What is NSPS?

- Performance Management system.
- Values Performance, Rewards Contribution, Promotes Excellence
- Streamlines Staffing
- Flexibility in assigning work
- Preserves benefits, rights and protections
Who does NSPS Impact

Currently:
All Non-Bargaining GS Employees
(approx 50 positions - MEARNG)
(approx 50 positions - MEANG)

Future:
Bargaining GS Employees
Wage Grade Employees
What NSPS Does **Not** Change

- Whistleblower protection
- Benefits (such as retirement, health, and life)
- Antidiscrimination laws
- Fundamental *due process*
- Allowances and travel and subsistence *expenses*
- Training
- Leave and work *schedules*
- Other personnel *systems in law*
- *Merit System Principles*
- *Prohibited Personnel Practices*
## GS vs. NSPS Classification

<table>
<thead>
<tr>
<th>GS</th>
<th>NSPS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupational Family</td>
<td>Career Group</td>
</tr>
<tr>
<td>Pay Plan (GS)</td>
<td>Pay Schedule</td>
</tr>
<tr>
<td>Grade</td>
<td>Pay Band</td>
</tr>
<tr>
<td>Occupational Series (#)</td>
<td>Occupational Code (#)</td>
</tr>
<tr>
<td>Title</td>
<td>Title</td>
</tr>
<tr>
<td>Over 400 OPM Classifications for GS</td>
<td>15 NSPS Standards</td>
</tr>
<tr>
<td>Standards</td>
<td></td>
</tr>
</tbody>
</table>
will be:

• Without reduction in pay.
• Based on the classification of your current permanent position of record.
• WGI adjustment (prorated).
  - Ex: Due annual WGI (step 1 to 2) on 1 Dec
    Would receive 5/6 (or 10/12) of the anticipated WGI
    pay would then be converted

• Salary will be then be based upon
  Career Group, Pay Schedule and Pay Band
Pay Upon Hire

Based on:

• Labor market considerations.
• Special requirements of a particular position.
• Level of education and experience of the candidate.
• Scarcity of qualified applicants.
• Program needs.
• Current salary of the candidate.
• Other appropriate criteria.
• NGB & State Policies
Pay bands combine a range of work into a discrete level. The NSPS pay system establishes a pay range for each pay band, with a minimum and a maximum pay rate for each of the following:

- **Pay Band 1**—Entry/Developmental
- **Pay Band 2**—Journey
- **Pay Band 3**—Expert
### Standard Career Group

#### Professional/Analytical

<table>
<thead>
<tr>
<th>PAY SCHEDULE</th>
<th>$15,000</th>
<th>35,000</th>
<th>55,000</th>
<th>75,000</th>
<th>95,000</th>
<th>115,000</th>
<th>135,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>YA</td>
<td>$25,195</td>
<td>$38,175</td>
<td>$85,578</td>
<td>$74,608</td>
<td>$124,904</td>
<td></td>
<td></td>
</tr>
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</table>

#### Technician/Support

<table>
<thead>
<tr>
<th>PAY SCHEDULE</th>
<th>$15,000</th>
<th>35,000</th>
<th>55,000</th>
<th>75,000</th>
<th>95,000</th>
<th>115,000</th>
<th>135,000</th>
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</thead>
<tbody>
<tr>
<td>YB</td>
<td>$16,352</td>
<td>$31,209</td>
<td>$54,649</td>
<td>$46,189</td>
<td>$71,965</td>
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<td></td>
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</tbody>
</table>

#### Supervisor/Manager

<table>
<thead>
<tr>
<th>PAY SCHEDULE</th>
<th>$15,000</th>
<th>35,000</th>
<th>55,000</th>
<th>75,000</th>
<th>95,000</th>
<th>115,000</th>
<th>135,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>YC</td>
<td>$31,209</td>
<td>$55,360</td>
<td>$106,186</td>
<td>$77,793</td>
<td>$124,904</td>
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<td></td>
</tr>
</tbody>
</table>

#### Student

<table>
<thead>
<tr>
<th>PAY SCHEDULE</th>
<th>$15,000</th>
<th>35,000</th>
<th>55,000</th>
<th>75,000</th>
<th>95,000</th>
<th>115,000</th>
<th>135,000</th>
</tr>
</thead>
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<tr>
<td>YP</td>
<td>$16,352</td>
<td>$31,209</td>
<td>$60,049</td>
<td>$55,360</td>
<td>$106,186</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*FY06 Base Salary ranges, excluding Local Market Supplements*
NGB Career Groups by Population and Percentage

