



USAASC  
HR Summit  
March 23, 2010



# Future of NSPS

- National Defense Authorization Act (NDAA) FY 2010 repealed NSPS with an end date of January 1, 2012
- NSPS employees will return to the pay system held prior to conversion to NSPS without a loss in pay
- 10 December 2009, NSPS PEO guidance on filling NSPS vacancies during the NSPS transition period
- 29 December 2009, Army supplemental guidance
  - Develop and publish AcqDemo Supplemental Guidance
- As an **Exception to converting out of NSPS, DoD stated** “Positions filled in organizations converting from NSPS to the Acquisition Demonstration project pending extension of Acquisition Demonstration project and reestablishment of Acquisition Demonstration project infrastructure and policies.”



# Future of NSPS

- Vast majority of DoD to include Army will revert to GS by end of FY2010

## Army NSPS Transition Plan Date: 8 January 2010

<u>Component</u>	<u>Command/Organization/Element</u>	<u>Transition Date</u>	<u>Total NSPS Employees</u>			<u>Remarks/Notes</u>
			BU	NBU	Total	
<b>Army Spiral 1</b>	Civilian Human Resources Agency	9 May 10	0	3126	3126	
	<b><i>Subtotal, Spiral 1</i></b>	<b><i>9 May 10</i></b>	<b><i>0</i></b>	<b><i>3126</i></b>	<b><i>3126</i></b>	
<b>Army Spiral 2</b>	US Army Europe	23 May 10	0	1696	1696	
	US Army Element SHAPE	23 May 10	0	150	150	
	Joint Activities in Europe	23 May 10	0	699	699	
	US Army Pacific	23 May 10	0	590	590	
	US Military Entrance Processing Command	23 May 10	0	301	301	
	Space and Missile Defense Command	23 May 10	0	396	396	
	US Army Criminal Investigations Command	23 May 10	0	701	701	

**NOTE: Above schedule is for planning only and is subject to change based on DoD guidance and approval, funding availability, impact to mission, and availability of automation support.**



# Army NSPS Transition Plan

## Date: 8 January 2010

<u>Component</u>	<u>Command/Organization/Element</u>	<u>Transition Date</u>	<u>Total NSPS Employees</u>			<u>Remarks/Notes</u>
			BU	NBU	Total	
Army Spiral 2	US Army South	23 May 10	0	270	270	
	8 <sup>th</sup> Army	23 May 10	1	250	251	
	Joint Activities in Korea	23 May 10	0	45	45	
	US Army Corps of Engineers	23 May 10	43	17,129	17,172	
	US Army Special Operations Command	23 May 10	20	687	707	
	US Army Training and Doctrine Command	23 May 10	13	2681	2694	
	US Army Forces Command	23 May 10	13	1274	1287	
	US Army North	23 May 10	0	214	214	
	US Army Military Academy	23 May 10	2	128	130	
	US Army Accessions Command	23 May 10	90	2207	2297	
	<b>Subtotal, Spiral 2</b>	<b>23 May 10</b>	<b>182</b>	<b>29418</b>	<b>29600</b>	
Army Spiral 3	HQ Department of the Army	20 Jun 10	1	5902	5903	Not OASAALT , USAASC, ATEC
	US Army Military District of Washington	20 Jun 10	0	128	128	
	US Army Materiel Command	20 Jun 10	15	8155	8170	Not ACC, AMCOM. AMSAA, TACOM, TARDEC, ARDEC, SDDC

**NOTE: Above schedule is for planning only and is subject to change based on DoD guidance and approval, funding availability, impact to mission, and availability of automation support.**



# Army NSPS Transition Plan

## Date: 8 January 2010

Component	Command/Organization/Element	Transition Date	Total NSPS Employees			Remarks/Notes
			BU	NBU	Total	
Army Spiral 3	US Army Central	20 Jun 10	0	251	251	
	US Army Reserve Command	20 Jun 10	3	4101	4104	
	US Southern Command	20 Jun 10	0	288	288	
	US Army Network Enterprise Tech Command	20 Jun 10	1	1927	1928	
	US Army Medical Command	20 Jun 10	0	1532	1532	Not Health Care Acquisition Agency
	Joint Activities	20 Jun 10	0	94	94	
	Joint Special Operations Command	20 Jun 10	0	326	326	
	<b>Subtotal, Spiral 3</b>	<b>20 Jun 10</b>	<b>20</b>	<b>22704</b>	<b>22724</b>	
Army Spiral 4	Installation Management Command	15 Aug 10	33	10771	10804	
	Office of Chief, National Guard Bureau	15 Aug 10	8	380	388	
	<b>Subtotal, Spiral 4</b>	<b>15 Aug 10</b>	<b>41</b>	<b>11151</b>	<b>11192</b>	
Army Spiral 5	US Army Test and Evaluation Command	11 Feb 11	0	42	42	
	<b>Subtotal, Spiral 5</b>	<b>11 Feb 11</b>	<b>0</b>	<b>42</b>	<b>42</b>	
	<b>Grand Total</b>		<b>243</b>	<b>66,441</b>	<b>66,684</b>	

**NOTE: Above schedule is for planning only and is subject to change based on DoD guidance and approval, funding availability, impact to mission, and availability of automation support.**



# Army NSPS Transition Plan

Publish criteria for not previously under AcqDemo, **if any**, **January 2010**  
but desire entry to AcqDemo

Component	Command/Organization/Element	Transition Date	Total NSPS Employees			Remarks/Notes
			BU	NBU	Total	
	<b><u>Delayed Positions</u></b>					
	US Army Acquisition Support Center		1	2664	2665	Acquisition Demonstration Project
	US Army Test and Evaluation Command		1	2882	2883	Acquisition Demonstration Project
	US Army Medical Command			0	780	Physicians and Dentists
	US Army Medical Command		12	0	6749	Other health care professionals (subject to approval by DoD)
	US Army Medical Command		1	2183	2184	BRAC or RIF
	US Army Corps of Engineers		0	432	432	Engineers in New Orleans With TLMS
	Army Materiel Command		1	869	870	Science and Technology Reinvention Laboratories-
	Army Materiel Command		TBD	TBD	TBD	Acquisition Demonstration Project-numbers to be determined
	US Army Medical Command		TBD	TBD	TBD	Science and Technology Reinvention Laboratories-numbers to be determined
	US Army Corps of Engineers		TBD	TBD	TBD	Science and Technology Reinvention Laboratories-numbers to be determined

**NOTE: Above schedule is for planning only and is subject to change based on DoD guidance and approval, funding availability, impact to mission, and availability of automation support.**



# Army NSPS Transition Plan

## Date: 8 January 2010

<u>Component</u>	<u>Command/Organization/Element</u>	<u>Transition Date</u>	<u>Total NSPS Employees</u>			<u>Remarks/Notes</u>
			BU	NBU	Total	
	<b><i>DoD Positions Serviced by Army</i></b>					
	Office of the Secretary of Defense – Defense Micro-Electronics Activity		0	142	142	Included in 4 <sup>th</sup> Estate Plan
	Defense Security Cooperation Agency		0	111	111	Included in 4 <sup>th</sup> Estate Plan
	Defense Commissary Agency		0	914	914	Included in 4 <sup>th</sup> Estate Plan
	Defense Contract Management Agency		1	1544	1545	Included in 4 <sup>th</sup> Estate Plan
	US Marine Corps		0	32	32	Included in Navy Plan

**NOTE: Above schedule is for planning only and is subject to change based on DoD guidance and approval, funding availability, impact to mission, and availability of automation support.**



# Future of NSPS

- Former AcqDemo activities are exceptions/delayed conversion

OASAALT	PEO EIS	ATEC (less some test centers)	Army Contracting Command
HQ USAASC	PEO GCS	MEDCOM HCAA	AMCOM (less depots/arsenals)
PEO Ammo	PEO IEWS		TACOM (less depots/arsenals)
PEO Aviation	PEO Integration		AMSAA
PEO C3T	PEO MS		SDDC Acquisition Center
JPEO CBD	PEO Soldier		TARDEC (until implementation of S&T Demo)
PEO CS CSS	PEO STRI		ARDEC (until implementation of S&T Demo)

- Former AcqDemo activities to include the USAASC DRU (with exception of PM ECW) will stay NSPS
  - One more NSPS performance cycle through September 30, 2010
  - One more NSPS payout (January 2, 2011)
  - (T) February 13, 2011, revert to AcqDemo (DoD Civilian Acquisition Workforce Personnel Demonstration Project)

TBD but NLT 3 Jul 2010, best by 5 Jun 2010



# Future of AcqDemo

(DoD Civilian Acquisition Workforce Personnel Demonstration Project)

- Implemented on February 8, 1999.
- Currently over 2,300 AcqDemo employees, vast majority are bargaining unit employees (who were not eligible for NSPS)
- AcqDemo sunsets on September 30, 2012
- As an **Exception to converting out of NSPS, DoD stated** “Positions filled in organizations converting from NSPS to the Acquisition Demonstration project ***pending extension of Acquisition Demonstration project and reestablishment of Acquisition Demonstration project infrastructure and policies.***”



# CPAC Support

Classification: UNCLASSIFIED  
Caveats: FOUO

-----Original Message-----

From: Israel, Larry R CIV USA USAASC  
Sent: Tuesday, March 23, 2010 5:55 PM  
To:  
Cc: Subject: RE: New Job Descriptions (UNCLASSIFIED)

This is one of the issues we discussed at today's HR Summit. Jennifer and I discussed this evening, and she will ask CHRA if this guidance is Army policy for those organizations going into AcqDemo. Might get an answer before the conclusion of the HR Summit; otherwise will provide when we receive.

Larry Israel  
Chief, Human Resources Management Div  
US Army Acquisition Support Center  
703-805-1011/DSN 655-1011

-----Original Message-----

From: Tavares, Jennifer S Ms CIV USA  
Sent: Tuesday, March 23, 2010 2:54 PM  
To: Israel, Larry R CIV USA USAASC  
Cc: Martini, Sharon CIV USA; Zeitler, Timothy L Mr CTR USA USAASC  
Subject: New Job Descriptions (UNCLASSIFIED)

Larry - It is my understanding that one of the PEOs received guidance from the Fort Belvoir CPAC regarding the format for new position descriptions (PDs) which wasn't quite accurate. They were erroneously advised that all new PDs would need to be submitted in either GS or acquisition demo format - this is not true. I would like to clarify that you may continue to submit new PDs in the NSPS format until further notice. Please feel free to contact me if you have any questions.

Mr. Zeitler had also sent me an email regarding the time limits for term appointments. I have not received clarification yet, but have followed up. I will let you know as soon as I get the clarification.

v/r  
Jennifer Tavares  
Director, Fort Belvoir CPAC  
(703) 704-3003, DSN 654

Classification: UNCLASSIFIED  
Caveats: FOUO

From: Docherty, Jackie S CIV USA  
Sent: Tuesday, March 09, 2010 5:34 PM  
To: Zeitler, Timothy L Mr CTR USA USAASC  
Subject: RE: Please verify PD# AS338363

Mr. Zeitler,

Please do not load positions into FASCLASS as NSPS. All job descriptions are to be loaded as GS or DEMO even if the position builds will still be NSPS until the organization transitions out of NSPS. Thanks.

Jackie Docherty  
Ft. Belvoir Virtual CPAC  
DSN 793-3877



# CPAC Support

From: Salo, Tammy Mrs CIV USA

Sent: Wednesday, March 03, 2010 7:23 AM

Subject: Filling positions during the transition out of NSPS (UNCLASSIFIED)

As of 1 MAR 2010, for all positions not excepted\* by the 10 DEC 2009 guidance attached (exceptions are listed in section D of the Guidance Governing NSPS Transition Period Prior to Termination, which was an attachment to the PEO NSPS ltr dated 10 Dec 09, subj: Filling Vacancies During the NSPS Transition Period), the following applies:

- All announcements opened will be advertised as GS (or appropriate non-NSPS) positions
- All non-competitive movement of non-NSPS employees will be to GS (or appropriate non-NSPS) positions (including non-competitive appointments)
- All actions received for temp/term employees will be in accordance with GS timelines (applies to current NSPS employees as well) and no conversions to permanent will be authorized
- Reminder, management has discretion to move current NSPS employees non-competitively to other NSPS positions during the transition, or can choose to move NSPS employees to GS positions as long as there is no loss in pay.

\*Pipeline exceptions only apply to announcements opened before 1 MAR and non-competitive RPAs received by CHRA before 1 MAR.



