and how it was exceeded. Be specific, providing quantifiable data to support statements when possible. If requesting a contributing factor adjustment provide examples of actions taken or formal recognition received that would warrant an adjustment. Avoid repeating your job description or information already contained in the assessment statement. Use the reconsideration process to clarify or provide additional information relevant to your rating.

## DID YOU KNOW?



The FY07 NSPS payout averages for the Command are:

Rating:	3.44	Bonus:	\$501
Shares:	2.24	Salary Increase:	\$1,793
Payout:	\$2,305	Share Value:	2.4601%

The payout amount is calculated by multiplying the number of shares awarded, times the share value, times an employee's base salary.

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