

February 6, 2008

MY BIZ/MY WORKPLACE CAC LOGIN DELAYED

The Department of the Army has postponed plans to implement the Common Access Card (CAC) login for My Biz and My Workplace. Originally scheduled for a February implementation, the delay was needed to provide additional time to develop technical solutions to ensure that Army is able to deploy the streamlined login solution with as little adverse affect as possible. The revised implementation timeline will be distributed as soon as it is available.

MANY PERFORMANCE PLANS REMAIN INCOMPLETE

As of the end of January more than 50% of performance plans remained unapproved. Both higher level approval and employee acknowledgement must be recorded in the performance appraisal application before a plan is considered "approved". A reference guide outlining the steps required to establish and approve a plan is available at (<https://www.dencom.army.mil/nsps/nspstools.asp>). Additional assistance is available from Mr. John Heath at 210-221-7966 / DSN 471-7966.

FAVORABLE NSPS PAY RAISES REPORTED THROUGHOUT DOD

The NSPS Program Executive Office recently released aggregate payout data for the FY07 performance cycle. Over 93% of NSPS employees across DoD received pay raises and bonuses equal to or *greater* than the government-wide raise that Congress passed.

OPM ENDORSES PERFORMANCE BASED PAY

The Office of Personnel Management (OPM) has released a status report on performance-based Pay Systems (PPS) within the federal government. The report, based on agency data and evaluations, concludes that:

- PPSs have a stronger link between pay and performance than longevity-based systems.
- Achieving success entails significant effort, but pays off by achieving a results-oriented culture.
- Under PPSs, managers and supervisors manage performance more effectively.
- The ability to recruit and retain a high-quality workforce increases under PPSs.
- Payroll costs are being controlled, but cost discipline must be maintained.

The complete report is available online at <http://www.opm.gov/aps/reports/index.asp>.

Did You Know?



If a 2008 performance plan action is visible on the appraisal main page, the rating official needs to click on the blue **update** pencil and enter the **communication date/method** then press the **complete** button at the bottom of the screen. An appraisal is not complete until these steps have been accomplished.

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