# CPAC Support

From: Salo, Tammy Mrs CIV USA

Sent: Wednesday, March 03, 2010 7:23 AM

Subject: Filling positions during the transition out of NSPS (UNCLASSIFIED)

For clarification, the following applies to our customers:

- TACOM, PEO's and TCC are all proposed to convert out of NSPS to Acq Demo, therefore their NSPS positions will still be announced as NSPS. Any students in these organizations would be hired as GS eff 1 Mar 10 because the students will not be converting to Acq Demo.
- TARDEC is expected to convert out of NSPS to Lab Demo. TARDEC students would also convert to Lab Demo, therefore all NSPS in TARDEC should continue to be announced and filled as NSPS.
- Garrison, NEC and CPAC positions are expected to convert out of NSPS to GS, therefore effective 1 Mar 10, any positions in these organizations should be announced and filled as GS.

I know this can be confusing. We need to work together to ensure we all understand the guidance. If you have any questions, pls feel free to contact your servicing Human Resource Specialist or myself. As I receive further guidance on the transition out of NSPS, I will share it with you. As you receive guidance through your Chain of Command on this, pls share with us. Thanks.

Tammy



# Future of AcqDemo

(DoD Civilian Acquisition Workforce Personnel Demonstration Project)

- Implemented on February 8, 1999.
- Currently over 2,300 AcqDemo employees, vast majority are bargaining unit employees (who were not eligible for NSPS)
- AcqDemo sunsets on September 30, 2012
- As an **Exception to converting out of NSPS, DoD stated** “Positions filled in organizations converting from NSPS to the Acquisition Demonstration project ***pending extension of Acquisition Demonstration project and reestablishment of Acquisition Demonstration project infrastructure and policies.***”
- Proposed legislation to extend to 2020 signed by the USD (AT&L) February 12, 2010
- Coordination with Components completed February 26, 2010
- Expectation is for approval in the NDAA for FY2011
- (T) February 13, 2011 conversion from NSPS to AcqDemo

TBD but NLT 3 Jul 2010, best by 5 Jun 2010



# Proposed Legislation

## SEC. \_\_\_\_ . EIGHT-YEAR EXTENSION AND CODIFICATION OF AUTHORITY FOR DEMONSTRATION PROJECT RELATING TO CERTAIN ACQUISITION PERSONNEL MANAGEMENT POLICIES AND PROCEDURES.

### (a) CODIFICATION.—

(1) ENACTMENT IN TITLE 10 OF SECTION 4308 ACQUISITION DEMONSTRATION PROGRAM AUTHORITY.—Chapter 87 of title 10, United States Code, is amended by inserting after section 1761 a new section 1762 consisting of—

(A) a heading as follows:

**“§1762. Demonstration project relating to certain acquisition personnel management policies and procedures”;**  
and

(B) a text consisting of the text of section 4308 of the National Defense Authorization Act for Fiscal Year 1996 (Public Law 104-106; 10 U.S.C. 1701 note), revised as specified in subsection (b).

(2) CLERICAL AMENDMENT.—The table of sections at the beginning of subchapter V of such chapter is amended by inserting after the item relating to section 1761 the following new item:

“1762. Demonstration project relating to certain acquisition personnel management policies and procedures.”.

(b) REVISIONS.—The revisions to the text specified in subsection (a)(1)(B) are as follows:

(1) EIGHT-YEAR EXTENSION.—In subsection (f), strike “September 30, 2012” and insert “September 30, 2020”.

(2) RECOGNITION OF IMPLEMENTATION OF DEMONSTRATION PROJECT.—In subsection (a), strike “take such steps as may be necessary to provide for the commencement of a demonstration project, the purpose of which would be” and insert “carry out a demonstration project, the purpose of which is”.

(3) TECHNICAL AMENDMENTS RELATED TO CODIFICATION.—

(A) In subsection (b), strike “, United States Code,” both places it appears.

(B) In subsection (c)—

(i) strike “For purposes of” and insert “In”; and

(ii) strike “title 10, United States Code” and insert “this title”.

(c) REPEAL OF CODIFIED PROVISION.—Section 4308 of the National Defense Authorization Act for Fiscal Year 1996 (Public Law 104-106; 10 U.S.C. 1701 note) is repealed.



# Proposed Legislation

## Section-by-Section Analysis

This proposal would enable the extended conduct of the Department of Defense Civilian Acquisition Workforce Personnel Demonstration Project (AcqDemo) and codify AcqDemo in Chapter 87 of title 10, United States Code. The Department planned to allow the AcqDemo authority to expire in 2012 based on the planned transition to the National Security personnel System (NSPS). However, Section 1113, subsection (c) Public Law 111-84 of H.R. 2647 , National Defense Authorization Act for Fiscal Year 2010 directs the termination of NSPS and conversion of civilian employees back to the personnel system that previously applied not later than January 1, 2012. This proposal would enable continued operation of AcqDemo such that the Department can be in compliance with PL-111-84 and employees/positions eligible for AcqDemo may be converted to AcqDemo with the expectation that they would remain in the system without the disruption of conversion out in 2012. Extension of AcqDemo for the proposed eight (8) years would enable continued flexibility in personnel authorities and incentives to meet acquisition mission needs under existing personnel demonstration project conditions until such evaluation data supports permanent conversion to an alternative personnel management system or other action as directed.



# Proposed Legislation

## Section-by-Section Analysis

This demonstration project was being conducted prior to implementation of NSPS as a means to advance reforms in Defense Acquisition directed by the Clinger-Cohen Act of 1996. The AcqDemo design enabled incentivizing the civilian acquisition workforce within the Department to accomplish such reforms through application of various flexibilities in personnel management and performance management authorities. By all evaluations conducted within the Department and by external agencies such as Office of Personnel Management and Government Accountability Office, the AcqDemo design was producing positive workforce results in successfully applying flexible hiring authorities, management and development features and rewarding of high contributors to mission accomplishment. These key workforce results continue to be essential as we increase the size of the organic Defense Acquisition Workforce and accomplish further reforms in Department acquisition performance directed by the Weapons Systems Acquisition Reform Act of 2009. *AcqDemo is consistent with section 4703(f) of title 5, United States Code for labor-management relations.*



# Proposed Legislation

## Section-by-Section Analysis

**Budget (Cost/Savings) Implications:** The overall AcqDemo cost strategy is to balance projected costs with benefits of the demonstration. Typical personnel costs associated with actions such as promotions, performance increases and bonuses which are already funded within Department civilian labor budgets are not increased by operation of this design beyond what can be supported by historical spending, labor market conditions, and the fiscal condition of the organization. The funds budgeted for these costs are simply distributed differently among employees in AcqDemo based on performance/contribution to mission rather than longevity. As such, there are no cost/savings implications for this proposal. In addition, unlike those Department populations converting back to the General Schedule design from NSPS who will be placed on a GS grade and step, populations converting from NSPS to AcqDemo pay bands will be converted without change in salary at no additional cost.

**Unified Legislative Budget (ULB) Proposal Number:** N/A



# Proposed Legislation

**Department of Defense Priority:** Defense Acquisition is the key enabler of the Department's Legislative Priorities 1 (Prevail in today's wars) and 2 (Preserve and Enhance the Force). The capabilities of our force are grounded in how they are equipped to carry out and accomplish their assigned missions. This proposal enables flexibility in management of and incentives for the acquisition workforce to ensure those capabilities are optimized and provided to operating forces in the most efficient and effective manner.

**Resubmission Justification:** This proposal is being submitted for the first time.

**Reviewing Legal Counsel:** Ms. Nikki Hall, ODGC(P&HP), (703) 695-1078.

**AT&L Subject Matter Expert:** Carolyn Willis, OUSD(AT&L)/HCI, (703) 805-5916; Mary Thomas, OUSD(A)/DPAP, (703) 693-7895

**Changes to Existing Law:** This proposal would make the following changes:

Repeal section 4308 of Public Law 104-106, division D, title XLIII, Feb. 10, 1996 (10 U.S.C. 1701 note), as amended by: 1) section 845 of Public Law 105-85, division A, title VIII, November 18, 1997; 2) section 813(b) of Public Law 107-314, division A, title VIII, December 2, 2002; and 3) section 1112 of Public Law 108-136, division A, title XI, November 24, 2003.



# Update on Proposed Legislation

-----Original Message-----

From: Lee, Jerold A CTR USA  
Sent: Wednesday, March 24, 2010 8:49 AM  
To:  
Subject: Update on Extending AcqDemo

<http://www.govexec.com/dailyfed/0310/032310rb3.htm>

Go to the link above to read the story or see the summary below..

Check paragraph 7. Pentagon officials also should develop new regulations that include fair, credible and transparent methods for hiring and assigning civilian acquisition staff, and for appraising and rewarding employee performance, the report stated. In addition, the lawmakers recommended extending the Acquisition Workforce Demonstration Program, which focuses on improving personnel management policies and procedures. The five-year program is set to expire in 2012.

## HOUSE ARMED SERVICES COMMITTEE PANEL ON DEFENSE ACQUISITION REFORM FINDINGS AND RECOMMENDATIONS March 23, 2010

Page 2 of the report: The Panel believes that the Department should establish the acquisition workforce as a model within the Department for more flexible personnel management that rewards success and includes accountability. The Department's Acquisition Workforce Demonstration Program and the authorities in section 1113 of the National Defense Authorization Act for Fiscal Year 2010 provide a solid foundation for creating an acquisition workforce that will obtain the value the Department needs. To achieve this, the Department requires flexibility to efficiently hire qualified new employees, and to manage its workforce in a manner that promotes superior performance.

Using these tools the Department can develop new regulations for the civilian workforce which include fair, credible, and transparent methods for hiring and assigning personnel, and for appraising and incentivizing employee performance.

Page 40 of the report: Recommendation 3.3: The Department should incorporate lessons learned from and consider extending the Acquisition Workforce Demonstration Program.<sup>58</sup>

The Congress authorized the Secretary of Defense to undertake a demonstration program to determine the feasibility or desirability of various proposals for improving personnel management policies and procedures that apply to the acquisition workforce, and supporting personnel. This is currently a five year program, limited to 120,000, which expires in 2012. The Department should extend the successful elements of this program using the acquisition workforce as a model for managing its human capital.

58 Recommendation 3.3 was influenced by Chairman Andrews and Representative Cooper's input on the need to develop and adopt flexibilities for the management of the acquisition workforce.

Jerry Lee  
SAIC Contractor  
Supporting the U.S. Army Acquisition Support Center AcqDemo, NSPS, and DCIPS  
703-805-5498 or DSN 655-5498  
[jerold.a.lee@us.army.mil](mailto:jerold.a.lee@us.army.mil)

Classification: UNCLASSIFIED  
Caveats: FOUO



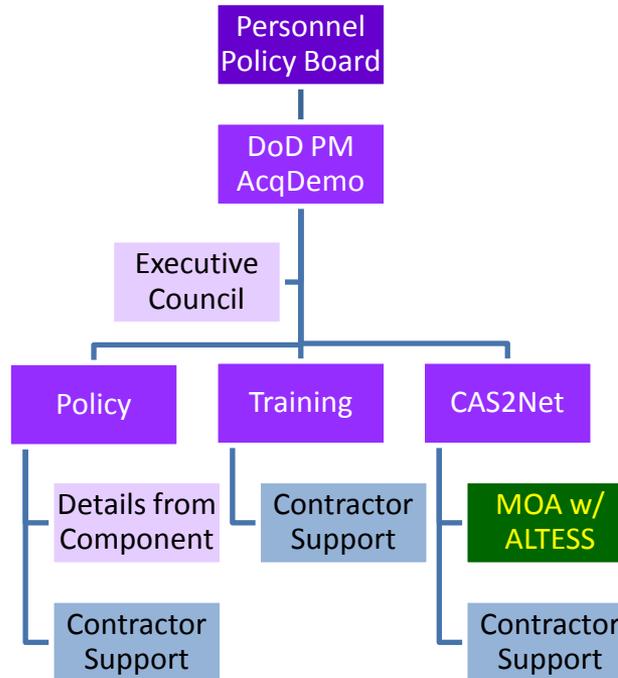
- Notification to Local Unions?
  - AFGE Local 909/2 (SDDC PARC/AQ Center)
  - AFGE 1092 (NGB PEO CIO)
  - AFGE Local 1502 (MEDCOM HCAA MAMC)
  - AFGE Local 1658 (PEO CS CSS, PEO GCS, PEO I, TARDEC)
  - AFGE Local 1904 (PEO C3T, PEO EIS)
  - NFFE Local 1363 (411<sup>th</sup> CSB/CCK)
- ❑ Work with DoD AcqDemo Program Office, and DoD and Army Labor Relations



As an **Exception to converting out of NSPS, DoD stated** “Positions filled in organizations converting from NSPS to the Acquisition Demonstration project pending extension of Acquisition Demonstration project and *reestablishment of Acquisition Demonstration project infrastructure and policies.*”

