



NSPS NEWSBYTES



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Pay Pool Results Publication Timeline

General pay pool results for the January payout need to be communicated and available in writing by February 3, 2009 (SC1940.11.3.3).

*Reminder: When publishing data, charts from the CWB and/or PAT must **first** be converted to a bitmap file – if you paste a chart directly into a document, you risk sharing confidential personnel information.*

Published results **must** include:

- Number of pay pools
- Number of employees rated
- Rating and share distribution
- Average rating
- Average rating
- Average share assignment
- Share value (average share value if aggregated pay pool results are necessary)
- Average payout expressed as a percentage of base salary

DCO Session

The next DCO Session is 2 p.m.
Contact
HSara.pranio@navy.mil to recommend agenda items.

Save the Date

The NSPS PEO has slated March 16-19 in Southbridge, MA for its Leadership Conference. The DON NSPS Program Management Office will contact Command NSPS PMs with further details and participant information.

Viewing/Printing 2906

At this time, there is a problem with viewing/printing the DD2906 in PAA v.2.0 for Employee, Rating Official and Higher Level Reviewers. Pay pool administrators are able to print; a step-by-step guide for administrators has been posted to the Readiness Tool at [Hhttps://macbeth.cpms.osd.mil/H](https://macbeth.cpms.osd.mil/H). Refer to IT and Data Systems — DCPDS — PAA Version 2 Quick Guides.

NSPS Conversion Calculator not yet updated with 2009 Pay Information

Please note that the NSPS Conversion Calculator located at [Hwww.cpms.osd.mil/nsps/conversion/index.html](http://www.cpms.osd.mil/nsps/conversion/index.html) has not yet been updated with 2009 pay information. Any calculations done will not be accurate. An updated calculator is expected within the next several weeks.

Sharing Best Practices, Lessons Learned and Business Rules

Regularly, the DON NSPS Program Management Office collects and compiles lessons learned and business rules representing the Major Commands. Lessons learned are then shared with other pay pools and senior leadership. To help Commands as they go forward, the PMO requests that current business rules be forwarded to the PMO along with the Top 3-5 Lessons Learned and Top 3-5 Best Practices. Send info to Hmaria.kwon@navy.mil.

Readiness Tool Updated

There have been recent changes and updates posted to the Readiness Tool. Among the updates are matrices related to changes in the Enabling Regulations and Implementing Issuances and for the following courses: Introduction to Pay Pool Management, Performance Management (PM) for Employees, PM for Managers Supervisors, Pay Pool Management for Rating Officials and Employees.

Update on Automated Reconsideration Process

New for the 2009 payout is an automated **reconsideration** process that will be used for making changes to information in the PAA that result from reconsideration. Guidance on using the automated reconsideration process should be released on 25 January 2009. Changes to the PAA that need to be made as a result of a reconsideration should be held until release of the guidance. Questions should be directed to HdonNSPSfaq@navy.mil.



Subpart E Published

The final NSPS staffing regulation (Subpart E) was published in the *Federal Register* 16 January 2009. The regulation takes effect 60 days from the publication date, subject to the congressional Review Act. Once effective, the NSPS Enabling Regulations will be complete. Subpart E conforms to changes made in the Duncan Hunter National Defense Authorization Act (Public Law 110-417) (NDAA 2009), including application of government-wide collective bargaining rules and continues to preserve veterans' preference.

PMO Note

The DON has converted more than 60,000 employees to NSPS. Likewise, the DON NSPS Program Management Office's publication to Commands will take on a new name and a new look. Beginning with this issue, this publication will no longer be referred to "Implementation Newsbytes." The PMO now will distribute *NSPS Newsbytes*. It will continue to contain timely as information about NSPS as well as feature best practices from the field.

2009 Payout Summarized

Pay for NSPS employees receiving a "2" or higher consists of:

- Performance-based payouts (base salary increases, bonuses or a combination of both)
- NSPS general salary increase of 1.74% (equal to 60% of the GS increase — an amount equal to 40% of the GS increase is allocated to performance pay pool funds and distributed through the pay pool panel process for performance-based salary increases)
- Local market supplement (LMS) increases equal to increases in GS locality pay rates

Employees receiving a rating of "3" or higher are eligible for performance-based payouts. Following is an example using an employee located in Washington, DC with a final rating of **3-Valued Performer**, earning **2 shares**.

2008 Salary	
Employee's Base Salary	\$60,000
2008 DC LMS of 20.89%	\$12,534
Employee's previous adjusted salary	\$72,534
January 2009 Pay Changes	
Add NSPS General Salary Increase of 1.74% (\$60,000 X 1.74% = \$1,044)	\$1,044
New Base Salary	\$61,044
Employee receives \$2,700 performance-based payout of which \$1,620 is applied to base salary increase	\$1,620
New Base Salary	\$62,644
Add LMS; 2009 DC LMS is 23.10% (\$62,644 X 23.10% = \$14,475)	\$14,475
Employee's new adjusted salary	\$77,139
One-time performance-based bonus (\$2,700 – \$1,620).	\$1,080