

February 20, 2008

FY08 PAY POOL INFORMATION PUBLISHED

The following tables identify the makeup of the Dental Command fiscal year 2008 pay pools along with key NSPS performance management dates and business rules. For additional information on the NSPS performance management process, contact [John Heath](#) at 210-221-7966.

CONUS and Pacific Pay Pool # MC3W3U5AA1
Performance Review Authority
<ul style="list-style-type: none"> DENCOM CoS
Manager
<ul style="list-style-type: none"> CDR, GPRDC
Members
<ul style="list-style-type: none"> CDR, NARDC CDR, PRDC CDR, SERDC CDR, WRDC CDR, ADL
Key Dates
Mock Pay Pool: 14-15 MAY 2008
Final Pay Pool: 5-7 NOV 2008

Europe Pay Pool # MC3W3ZWAAA
Performance Review Authority
<ul style="list-style-type: none"> DENCOM CoS
Manager
<ul style="list-style-type: none"> CDR, ERDC
Members
<ul style="list-style-type: none"> CDR, Heidelberg DENTAC CDR, Landstuhl DENTAC CDR, Bavaria DENTAC
Key Dates
Mock Pay Pool: 1-2 MAY 2008
Final Pay Pool: 19-21 NOV 2008

Performance Appraisal Application Deadlines	
Task	Suspense
FY08 Employee Interim Assessment	11 APR 2008
FY08 Rating Official Interim Assessment	25 APR 2008
FY08 Employee Final Self-Assessment	10 OCT 2008
FY08 Rating Official Final Assessment	24 OCT 2008
FY09 Performance Plans	31 OCT 2008

Business Rules

1. Initial pay pool panel meetings will be face-to-face.
2. All pay pool members will attend and actively participate in the sessions.
3. Alternate pay pool members or observers must be approved by pay pool manager/administrator.
4. All pay pool members, administrators and observers will sign a confidentiality agreement.
5. Panel members will base rating on written records and panel member feedback.
6. Rating officials will have an opportunity to discuss changes with pay pool manager prior to action being finalized.
7. The contribution statements of all employees within the pay pool will be reviewed.
8. Aggregate pay pool data will be made available to employees.