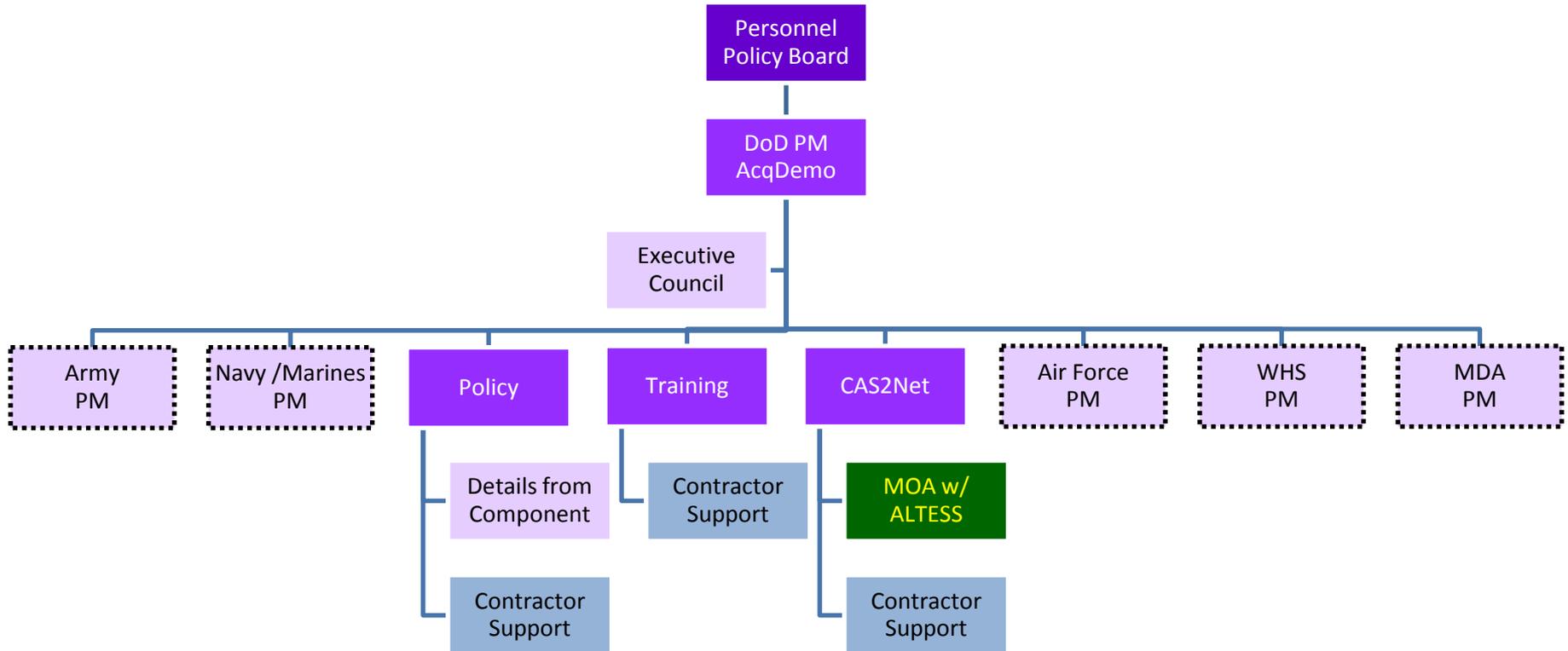


# AcqDemo Infrastructure - Past



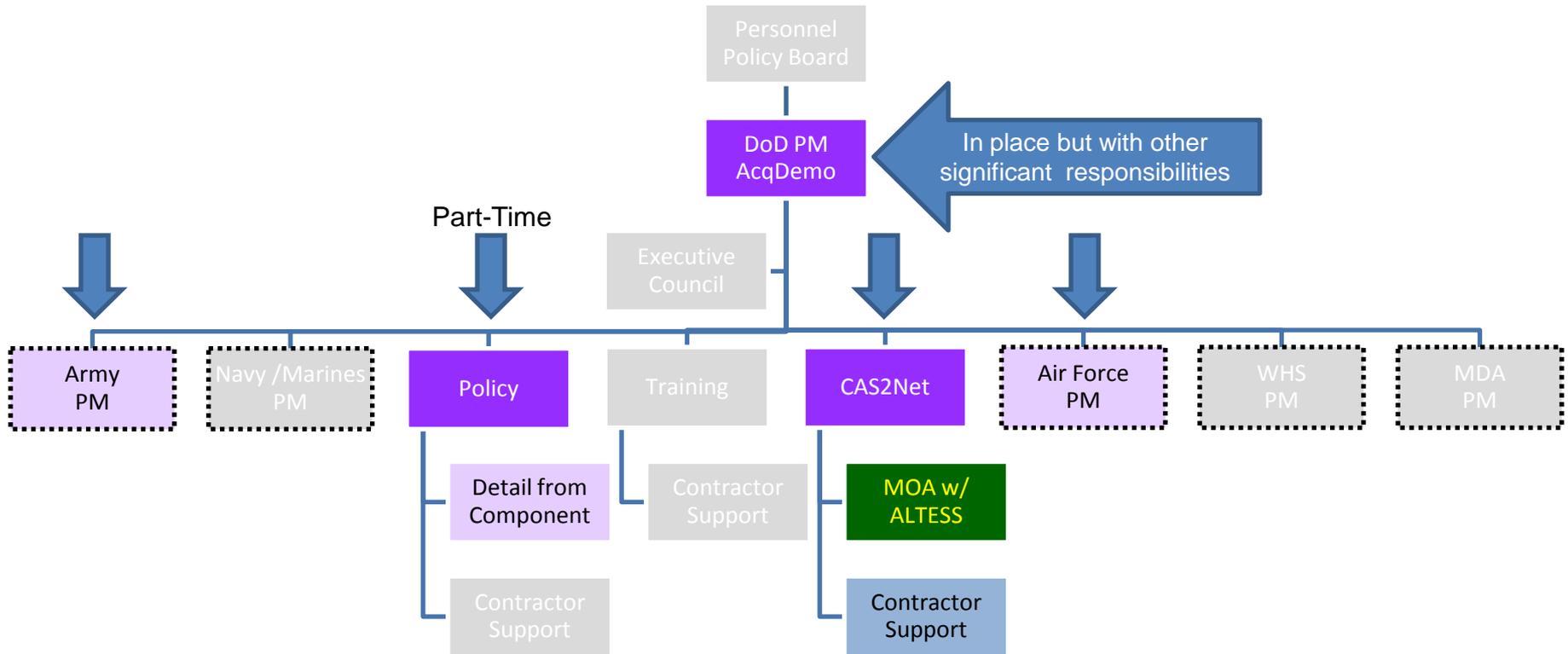


# AcqDemo Infrastructure - Past



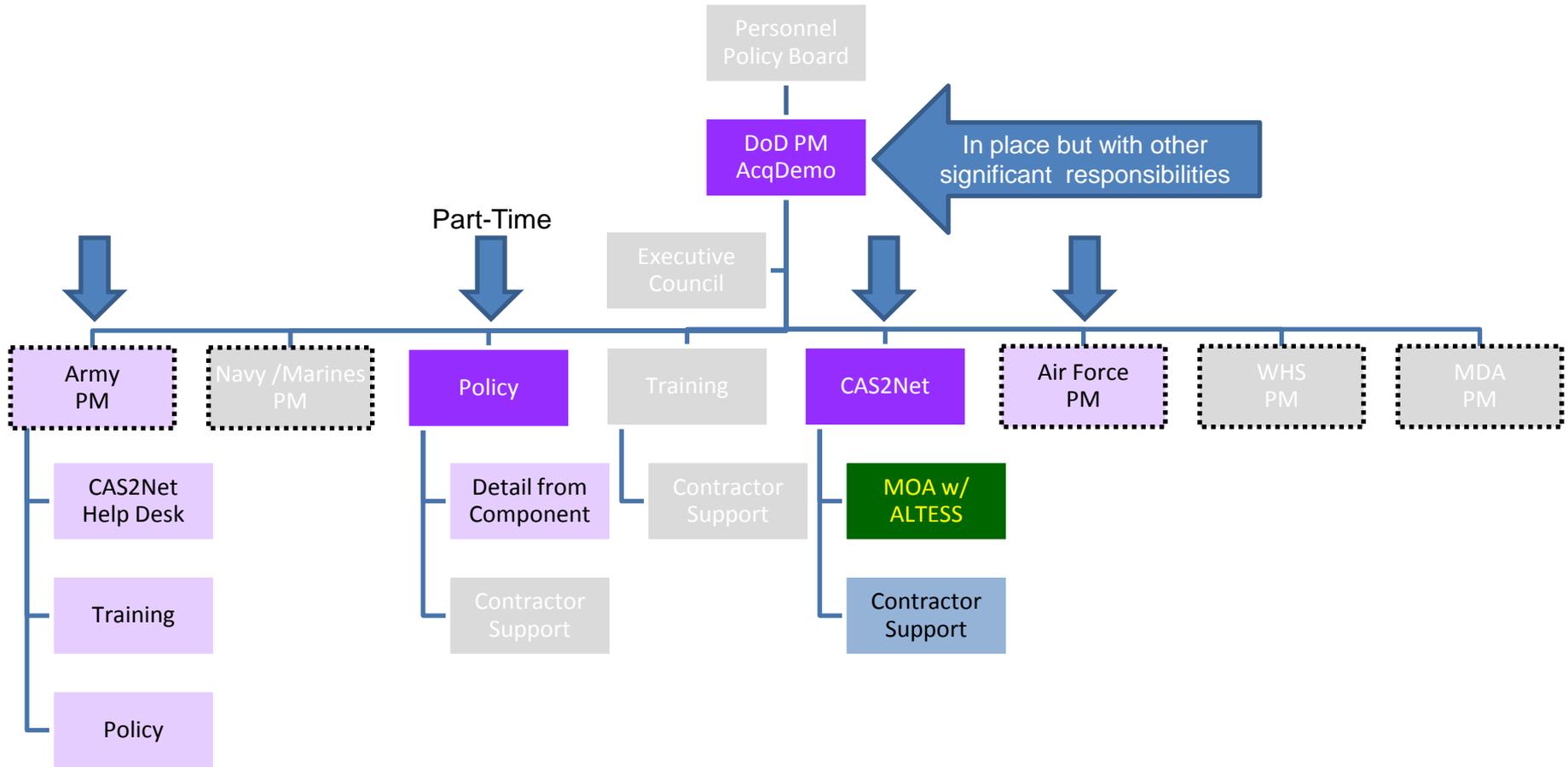


# AcqDemo Infrastructure - Now



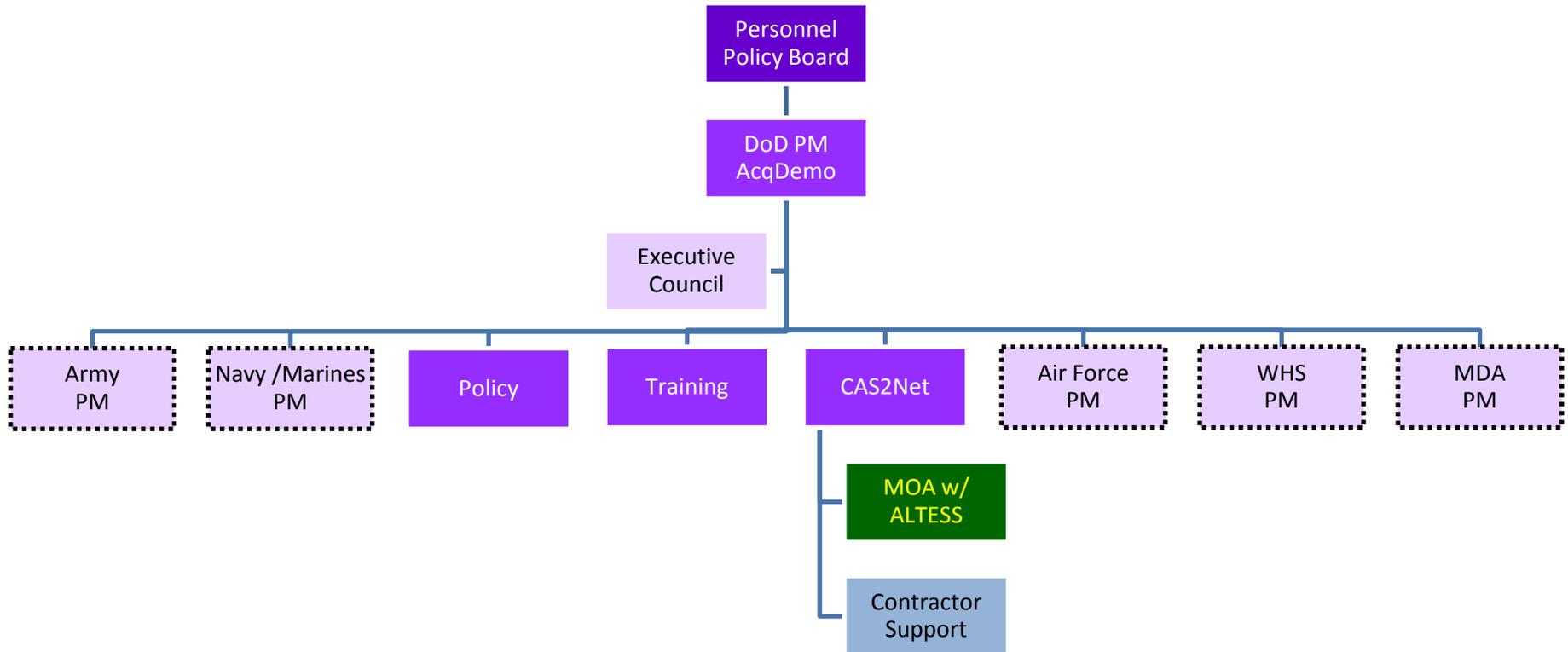


# AcqDemo Infrastructure - Now





# AcqDemo Infrastructure - Future





# AcqDemo Infrastructure - Future

CCAS is not accredited. Continued hosting will be dependant on obtaining the necessary Information Assurance (IA) certifications, to include an ATO, and meeting all IA requirements at ALTESS.