- Standard Career Group (38044) 97%
- Investigative and Protective Career Group (217) 1%
- Medical Career Group (525) 1%
- Scientific and Engineering Career Group (620) 2%
Performance Management Cycle

• Entire Cycle – 1 Oct 07 thru 1 January 09

• Takes into account:
  - 1 Oct 07 – 30 Sep 08   Performance Rating Period
  - 1 Oct 08 – 1 Jan 09    Pay Pool Process / Shares / Payout
Performance Management Cycle

1 October 2007
- Conversion of GS, non-bargaining employees
- Adjustment of Pay
  (proportionally adjusted accounting for step increase)

1 Oct 07 – Performance Plan in place, cycle begins

**1 Oct 07 thru 30 Sep 08** – Performance/Appraisal Period (for all covered under NSPS)

1 Oct 08 – Performance Plan in place, annual performance cycle begins

31 Oct 08 – Completed Appraisals / Ratings due / Recommended payout

1 Nov 08 – 15 Dec 08 – Pay Pool process

1 Jan 09 - Performance Payout (1\textsuperscript{st} day of first pay period on/after 1 Jan)
Supervisor responsible for recommending:

- Rating of record
- Number of shares/chips (within Pay Pool)
- Payout distribution
Performance Indicators are established at both the 3 and 5 levels.

### Levels of Performance

**Rating Job Objectives**

<table>
<thead>
<tr>
<th>Level</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Employee exceeded the assigned job objective at a level of performance equal to, or above, the Level 5 performance indicator.</td>
</tr>
<tr>
<td>4</td>
<td>Employee exceeded the assigned job objective at a level of performance above the Level 3 indicator, but below the Level 5 performance indicator.</td>
</tr>
<tr>
<td>3</td>
<td>Employee met the assigned job objective at a level of performance equal to the Level 3 indicator.</td>
</tr>
<tr>
<td>2</td>
<td>Employee met the assigned job objective at a level of performance below the Level 3 Performance Indicator level or needed guidance and assistance beyond that described in the Level 3 indicator.</td>
</tr>
<tr>
<td>1</td>
<td>Employee failed to achieve the assigned job objective or failed in the performance of a single assignment where such failure had a significant negative impact on accomplishment of the mission or where a single failure resulted in or could result in death, injury, breach of security, or great monetary loss.</td>
</tr>
<tr>
<td>NR</td>
<td>Employee did not have an opportunity to perform the job objective because it became obsolete or could not be accomplished due to extenuating circumstances.</td>
</tr>
</tbody>
</table>
Pay Pool

- Shares in the pay pool are awarded as shown in the table:

<table>
<thead>
<tr>
<th>Rating Level</th>
<th>Share Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>5 or 6</td>
</tr>
<tr>
<td>4</td>
<td>3 or 4</td>
</tr>
<tr>
<td>3</td>
<td>1 or 2</td>
</tr>
<tr>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

- Share ranges allow further distinction between levels of contribution.

- Estimated share value is a percentage of salary.
Pay Pool

- Group of related employees who share a common source of funds available for distribution

- Funding source - money normally devoted to WGI's, performance incentives (such as QSIs) & promotions. May also include some portion of the General Pay Increase (determined by DoD)

- NGB allocation of funds

- Determination of payout based upon performance rating and Pay Pool Committee
Pay Pool

- Group

Available Money

= Distribution

- Available Money

- Distribution
Pay Pool Panel

Group of managers/supervisors who manage distribution of funds and reconcile ratings across the pay pool

Review recommended ratings of:
- record
- shares assignment
- payout distribution

May adjust ratings, share assignments and pay distributions (equity and consistency)
Other Performance Payouts

- Accelerated Compensation for Developmental Positions (ACDP)
- Discretionary Performance Payouts
  - Extraordinary Pay Increase (EPI)
  - Organizational/Team Achievement Recognitions (OAR)
• Organizational Hierarchy (need current Org Charts)
  - Defines supervisory/managerial flow

• My Workplace - a web-based self-service HR module that allows managers and supervisors access to information about their staff members. (restricted to ".mil" domain)
  - Establish performance plans
  - Provide feedback and appraise employee performance

• My Biz - Self-Service HR module that brings information from employees’ official personnel records to their workstations, on-line, real-time and secure (restricted to ".mil" domains).
• NSPS 101

• Pay Pool Manager’s Course
  - tentatively scheduled for June/July
  - ARNG Comptroller, Air Comptroller and HRO

• Local Training (coming soon!!) 2 day course