Paid by DAU  
Section 852

ALTESS Enterprise Services Cost Summary							
Contract ID: AcqDemo.CCAS.U		Out-Year Estimated Costs					
Period of Performance:							
Start Date:	1/1/2010						
End Date:	12/31/2010						
No. of Days:	365						
Date Prepared: 12/9/2009							
	12-Month Cost	1/01/2010 - 12/31/2010	1/01/2011 - 12/31/2011	1/01/2012 - 12/31/2012	1/01/2013 - 12/31/2013	1/01/2014 - 12/31/2014	1/01/2015 - 12/31/2015
<b>Initial Costs</b>							
Setup	\$5,313.66	\$5,313.66					
Facilities	\$0.00	\$0.00					
Hardware and Software	\$33,067.76	\$33,067.76					
Tape Backup and Restore	\$0.00	\$0.00					
Standard Services	\$2,629.44	\$2,629.44					
Non-Standard Services	\$89,378.11	\$89,378.11					
<b>Total Initial Costs</b>	<b>\$130,388.97</b>	<b>\$130,388.97</b>					
<b>Recurring Costs</b>							
Facilities	\$182.29	\$182.29					
Hardware and Software	\$12,631.56	\$12,631.56					
System Administration	\$26,999.51	\$26,999.51					
Tape Backup and Restore	\$6,707.79	\$6,707.79					
Standard Services	\$42,875.13	\$42,875.13					
Non-Standard Services	\$12,955.68	\$12,955.68					
<b>Total Recurring Costs</b>	<b>\$102,351.96</b>	<b>\$102,351.96</b>	<b>\$105,422.52</b>	<b>\$108,585.20</b>	<b>\$111,842.75</b>	<b>\$115,198.04</b>	<b>\$118,653.98</b>
<b>Grand Total</b>		<b>\$232,740.93</b>	<b>\$105,422.52</b>	<b>\$108,585.20</b>	<b>\$111,842.75</b>	<b>\$115,198.04</b>	<b>\$118,653.98</b>
Amount Due upon signing of SLA:		\$232,740.93					

CAS2Net

MOA w/  
ALTESS

Contractor  
Support

## 8.7. Information Assurance and Compliance

The Client shall be responsible for compliance with DoD and Army Information Assurance (IA) mandates. Compliance includes Certification and Accreditation (C&A) in accordance with DIACAP and the Army Networkworthiness program. Client shall provide compliance-related documentation to the supplier in accordance with the PD ALTESS Information Assurance (IA) Checklist for Hosted Systems.).



# Data Call for Army G-1 and Army NSPS PMO

1. Report - Activities previously under AcqDemo - Should identify the employees/**positions** that are currently NSPS and were previously AcqDemo and those that are NSPS but formerly GS, Lab Demo, WG/S, NAF, or new to Federal service.
2. Report - Activities previously not under AcqDemo but want to be AcqDemo (realignment) - Should also identify employees/**positions** that were previously AcqDemo and those that were not but formerly GS, Lab Demo, WG/S, NAF, or new to Federal service.
- 3 Report - Individual Conversion- previously under AcqDemo but were realigned, reorganized to an activity previously not under AcqDemo.

Cmd description	Cr	UIC	UIC Description	Name Pers	PP-Sers-Grd Posn	Pay Plan Perm description	GSA Geok	GSA Geoloc description	Demo Typ	Date Demo Entered	Date Left Demo
U.S. Army Acquisition Support Center (ARAE)	AE	W27P12	ASC WARREN	MOSES JOAN M	YA-0301-02	Standard CG-Professional/Analytical Pay Schedule	265110099	Warren, Macomb, MI	Q	9/4/2005	
U.S. Army Acquisition Support Center (ARAE)	AE	W27P13	ASC REDSTONE	HOLDEN ALEXIS C	YA-0301-02	Standard CG-Professional/Analytical Pay Schedule	012585089	Redstone Arsenal, Madison, AL	Q	4/23/2000	
U.S. Army Acquisition Support Center (ARAE)	AE	W27P13	ASC REDSTONE	HORNADAY SHIRLEY J	YA-0301-03	Standard CG-Professional/Analytical Pay Schedule	012585089	Redstone Arsenal, Madison, AL	Q	10/17/2004	
U.S. Army Acquisition Support Center (ARAE)	AE	W27P13	ASC REDSTONE	JARMON DEANNA D	GS-0399-05	General Schedule	012585089	Redstone Arsenal, Madison, AL			
U.S. Army Acquisition Support Center (ARAE)	AE	W27P13	ASC REDSTONE	KIDD LAVERNE	YA-0301-02	Standard CG-Professional/Analytical Pay Schedule	012585089	Redstone Arsenal, Madison, AL	Q	3/25/2001	
U.S. Army Acquisition Support Center (ARAE)	AE	W27P13	ASC REDSTONE	STEWART BONNIE J	YA-0301-02	Standard CG-Professional/Analytical Pay Schedule	012585089	Redstone Arsenal, Madison, AL	Q	4/9/2000	
U.S. Army Acquisition Support Center (ARAE)	AE	W27P13	ASC REDSTONE	YOCOM ROGER L	YA-0301-02	Standard CG-Professional/Analytical Pay Schedule	012585089	Redstone Arsenal, Madison, AL	Q	3/31/2003	
U.S. Army Acquisition Support Center (ARAE)	AE	W27P19	ASC WSMR	CHAVEZ EDNA A	YA-0301-02	Standard CG-Professional/Analytical Pay Schedule	350871013	White Sands Missile R, Dona Ana, NM	Q	8/13/2000	28



# Conversion



# AcqDemo to NSPS

## February 18, 2007

Table SC1911-5. Conversion from Acquisition Demonstration Project  
 Note: Salary rates shown are from the 2006 GS base salary table.

Nonsupervisory Acq Demo CG & PB	NSPS Schedule(s)	NSPS PB
NH - BUS & TECH MGT PROF, Level I	YP - STUDENT ED/EMPL PGM	Pay Band 1
NH - BUS & TECH MGT PROF, Level II, Salary less than GS-9/1, \$38,175	YA - STND - PROF/ANALYTICAL YD - S&E - PROF	Pay Band 1
NH - BUS & TECH MGT PROF, Level II, Salary = or greater than GS-9/1, \$38,175, AND whose "target Level" is NH-III	YA - STND - PROF/ANALYTICAL YD - S&E - PROF	Pay Band 1
NH - BUS & TECH MGT PROF, Level II, Salary = or greater than GS-9/1, \$38,175, AND whose "target Level" is NH-II	YA - STND - PROF/ANALYTICAL YD - S&E - PROF	Pay Band 2
NH - BUS & TECH MGT PROF, Level III	YA - STND - PROF/ANALYTICAL YD - S&E - PROF	Pay Band 2
NH - BUS & TECH MGT PROF, Level IV	YA - STND - PROF/ANALYTICAL YD - S&E - PROF	Pay Band 3



# NSPS to AcqDemo

## Conversion from NSPS to the Acquisition Demonstration Project

Note: Salary rates shown are from the 2010 GS base salary table.

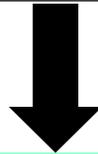
NSPS Schedule(s)	NSPS PB	Nonsupervisory AcqDemo CG	AcqDemo BB
YP - STUDENT ED/EMPL PGM Salary = or less than GS-04/10, \$31,871 AND position is classified as NH-01	YP-01	NH - BUS & TECH MGT PROF	NH-01
YP - STUDENT ED/EMPL PGM Salary = or greater than GS-05/01, \$27,431 AND position is classified as NH-02	YP-01	NH - BUS & TECH MGT PROF	NH-02
YA - STND - PROF/ANALYTICAL YD - S&E - PROF	YA-01 YD-01	NH - BUS & TECH MGT PROF	NH-02
YA - STND - PROF/ANALYTICAL YD - S&E - PROF Salary = or less than GS-11/10, \$65,371 AND position is classified as NH-02	YA-02 YD-02	NH - BUS & TECH MGT PROF	NH-02
YA - STND - PROF/ANALYTICAL YD - S&E - PROF Salary = or greater than GS-12/01, \$60,274 AND position is classified as NH-03	YA-02 YD-02	NH - BUS & TECH MGT PROF	NH-03
YA - STND - PROF/ANALYTICAL YD - S&E - PROF	YA-03 YD-03	NH - BUS & TECH MGT PROF	NH-04

NSPS		AcqDemo	
		NH-01	GS-01/01 to GS-04/10
YA/YD-01	GS-05/01 to GS-11/10	NH-02	GS-05/01 to GS-11/10
YA/YD-02	GS-09/01 to GS-13/10	NH-03	GS-12/01 to GS-13/10
YA/YD-03	GS-14/01 to GS-15/10 Plus 5%	NH-04	GS-14/01 to GS-15/10

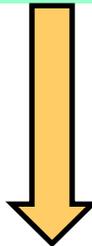


# If you are a YA/YD-01 and your base pay is...

YA/YD-01			YA/YD-02			YA/YD-03		
26858	-	65371	40694	-	93175	79534	-	135995
GS-05 to GS-11			GS-09 to GS-13			GS-14 to GS-15		



If YA/YD-01 salary is Less Than minimum of NH-02  
AND position is classified as NH-02 or GS-05 to GS-11  
Increase base salary to minimum of NH-02 broad band



NH-01			NH-02			NH-03			NH-04		
17803	-	31871	27431	-	65371	60274	-	93175	84697	-	129517
GS-01 to GS-04			GS-05 to GS-11			GS-12 to GS-13			GS-14 to GS-15		

YA/YC	18	NH
YA/YC	28	NH
YA/YC	80	NH
YN	81	NK?
YN	85	NK
YA/YC	201	NH
YA/YC	260	NH
YA/YC	301	NH
YB	303	NK
YB	318	NK
YB	326	NK
YA/YC	340	NH
YA/YC	341	NH

YA/YC	343	NH
YB	344	NK
YA/YC	346	NH
YA/YC	391	NH
YP	399	NH
YA/YC	501	NH
YA/YC	505	NH
YA/YC	510	NH
YA/YC	511	NH
YA/YC	560	NH
YP	599	NH
YH/YJ	601	NH
YH/YJ	610	NH

YD/YF	801	NH
YE/YF	802	NJ
YD/YF	803	NH
YD/YF	810	NH
YD/YF	819	NH
YD/YF	830	NH
YD/YF	850	NH
YD/YF	854	NH
YD/YF	855	NH
YD/YF	861	NH
YD/YF	893	NH
YD/YF	896	NH

YA/YC	905	NH
YA/YC	1035	NH
YB/YC	1060	NH
YA/YC	1082	NH
YA/YC	1083	NH
YA/YC	1084	NH
YP	1099	NH
YA/YC	1101	NH
YA/YC	1102	NH
YA/YC	1103	NH
YP	1199	NH
YD/YF	1301	NH
YD/YF	1320	NH

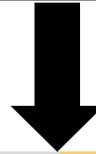
YD/YF	1340	NH
YD/YF	1515	NH
YD/YF	1550	NH
YP	1599	NH
YA/YC	1640	NH
YA/YC	1670	NH
YA/YC	1712	NH
YA/YC	1801	NH
YA/YC	1810	NH
YA/YC	1910	NH
YA/YC	2001	NH

YA/YC	2003	NH
YB/YC	2005	NJ
YA/YC	2010	NH
YA/YC	2210	NH
YP	2299	NH



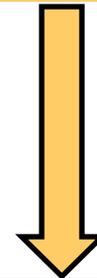
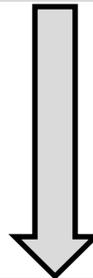
# If you are a YA/YD-02 and your base pay is...

YA/YD-01			YA/YD-02			YA/YD-03		
26858	-	65371	40694	-	93175	79534	-	135995
GS-05 to GS-11			GS-09 to GS-13			GS-14 to GS-15		



Salary = or Less Than 65371  
AND position is classified as NH-02 or GS-04 to GS-11

Salary = or Greater Than 60274  
AND position is classified as NH-03 or GS-12 to GS-13



*If salary is Less Than minimum of classified broad band then increase base salary to minimum of the broad band*

NH-01			NH-02			NH-03			NH-04		
17803	-	31871	27431	-	65371	60274	-	93175	84697	-	129517
GS-01 to GS-04			GS-05 to GS-11			GS-12 to GS-13			GS-14 to GS-15		

YA/YC	18	NH
YA/YC	28	NH
YA/YC	80	NH
YN	81	NK?
YN	85	NK
YA/YC	201	NH
YA/YC	260	NH
YA/YC	301	NH
YB	303	NK
YB	318	NK
YB	326	NK
YA/YC	340	NH
YA/YC	341	NH

YA/YC	343	NH
YB	344	NK
YA/YC	346	NH
YA/YC	391	NH
YP	399	NH
YA/YC	501	NH
YA/YC	505	NH
YA/YC	510	NH
YA/YC	511	NH
YA/YC	560	NH
YP	599	NH
YH/YJ	601	NH
YH/YJ	610	NH

YD/YF	801	NH
YE/YF	802	NJ
YD/YF	803	NH
YD/YF	810	NH
YD/YF	819	NH
YD/YF	830	NH
YD/YF	850	NH
YD/YF	854	NH
YD/YF	855	NH
YD/YF	861	NH
YD/YF	893	NH
YD/YF	896	NH

YA/YC	905	NH
YA/YC	1035	NH
YB/YC	1060	NH
YA/YC	1082	NH
YA/YC	1083	NH
YA/YC	1084	NH
YP	1099	NH
YA/YC	1101	NH
YA/YC	1102	NH
YA/YC	1103	NH
YP	1199	NH
YD/YF	1301	NH
YD/YF	1320	NH

YD/YF	1340	NH
YD/YF	1515	NH
YD/YF	1550	NH
YP	1599	NH
YA/YC	1640	NH
YA/YC	1670	NH
YA/YC	1712	NH
YA/YC	1801	NH
YA/YC	1810	NH
YA/YC	1910	NH
YA/YC	2001	NH

YA/YC	2003	NH
YB/YC	2005	NJ
YA/YC	2010	NH
YA/YC	2210	NH
YP	2299	NH



# If you are a YA/YD-03 and your base pay is...

YA/YD-01			YA/YD-02			YA/YD-03		
26858	-	65371	40694	-	93175	79534	-	135995
GS-05 to GS-11			GS-09 to GS-13			GS-14 to GS-15		

If YA/YD-03 salary is Less Than 84697  
AND position is classified as NH-04 or GS-14 or GS-15  
Increase base salary to minimum of NH-04 broad band



NH-01			NH-02			NH-03			NH-04		
17803	-	31871	27431	-	65371	60274	-	93175	84697	-	129517
GS-01 to GS-04			GS-05 to GS-11			GS-12 to GS-13			GS-14 to GS-15		

YA/YC	18	NH
YA/YC	28	NH
YA/YC	80	NH
YN	81	NK?
YN	85	NK
YA/YC	201	NH
YA/YC	260	NH
YA/YC	301	NH
YB	303	NK
YB	318	NK
YB	326	NK
YA/YC	340	NH
YA/YC	341	NH

YA/YC	343	NH
YB	344	NK
YA/YC	346	NH
YA/YC	391	NH
YP	399	NH
YA/YC	501	NH
YA/YC	505	NH
YA/YC	510	NH
YA/YC	511	NH
YA/YC	560	NH
YP	599	NH
YH/YJ	601	NH
YH/YJ	610	NH

YD/YF	801	NH
YE/YF	802	NJ
YD/YF	803	NH
YD/YF	810	NH
YD/YF	819	NH
YD/YF	830	NH
YD/YF	850	NH
YD/YF	854	NH
YD/YF	855	NH
YD/YF	861	NH
YD/YF	893	NH
YD/YF	896	NH

YA/YC	905	NH
YA/YC	1035	NH
YB/YC	1060	NH
YA/YC	1082	NH
YA/YC	1083	NH
YA/YC	1084	NH
YP	1099	NH
YA/YC	1101	NH
YA/YC	1102	NH
YA/YC	1103	NH
YP	1199	NH
YD/YF	1301	NH
YD/YF	1320	NH

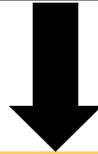
YD/YF	1340	NH
YD/YF	1515	NH
YD/YF	1550	NH
YP	1599	NH
YA/YC	1640	NH
YA/YC	1670	NH
YA/YC	1712	NH
YA/YC	1801	NH
YA/YC	1810	NH
YA/YC	1910	NH
YA/YC	2001	NH

YA/YC	2003	NH
YB/YC	2005	NJ
YA/YC	2010	NH
YA/YC	2210	NH
YP	2299	NH

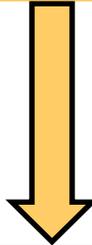


# If you are a YH-01 and your base pay is...

YH-01			YH-02			YH-03		
26858	-	65371	40694	-	110104	79534	-	135995
GS-05 to GS-11			GS-09 to GS-13			GS-14 to GS-15		



If YH-01 salary is Less Than minimum of NH-02  
AND position is classified as NH-02 or GS-05 to GS-11  
Increase base salary to minimum of NH-02 broad band



NH-01			NH-02			NH-03			NH-04		
17803	-	31871	27431	-	65371	60274	-	93175	84697	-	129517
GS-01 to GS-04			GS-05 to GS-11			GS-12 to GS-13			GS-14 to GS-15		

YA/YC	18	NH
YA/YC	28	NH
YA/YC	80	NH
YN	81	NK?
YN	85	NK
YA/YC	201	NH
YA/YC	260	NH
YA/YC	301	NH
YB	303	NK
YB	318	NK
YB	326	NK
YA/YC	340	NH
YA/YC	341	NH

YA/YC	343	NH
YB	344	NK
YA/YC	346	NH
YA/YC	391	NH
YP	399	NH
YA/YC	501	NH
YA/YC	505	NH
YA/YC	510	NH
YA/YC	511	NH
YA/YC	560	NH
YP	599	NH
YH/YJ	601	NH
YH/YJ	610	NH

YD/YF	801	NH
YE/YF	802	NJ
YD/YF	803	NH
YD/YF	810	NH
YD/YF	819	NH
YD/YF	830	NH
YD/YF	850	NH
YD/YF	854	NH
YD/YF	855	NH
YD/YF	861	NH
YD/YF	893	NH
YD/YF	896	NH

YA/YC	905	NH
YA/YC	1035	NH
YB/YC	1060	NH
YA/YC	1082	NH
YA/YC	1083	NH
YA/YC	1084	NH
YP	1099	NH
YA/YC	1101	NH
YA/YC	1102	NH
YA/YC	1103	NH
YP	1199	NH
YD/YF	1301	NH
YD/YF	1320	NH

YD/YF	1340	NH
YD/YF	1515	NH
YD/YF	1550	NH
YP	1599	NH
YA/YC	1640	NH
YA/YC	1670	NH
YA/YC	1712	NH
YA/YC	1801	NH
YA/YC	1810	NH
YA/YC	1910	NH
YA/YC	2001	NH

YA/YC	2003	NH
YB/YC	2005	NJ
YA/YC	2010	NH
YA/YC	2210	NH
YP	2299	NH



# If you are a YH-02 and your base pay is...

YH-01			YH-02			YH-03		
26858	-	65371	40694	-	110104	79534	-	135995
GS-05 to GS-11			GS-09 to GS-13			GS-14 to GS-15		

**Retained Pay Alert**

Salary = or Less Than 65371  
AND position is classified as NH-02 or GS-04 to GS-11

Salary = or Greater Than 60274  
AND position is classified as NH-03 or GS-12 to GS-13

*If salary is Less Than minimum of classified broad band then increase base salary to minimum of the broad band*

NH-01			NH-02			NH-03			NH-04		
17803	-	31871	27431	-	65371	60274	-	93175	84697	-	129517
GS-01 to GS-04			GS-05 to GS-11			GS-12 to GS-13			GS-14 to GS-15		

YA/YC	18	NH
YA/YC	28	NH
YA/YC	80	NH
YN	81	NK?
YN	85	NK
YA/YC	201	NH
YA/YC	260	NH
YA/YC	301	NH
YB	303	NK
YB	318	NK
YB	326	NK
YA/YC	340	NH
YA/YC	341	NH

YA/YC	343	NH
YB	344	NK
YA/YC	346	NH
YA/YC	391	NH
YP	399	NH
YA/YC	501	NH
YA/YC	505	NH
YA/YC	510	NH
YA/YC	511	NH
YA/YC	560	NH
YP	599	NH
YH/YJ	601	NH
YH/YJ	610	NH

YD/YF	801	NH
YE/YF	802	NJ
YD/YF	803	NH
YD/YF	810	NH
YD/YF	819	NH
YD/YF	830	NH
YD/YF	850	NH
YD/YF	854	NH
YD/YF	855	NH
YD/YF	861	NH
YD/YF	893	NH
YD/YF	896	NH

YA/YC	905	NH
YA/YC	1035	NH
YB/YC	1060	NH
YA/YC	1082	NH
YA/YC	1083	NH
YA/YC	1084	NH
YP	1099	NH
YA/YC	1101	NH
YA/YC	1102	NH
YA/YC	1103	NH
YP	1199	NH
YD/YF	1301	NH
YD/YF	1320	NH

YD/YF	1340	NH
YD/YF	1515	NH
YD/YF	1550	NH
YP	1599	NH
YA/YC	1640	NH
YA/YC	1670	NH
YA/YC	1712	NH
YA/YC	1801	NH
YA/YC	1810	NH
YA/YC	1910	NH
YA/YC	2001	NH

YA/YC	2003	NH
YB/YC	2005	NJ
YA/YC	2010	NH
YA/YC	2210	NH
YP	2299	NH



# If you are a YH-03 and your base pay is...

YH-01			YH-02			YH-03		
26858	-	65371	40694	-	110104	79534	-	135995
GS-05 to GS-11			GS-09 to GS-13			GS-14 to GS-15		

If YA/YD-03 salary is Less Than 84697  
AND position is classified as NH-04 or GS-14 or GS-15  
Increase base salary to minimum of NH-04 broad band

If salary is Less Than minimum of  
classified broad band then increase base  
salary to minimum of the broad band

NH-01			NH-02			NH-03			NH-04		
17803	-	31871	27431	-	65371	60274	-	93175	84697	-	129517
GS-01 to GS-04			GS-05 to GS-11			GS-12 to GS-13			GS-14 to GS-15		

YA/YC	18	NH
YA/YC	28	NH
YA/YC	80	NH
YN	81	NK?
YN	85	NK
YA/YC	201	NH
YA/YC	260	NH
YA/YC	301	NH
YB	303	NK
YB	318	NK
YB	326	NK
YA/YC	340	NH
YA/YC	341	NH

YA/YC	343	NH
YB	344	NK
YA/YC	346	NH
YA/YC	391	NH
YP	399	NH
YA/YC	501	NH
YA/YC	505	NH
YA/YC	510	NH
YA/YC	511	NH
YA/YC	560	NH
YP	599	NH
YH/YJ	601	NH
YH/YJ	610	NH

YD/YF	801	NH
YE/YF	802	NJ
YD/YF	803	NH
YD/YF	810	NH
YD/YF	819	NH
YD/YF	830	NH
YD/YF	850	NH
YD/YF	854	NH
YD/YF	855	NH
YD/YF	861	NH
YD/YF	893	NH
YD/YF	896	NH

YA/YC	905	NH
YA/YC	1035	NH
YB/YC	1060	NH
YA/YC	1082	NH
YA/YC	1083	NH
YA/YC	1084	NH
YP	1099	NH
YA/YC	1101	NH
YA/YC	1102	NH
YA/YC	1103	NH
YP	1199	NH
YD/YF	1301	NH
YD/YF	1320	NH

YD/YF	1340	NH
YD/YF	1515	NH
YD/YF	1550	NH
YP	1599	NH
YA/YC	1640	NH
YA/YC	1670	NH
YA/YC	1712	NH
YA/YC	1801	NH
YA/YC	1810	NH
YA/YC	1910	NH
YA/YC	2001	NH

YA/YC	2003	NH
YB/YC	2005	NJ
YA/YC	2010	NH
YA/YC	2210	NH
YP	2299	NH



# AcqDemo to NSPS

February 18, 2007

Table SC1911-5. Conversion from Acquisition Demonstration Project

Note: Salary rates shown are from the 2006 GS base salary table.

Nonsupervisory AcqDemo CG & PB	NSPS Schedule(s)	NSPS PB
NJ - TECH-MGMT SPT, Level I	YB - STND - TECH/SUPPORT YE - S&E - TECH/SUPPORT	Pay Band 1
NJ - TECH-MGMT SPT, Level II, Salary less than GS-7/1, \$31,209	YB - STND - TECH/SUPPORT YE - S&E TECH/SUPPORT	Pay Band 1
NJ - TECH-MGMT SPT, Level II, Salary = or greater than GS-7/1, \$31,209	YB - STND - TECH/SUPPORT YE - S&E- TECH/SUPPORT	Pay Band 2
NJ - TECH-MGMT SPT, Level III, Salary less than GS-11/1, \$46,189	YB - STND - TECH/SUPPORT YE - S&E- TECH/SUPPORT	Pay Band 2
NJ - TECH-MGMT SPT, Level III, Salary = or greater than GS-11/1, \$46,189	YB - STND - TECH/SUPPORT YE - S&E- TECH/SUPPORT	Pay Band 3
NJ - TECH-MGMT SPT, Level IV, Salary less than GS-13/1, \$65,832	YB - STND - TECH/SUPPORT YE - S&E- TECH/SUPPORT	Pay Band 3
NJ - TECH-MGMT SPT, Level IV, Salary = or greater than GS-13/1, \$65,832	YE - S&E - TECH/SUPPORT	Pay Band 4



# NSPS to AcqDemo

## Conversion from NSPS to the Acquisition Demonstration Project

Note: Salary rates shown are from the 2010 GS base salary table.

NSPS Schedule(s)	NSPS PB	Nonsupervisory AcqDemo CG	AcqDemo BB
YB - STND- TECH/SUPPORT/YE- S&E - TECH/SUPPORT Salary = or less than GS-04/10, \$31,871 AND position is classified as NJ-01	YB-01 YE-01	NJ - TECH-MGMT SPT	NJ-01
YB - STND - TECH/SUPPORT /YE - S&E TECH/SUPPORT Salary = or greater than GS-05/01, \$27,431 AND position is classified as NJ-02	YB-01 YE-01	NJ - TECH-MGMT SPT	NJ-02
YB - STND - TECH/SUPPORT/YE - S&E- TECH/SUPPORT Salary = or less than GS-08/10, \$48,917 AND position is classified a NJ-02	YB-02 YE-02	NJ - TECH-MGMT SPT	NJ-02
YB - STND - TECH/SUPPORT/YE - S&E- TECH/SUPPORT Salary = or greater than GS-09/01, \$41,563 AND position is classified a NJ-03	YB-02 YE-02	NJ - TECH-MGMT SPT	NJ-03
YB - STND - TECH/SUPPORT/YE - S&E- TECH/SUPPORT Salary = or less than GS-11/10, \$65,371	YB-03 YE-03	NJ - TECH-MGMT SPT	NJ-03
YB - STND - TECH/SUPPORT/YE - S&E- TECH/SUPPORT Salary = or greater than GS-12/01, \$60,274	YB-03 YE-03	NJ - TECH-MGMT SPT	NJ-04
YE - S&E - TECH/SUPPORT	YE-04	NJ - TECH-MGMT SPT	NJ-04

NSPS		AcqDemo	
YB/YE-01	GS-01/01 to GS-06/10	NJ-01	GS-01/01 to GS-04/10
YB/YE-02	GS-07/01 to GS-10/10	NJ-02	GS-05/01 to GS-08/10
YB/YE-03	GS-11/01 to GS-12/10	NJ-03	GS-09/01 to GS-11/10
YE-04	GS-13/1 TO GS-13/10	NJ-04	GS-12/01 to GS-13/10



# If you are a YB/YE-01 and your base pay is...

YB/YE-01			YB/YE-02			YB/YE-03			YE-04		
17803	-	39748	33270	-	59501	49237	-	78352	66882	-	93175
GS-01 to GS-06			GS-07 to GS-10			GS-11 to GS-12			GS-13		

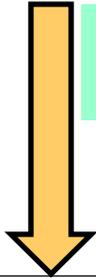
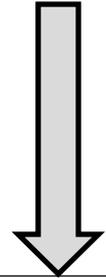


**Retained Pay Alert**

Salary = or Less Than 31871  
AND position is classified as NJ-01 or GS-01 to GS-04

Salary = or Greater Than 27431  
AND position is classified as NJ-02 or GS-05 to GS-08

BUT if Salary = or Less Than 27431  
AND position is classified as NJ-02  
then increase base salary to minimum of NJ-02 broad band



NJ-01			NJ-02			NJ-03			NJ-04		
17803	-	31871	27431	-	48917	41563	-	65371	60274	-	93175
GS-01 to GS-04			GS-05 to GS-08			GS-09 to GS-11			GS-12 to GS-13		

YE	0802	NJ
YB	2005	NJ



# If you are a YB/YE-02 and your base pay is...

YB/YE-01			YB/YE-02			YB/YE-03			YE-04		
17803	-	39748	33270	-	59501	49237	-	78352	66882	-	93175
GS-01 to GS-06			GS-07 to GS-10			GS-11 to GS-12			GS-13		

**Retained Pay Alert**

Salary = or Less Than 48917 AND position is classified as NJ-02 or GS-04 to GS-08	Salary = or Greater Than 41563 AND position is classified as NJ-03 or GS-09 to GS-11
--	---

*If salary is Less Than minimum of classified broad band then increase base salary to minimum of the broad band*

NJ-01			NJ-02			NJ-03			NJ-04		
17803	-	31871	27431	-	48917	41563	-	65371	60274	-	93175
GS-01 to GS-04			GS-05 to GS-08			GS-09 to GS-11			GS-12 to GS-13		

YE	0802	NJ
YB	2005	NJ



# If you are a YB/YE-03 and your base pay is...

YB/YE-01			YB/YE-02			YB/YE-03			YE-04		
17803	-	39748	33270	-	59501	49237	-	78352	66882	-	93175
GS-01 to GS-06			GS-07 to GS-10			GS-11 to GS-12			GS-13		

**Retained Pay Alert**

Salary = or Less Than 65371 AND position is classified as NJ-03 or GS-09 to GS-11	Salary = or Greater Than 60274 AND position is classified as NJ-04 or GS-12 to GS-13
--	---

*If salary is Less Than minimum of classified broad band then increase base salary to minimum of the broad band*

NJ-01			NJ-02			NJ-03			NJ-04		
17803	-	31871	27431	-	48917	41563	-	65371	60274	-	93175
GS-01 to GS-04			GS-05 to GS-08			GS-09 to GS-11			GS-12 to GS-13		

YE	0802	NJ
YB	2005	NJ



# If you are a YE-04 and your base pay is...

YB/YE-01			YB/YE-02			YB/YE-03			YE-04		
17803	-	39748	33270	-	59501	49237	-	78352	66882	-	93175
GS-01 to GS-06			GS-07 to GS-10			GS-11 to GS-12			GS-13		

Position is classified as NJ-04 or GS-13



NJ-01			NJ-02			NJ-03			NJ-04		
17803	-	31871	27431	-	48917	41563	-	65371	60274	-	93175
GS-01 to GS-04			GS-05 to GS-08			GS-09 to GS-11			GS-12 to GS-13		

YE	0802	NJ
YB	2005	NJ



# AcqDemo to NSPS

## February 18, 2007

Table SC1911-5. Conversion from Acquisition Demonstration Project

Note: Salary rates shown are from the 2006 GS base salary table.

Nonsupervisory Acq Demo CG & PB	NSPS Schedule(s)	NSPS PB
NK - ADMIN SPT, Level I	YB - STND - TECH/SUPPORT YI - MED - TECH/SUPPORT	Pay Band 1
NK - ADMIN SPT, Level II, Salary less than GS-7/1, \$30,567	YB - STND - TECH/SUPPORT YI - MED - TECH/SUPPORT	Pay Band 1
NK - ADMIN SPT, Level II, Salary = or greater than GS-7/1, \$31,209	YB - STND - TECH/SUPPORT YI - MED - TECH/SUPPORT	Pay Band 2
NK - ADMIN SPT, Level III	YB - STND - TECH/SUPPORT YI - MED - TECH/SUPPORT	Pay Band 2



# NSPS to AcqDemo

## Conversion from NSPS to the Acquisition Demonstration Project

Note: Salary rates shown are from the 2010 GS base salary table.

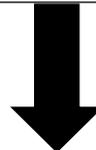
NSPS Schedule(s)	NSPS PB	Nonsupervisory Acq Demo CG	AcqDemo BB
YB - STND - TECH/SUPPORT/YI - MED - TECH/SUPPORT Salary = or less than GS-04/10, \$31,871 AND position is classified as NK-01	YB-01 YI-01	NK - ADMIN SPT	NK-01
YB - STND - TECH/SUPPORT/YI - MED - TECH/SUPPORT Salary = or greater than GS-05/01, \$27,431 AND position is classified as NK-02	YB-01 YI-01	NK - ADMIN SPT	NK-02
YB - STND - TECH/SUPPORT/YI - MED - TECH/SUPPORT Salary = or less than GS-07/10, \$44,176 AND position is classified as NK-03	YB-02 YI-02	NK - ADMIN SPT	NK-02
YB - STND - TECH/SUPPORT/YI - MED - TECH/SUPPORT Salary = or greater than GS-08/01, \$37,631 AND position is classified as NK-03	YB-02 YI-02	NK - ADMIN SPT	NK-03

NSPS		AcqDemo	
YB/YI-01	GS-01/01 to GS-06/10	NK-01	GS-01/01 to GS-04/10
YB/YI-02	GS-07/01 to GS-10/10	NK-02	GS-05/01 to GS-07/10
		NK-03	GS-08/01 to GS-10/10
YB/YI-03	GS-11/01 to GS-12/10		



# If you are a YB/YE-01 and your base pay is...

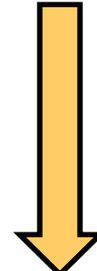
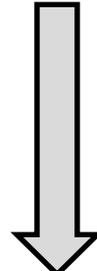
YB/YE-01			YB/YE-02			YB/YE-03			YE-04		
17803	-	39748	33270	-	59501	49237	-	78352	66882	-	93175
GS-01 to GS-06			GS-07 to GS-10			GS-11 to GS-12			GS-13		



**Retained Pay Alert**

Salary = or Less Than 31871 AND position is classified as NK-01 or GS-01 to GS-04

Salary = or Greater Than 27431 AND position is classified as NK-02 or GS-05 to GS-07



NK-01			NK-02			NK-03		
17803	-	31871	27431	-	44176	37631	-	59505
GS-01 to GS-04			GS-05 to GS-07			GS-08 to GS-10		

*If salary is Less Than minimum of classified broad band then increase base salary to minimum of the broad band*

YN	0081	NK
YN	0085	NK
YB	0303	NK
YP	0303	NK
YB	0318	NK
YB	0326	NK
YP	0326	NK
YB	0344	NK



# If you are a YB/YE-02 and your base pay is...

YB/YE-01			YB/YE-02			YB/YE-03			YE-04		
17803	-	39748	33270	-	59501	49237	-	78352	66882	-	93175
GS-01 to GS-06			GS-07 to GS-10			GS-11 to GS-12			GS-13		

**Retained Pay Alert**

Salary = or Less Than 44176  
AND position is classified as NK-02 or GS-05 to GS-07

Salary = or Greater Than 37631  
AND position is classified as NK-03 or GS-08 to GS-10

*If salary is Less Than minimum of classified broad band then increase base salary to minimum of the broad band*

NK-01			NK-02			NK-03		
17803	-	31871	27431	-	44176	37631	-	59505
GS-01 to GS-04			GS-05 to GS-07			GS-08 to GS-10		

YN	0081	NK
YN	0085	NK
YB	0303	NK
YP	0303	NK
YB	0318	NK
YB	0326	NK
YP	0326	NK
YB	0344	NK



# If you are a YB/YE-03 and your base pay is...

YB/YE-01			YB/YE-02			YB/YE-03			YE-04		
17803	-	39748	33270	-	59501	49237	-	78352	66882	-	93175
GS-01 to GS-06			GS-07 to GS-10			GS-11 to GS-12			GS-13		

**Retained Pay Alert**

If Salary is More Than 59505  
 AND position is classified as NK-03 or GS-08 to GS-10  
 Retained Pay **OR Initiate reclassification action**

NK-01			NK-02			NK-03		
17803	-	31871	27431	-	44176	37631	-	59505
GS-01 to GS-04			GS-05 to GS-07			GS-08 to GS-10		

YN	0081	NK
YN	0085	NK
YB	0303	NK
YP	0303	NK
YB	0318	NK
YB	0326	NK
YP	0326	NK
YB	0344	NK



# If you are a YE-04 and your base pay is...

YB/YE-01			YB/YE-02			YB/YE-03			YE-04		
17803	-	39748	33270	-	59501	49237	-	78352	66882	-	93175
GS-01 to GS-06			GS-07 to GS-10			GS-11 to GS-12			GS-13		

**Retained Pay Alert**

More Than 59505  
AND position is classified as NK-03 or GS-08 to GS-10  
Retained Pay

**OR Initiate reclassification action**

NK-01			NK-02			NK-03		
17803	-	31871	27431	-	44176	37631	-	59505
GS-01 to GS-04			GS-05 to GS-07			GS-08 to GS-10		

YE	0802	NJ
----	------	----



# AcqDemo to NSPS

## February 18, 2007

Table SC1911-5. Conversion from Acquisition Demonstration Project

Note: Salary rates shown are from the 2006 GS base salary table.

<b>Supervisory</b> AcqDemo CG & PB	NSPS Schedule(s)	NSPS PB
NH - BUS & TECH MGT PROF, Level I	n/a	n/a
NH - BUS & TECH MGT PROF, Level II	YA - STND - PROF/ANALYTICAL * YD - S&E - PROF *	Pay Band 2
NH - BUS & TECH MGT PROF, Level III	YC - STND - SUPV/MGR YF - S&E - SUPV/MGR YJ - MED - SUPV/MGR	Pay Band 2
NH - BUS & TECH MGT PROF, Level IV Salary less than GS-14/10 + 5%	YC - STND - SUPV/MGR YF - S&E - SUPV/MGR YJ - MED - SUPV/MGR	Pay Band 2**
NH - BUS & TECH MGT PROF, Level IV Salary = or greater than GS-14/10 + 5%	YC - STND - SUPV/MGR YF - S&E - SUPV/MGR YJ - MED - SUPV/MGR	Pay Band 3
<p>* Position is converted to a nonsupervisory pay band but is titled and coded as supervisory under the mixed position criteria in SC1920.4.4.</p> <p>** As preparation for conversion, Components shall review supervisory positions, to be converted from NH-IV, and whose incumbents have a salary less than GS-14/10 + 5% to determine if such positions meet the criteria for pay band 3. Where the employing Component determines the position meets the criteria, the employee shall be converted to Pay Band 3.</p>		



# AcqDemo to NSPS

## February 18, 2007

Table SC1911-5. Conversion from Acquisition Demonstration Project  
 Note: Salary rates shown are from the 2006 GS base salary table.

<b>Supervisory AcqDemo CG &amp; PB</b>	<b>NSPS Schedule(s)</b>	<b>NSPS PB</b>
NJ - TECH-MGMT SPT, Level I	n/a	n/a
NJ - TECH-MGMT SPT, Level II	YC - STND - SUPV/MGR YF - S&E - SUPV/MGR YJ - MED - SUPV/MGR	Pay Band 1
NJ - TECH-MGMT SPT, Level III	YC - STND - SUPV/MGR YF - S&E - SUPV/MGR YJ - MED - SUPV/MGR	Pay Band 1
NJ - TECH-MGMT SPT, Level IV	YC - STND - SUPV/MGR YF - S&E - SUPV/MGR YJ - MED - SUPV/MGR	Pay Band 2

<b>Supervisory AcqDemo CG &amp; PB</b>	<b>NSPS Schedule(s)</b>	<b>NSPS PB</b>
NK - ADMIN SPT, Level I	n/a	n/a
NK - ADMIN SPT, Level II	YC - STND - SUPV/MGR YF - S&E - SUPV/MGR YJ - MED - SUPV/MGR	Pay Band 1
NK - ADMIN SPT, Level III	YC - STND - SUPV/MGR YF - S&E - SUPV/MGR YJ - MED - SUPV/MGR	Pay Band 1



# NSPS to AcqDemo

## Conversion from NSPS to the Acquisition Demonstration Project

Note: Salary rates shown are from the 2010 GS base salary table.

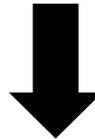
Supervisory NSPS Schedule(s)		NSPS PB	AcqDemo CG	AcqDemo BB
			NH - BUS & TECH MGT PROF NJ - TECH-MGMT SPT NK - ADMIN SPT	NH-01 NJ-01 NK-01
YC - STND - SUPV/MGR YF - S&E- SUPV/MGR YJ - MED - SUPV/MGR YN - I&P - SUPV/MGR	YC-01 YF-01 YJ-01 YN-01		NH - BUS & TECH MGT PROF NJ - TECH-MGMT SPT NK - ADMIN SPT	NH-02 NJ-02 NJ-03 NK-02 NK-03
YC - STND - SUPV/MGR YF - S&E- SUPV/MGR YJ - MED - SUPV/MGR YN - I&P - SUPV/MGR	YC-02 YF-02 YJ-02 YN-02		NH - BUS & TECH MGT PROF NJ - TECH-MGMT SPT NK - ADMIN SPT	NH-03 NH-04 NJ-04
YC - STND - SUPV/MGR YF - S&E- SUPV/MGR YJ - MED - SUPV/MGR YN - I&P - SUPV/MGR	YC-03 YF-03 YJ-03 YN-03		NH - BUS & TECH MGT PROF NJ - TECH-MGMT SPT NK - ADMIN SPT	NH-04

NSPS		AcqDemo					
		NH-01	GS-01 to GS-04	NJ-01	GS-01 to GS-04	NK-01	GS-01 to GS-04
YC/YF/YN-01	GS-06 to GS-11	NH-02	GS-05 to GS-11	NJ-02	GS-05 to GS-08	NK-02	GS-05 to GS-07
				NJ-03	GS-09 to GS-11	NK-03	GS-08 to GS-10
YC/YF/YN-02	GS-12 to GS-14	NH-03	GS-12 to GS-13	NJ-04	GS-12 to GS-13		
YC/YF/YN-03	GS-15	NH-04	GS-14 to GS-15				



# If you are a YC/YF/YN-01 and your base pay is...

YC/YF/YN-01			YC/YF/YN-02			YC/YF/YN-03		
33270	-	65371	59014	-	115610	82926 / 79535	-	135995
GS-06 to GS-11			GS-12 to GS-14			GS-15		



Occupational Series  
AND classification of the position

**Retained Pay Alert**

NH-01			NH-02			NH-03			NH-04		
17803	-	31871	27431	-	65371	60274	-	93175	84697	-	129517
GS-01 to GS-04			GS-05 to GS-11			GS-12 to GS-13			GS-14 to GS-15		

NJ-01			NJ-02			NJ-03			NJ-04		
17803	-	31871	27431	-	48917	41563	-	65371	60274	-	93175
GS-01 to GS-04			GS-05 to GS-08			GS-09 to GS-11			GS-12 to GS-13		

NK-01			NK-02			NK-03		
17803	-	31871	27431	-	44176	37631	-	59505
GS-01 to GS-04			GS-05 to GS-07			GS-08 to GS-10		

YA/YC	18	NH
YA/YC	28	NH
YA/YC	80	NH
YN	81	NK?
YN	85	NK
YA/YC	201	NH
YA/YC	260	NH
YA/YC	301	NH
YB	303	NK
YB	318	NK
YB	326	NK
YA/YC	340	NH
YA/YC	341	NH

YA/YC	343	NH
YB	344	NK
YA/YC	346	NH
YA/YC	391	NH
YP	399	NH
YA/YC	501	NH
YA/YC	505	NH
YA/YC	510	NH
YA/YC	511	NH
YA/YC	560	NH
YP	599	NH
YH/YJ	601	NH
YH/YJ	610	NH

YD/YF	801	NH
YE/YF	802	NJ
YD/YF	803	NH
YD/YF	810	NH
YD/YF	819	NH
YD/YF	830	NH
YD/YF	850	NH
YD/YF	854	NH
YD/YF	855	NH
YD/YF	861	NH
YD/YF	893	NH
YD/YF	896	NH

YA/YC	905	NH
YA/YC	1035	NH
YB/YC	1060	NH
YA/YC	1082	NH
YA/YC	1083	NH
YA/YC	1084	NH
YP	1099	NH
YA/YC	1101	NH
YA/YC	1102	NH
YA/YC	1103	NH
YP	1199	NH
YD/YF	1301	NH
YD/YF	1320	NH

YD/YF	1340	NH
YD/YF	1515	NH
YD/YF	1550	NH
YP	1599	NH
YA/YC	1640	NH
YA/YC	1670	NH
YA/YC	1712	NH
YA/YC	1801	NH
YA/YC	1810	NH
YA/YC	1910	NH
YA/YC	2001	NH

YA/YC	2003	NH
YB/YC	2005	NJ
YA/YC	2010	NH
YA/YC	2210	NH
YP	2299	NH

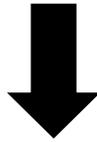


# If you are a YC/YF/YN-02 and your base pay is...

YC/YF/YN-01			YC/YF/YN-02			YC/YF/YN-03		
33270	-	65371	59014	-	115610	82926 / 79535	-	135995
GS-06 to GS-11			GS-12 to GS-14			GS-15		

Occupational Series  
AND classification of the position

**Retained Pay Alert**



NH-01			NH-02			NH-03			NH-04		
17803	-	31871	27431	-	65371	60274	-	93175	84697	-	129517
GS-01 to GS-04			GS-05 to GS-11			GS-12 to GS-13			GS-14 to GS-15		

NJ-01			NJ-02			NJ-03			NJ-04		
17803	-	31871	27431	-	48917	41563	-	65371	60274	-	93175
GS-01 to GS-04			GS-05 to GS-08			GS-09 to GS-11			GS-12 to GS-13		

NK-01			NK-02			NK-03		
17803	-	31871	27431	-	44176	37631	-	59505
GS-01 to GS-04			GS-05 to GS-07			GS-08 to GS-10		

YA/YC	18	NH
YA/YC	28	NH
YA/YC	80	NH
YN	81	NK?
YN	85	NK
YA/YC	201	NH
YA/YC	260	NH
YA/YC	301	NH
YB	303	NK
YB	318	NK
YB	326	NK
YA/YC	340	NH
YA/YC	341	NH

YA/YC	343	NH
YB	344	NK
YA/YC	346	NH
YA/YC	391	NH
YP	399	NH
YA/YC	501	NH
YA/YC	505	NH
YA/YC	510	NH
YA/YC	511	NH
YA/YC	560	NH
YP	599	NH
YH/YJ	601	NH
YH/YJ	610	NH

YD/YF	801	NH
YE/YF	802	NJ
YD/YF	803	NH
YD/YF	810	NH
YD/YF	819	NH
YD/YF	830	NH
YD/YF	850	NH
YD/YF	854	NH
YD/YF	855	NH
YD/YF	861	NH
YD/YF	893	NH
YD/YF	896	NH

YA/YC	905	NH
YA/YC	1035	NH
YB/YC	1060	NH
YA/YC	1082	NH
YA/YC	1083	NH
YA/YC	1084	NH
YP	1099	NH
YA/YC	1101	NH
YA/YC	1102	NH
YA/YC	1103	NH
YP	1199	NH
YD/YF	1301	NH
YD/YF	1320	NH

YD/YF	1340	NH
YD/YF	1515	NH
YD/YF	1550	NH
YP	1599	NH
YA/YC	1640	NH
YA/YC	1670	NH
YA/YC	1712	NH
YA/YC	1801	NH
YA/YC	1810	NH
YA/YC	1910	NH
YA/YC	2001	NH

YA/YC	2003	NH
YB/YC	2005	NJ
YA/YC	2010	NH
YA/YC	2210	NH
YP	2299	NH



# If you are a YC/YF/YN-03 and your base pay is...

YC/YF/YN-01			YC/YF/YN-02			YC/YF/YN-03		
33270	-	65371	59014	-	115610	82926 / <u>79535</u>	-	135995
GS-06 to GS-11			GS-12 to GS-14			GS-15		

Occupational Series  
AND classification of the position



NH-01			NH-02			NH-03			NH-04		
17803	-	31871	27431	-	65371	60274	-	93175	84697	-	129517
GS-01 to GS-04			GS-05 to GS-11			GS-12 to GS-13			GS-14 to GS-15		

YA/YC	18	NH
YA/YC	28	NH
YA/YC	80	NH
YN	81	NK?
YN	85	NK
YA/YC	201	NH
YA/YC	260	NH
YA/YC	301	NH
YB	303	NK
YB	318	NK
YB	326	NK
YA/YC	340	NH
YA/YC	341	NH

YA/YC	343	NH
YB	344	NK
YA/YC	346	NH
YA/YC	391	NH
YP	399	NH
YA/YC	501	NH
YA/YC	505	NH
YA/YC	510	NH
YA/YC	511	NH
YA/YC	560	NH
YP	599	NH
YH/YJ	601	NH
YH/YJ	610	NH

YD/YF	801	NH
YE/YF	802	NJ
YD/YF	803	NH
YD/YF	810	NH
YD/YF	819	NH
YD/YF	830	NH
YD/YF	850	NH
YD/YF	854	NH
YD/YF	855	NH
YD/YF	861	NH
YD/YF	893	NH
YD/YF	896	NH

YA/YC	905	NH
YA/YC	1035	NH
YB/YC	1060	NH
YA/YC	1082	NH
YA/YC	1083	NH
YA/YC	1084	NH
YP	1099	NH
YA/YC	1101	NH
YA/YC	1102	NH
YA/YC	1103	NH
YP	1199	NH
YD/YF	1301	NH
YD/YF	1320	NH

YD/YF	1340	NH
YD/YF	1515	NH
YD/YF	1550	NH
YP	1599	NH
YA/YC	1640	NH
YA/YC	1670	NH
YA/YC	1712	NH
YA/YC	1801	NH
YA/YC	1810	NH
YA/YC	1910	NH
YA/YC	2001	NH

YA/YC	2003	NH
YB/YC	2005	NJ
YA/YC	2010	NH
YA/YC	2210	NH
YP	2299	NH



# Issues



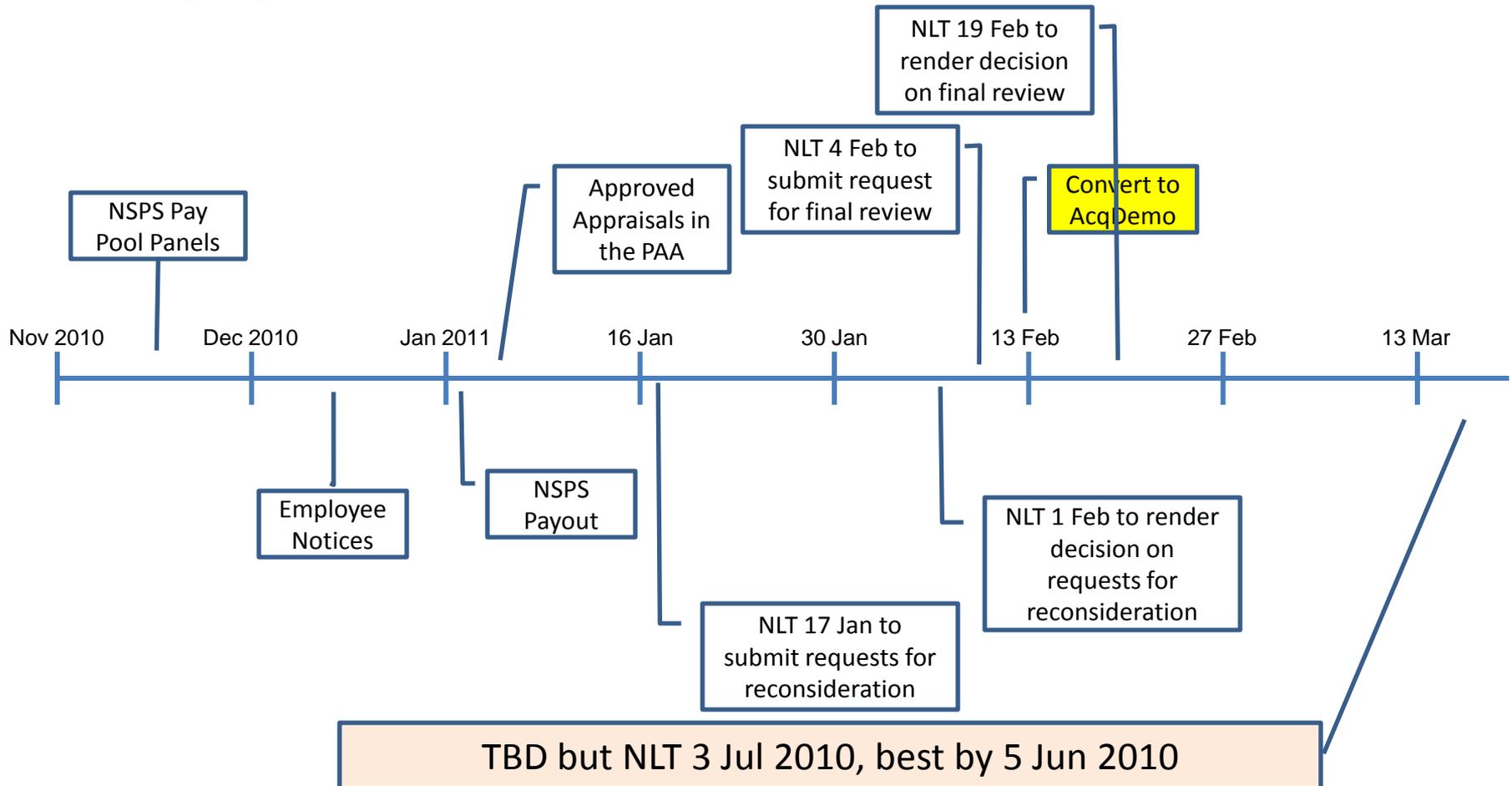
# Issues

NSPS requests for reconsideration	Federal Register	Operating Procedures	CCAS
Pay pool funding	✓		
Control points			
CCAS Spreadsheet – Payout Split	✓		
Weight objectives			✓
CAS2Net			
CAS2Net - Reports			
CAS2Net - Employee Module			
CAS2Net - Supervisor Module			
Reassignment Increases	✓	✓	
Pay setting			
Contribution to mission of the organization			
Adjust maximum salary	✓	✓	
Supervisory differentials	✓	✓	
Developmental pay band	✓	✓	
Restructure NH-02 and NH-03 broad bands	✓	✓	
Retention Service Credit	✓	✓	
Recalibrate rails	✓	✓	
Appointment authorities	✓	✓	



# NSPS Reconsideration

- Is 13 February 2011 the right date for conversion out of NSPS?





## ISSUE: Developmental Positions/Pay Band

- Not in AcqDemo
- Best to place under GS until full performance level then to AcqDemo **or**

Federal Register, III.E.1(b). Competitive Selection for a Position with Higher Potential Salary. When an employee is competitively selected for a position with a higher target broadband level than previously held (e.g., Upward Mobility), upon movement to the new position the employee will receive the salary corresponding to the minimum of the new broadband level or the existing salary, whichever is greater.

- ~~Develop for AcqDemo?~~
  - If yes
  - Will require Federal Register amendment



## ISSUE: Within band salary increase

- Not in AcqDemo
- Develop for AcqDemo?
  - Yes?
    - But limit to
      - management-directed
      - higher-level of work
    - Will require Federal Register amendment
- Refresher on AcqDemo pay setting



REFRESHER: AcqDemo Pay Setting (Greater Flexibility in AcqDemo)  
Federal Register, dated 8 January 1999

### Section III. Personnel System Changes

#### B. Broadbanding

Define “Newly hired personnel entering the system...” in the Operating Procedures

##### 1. Broadband Levels

Newly hired personnel entering the system will be employed at a level consistent with the expected basic qualifications for the level, as determined by rating against qualification standards. The hiring official will determine the starting salary based upon available labor market considerations relative to special qualification requirements, scarcity of qualified applicants, programmatic urgency, and education/experience of the new candidates.



Define “Newly hired personnel entering the system...” in the Operating Procedures

## REFRESHER: AcqDemo Pay Setting (Greater Flexibility in AcqDemo)

- DoD / Army Operating Procedures, Chapter 5, Paragraph 5.2.
- 5.2 New Hires and Employees Entering the Demonstration Project After Organization’s Initial Implementation. For new hires initial pay will be set at a level consistent with the individual’s qualifications and the expected contribution of the position. The hiring official will determine the starting salary based upon available labor market considerations relative to special qualifications requirements, scarcity of qualified applicants, programmatic urgency and education/experience of the new candidates.
- Individual employees who enter the project by lateral transfer, reassignment or realignment will be subject to the same pay conversion rules as those entering the demonstration project upon initial implementation. (See section 2.3 Employee Buy-in). An automated tool is provided by the Program Office to facilitate the calculation of the new salary.
- Pay may be set at any rate encompassed by the broadband level for employees who enter the project by means other than lateral transfer, reassignment or realignment. Competition is normally required to set pay at a higher rate than the buy-in. (See Chapter 4).



## ISSUE: Within band salary increase

- Not in AcqDemo
- Develop for AcqDemo?
  - Yes
    - Limit to
      - management-directed
      - higher-level of work
  - Will require Federal Register amendment



## ISSUE: Restructure NH-02 and NH-03 Broadbands

NH-01			NH-02			NH-03			NH-04		
17803	-	31871	27431	-	65371	60274	-	93175	84697	-	129517
<b>GS-01 to GS-04</b>			<b>GS-05 to GS-11</b>			<b>GS-12 to GS-13</b>			<b>GS-14 to GS-15</b>		

???

NH-02-A			NH-02-B		
27431	-	44176	41563	-	65371
<b>GS-05/01 to GS-07/10</b>			<b>GS-09/01 to GS-11/10</b>		

???

NH-03-A			NH-03-B		
60274	-	78355	71674	-	93175
<b>GS-12/01 to GS-12/10</b>			<b>GS-13/01 to GS-13/10</b>		

– Will require Federal Register amendment

NH-01			NH-02			NH-03			NH-04			NH-05		
17803	-	31871	27431	-	44176	41563	-	65371	60274	-	93175	84697	-	129517
<b>GS-01 to GS-04</b>			<b>GS-05/01 to GS-07/10</b>			<b>GS-09/01 to GS-11/10</b>			<b>GS-12 to GS-13</b>			<b>GS-14 to GS-15</b>		



## ISSUE: Adjust maximum salary

NH-01			NH-02			NH-03			NH-04		
17803	-	31871	27431	-	65371	60274	-	93175	84697	-	129517
<b>GS-01 to GS-04</b>			<b>GS-05 to GS-11</b>			<b>GS-12 to GS-13</b>			<b>GS-14 to GS-15</b>		

YA/YD-01			YA/YD-02			YA/YD-03		
26858	-	65371	40694	-	93175	79534	-	135995
<b>GS-05 to GS-08</b>			<b>GS-09 to GS-13</b>			<b>GS-14 to GS-15</b>		

YC/YF/YN-01			YC/YF/YN-02			YC/YF/YN-03		
33270	-	65371	59014	-	115610	82926 / <u>79535</u>	-	135995
<b>GS-06 to GS-11</b>			<b>GS-12 to GS-14</b>			<b>GS-15</b>		

- ~~☒~~ Increase each broadband level? If yes, to what?
- ~~☒~~ Increase just the top of the broadband? If yes, to what?
  - Will require Federal Register amendment



## ISSUE: Adjust maximum salary

NJ-01			NJ-02			NJ-03			NJ-04		
17803	-	31871	27431	-	48917	41563	-	65371	60274	-	93175
<b>GS-01 to GS-04</b>			<b>GS-05 to GS-08</b>			<b>GS-09 to GS-11</b>			<b>GS-12 to GS-13</b>		

YB/YE-01			YB/YE-02			YB/YE-03			YE-04		
17803	-	39748	33270	-	59501	49237	-	78352	66882	-	93175
<b>GS-01 to GS-06</b>			<b>GS-07 to GS-10</b>			<b>GS-11 to GS-12</b>			<b>GS-13</b>		

- Increase NJ Broadband?
- Increase each broadband level? If yes, to what?
- Increase just the top of the broadband? If yes, to what?
  - Will require Federal Register amendment



## ISSUE: Adjust maximum salary

NK-01			NK-02			NK-03		
17803	-	31871	27431	-	44176	37631	-	59505
GS-01 to GS-04			GS-05 to GS-07			GS-08 to GS-10		

YB/YE-01			YB/YE-02			YB/YE-03			YE-04		
17803	-	39748	33270	-	59501	49237	-	78352	66882	-	93175
GS-01 to GS-06			GS-07 to GS-10			GS-11 to GS-12			GS-13		

- Increase NK Broadband?
- Increase each broadband level? If yes, to what?
- Increase just the top of the broadband? If yes, to what?
  - Will require Federal Register amendment



**ISSUE:** Upon conversion to AcqDemo, some salaries will exceed maximum of the broadband.

- Pay retention under the GS system is “indefinite”.
- AcqDemo Federal Register, Section IX. Required Waivers to Law and Regulations.

### A. Waivers to title 5, United States Code

Chapter 53, Section 5363: Pay retention. This waiver applies only to the extent necessary to: (1) allow demonstration project employees to be treated as General Schedule employees; (2) provide that pay retention provisions do not apply to conversions from General Schedule special rates to demonstration project pay, as long as total pay is not reduced; and (3) replace the term “grade” with “broadband level”.

### B. Waivers to title 5, Code of Federal Regulations

Part 536, Grade and Pay Retention (only to the extent necessary to eliminate grade retention and to provide that (for the purposes of applying pay retention provisions: (1) demonstration project employees are to be treated as General Schedule employees; (2) “grade” is replaced by “broadband level”; and (3) pay retention provisions do not apply to conversions from General Schedule special rates to demonstration project pay, as long as total pay is not reduced).

- Pay retention under AcqDemo is “indefinite”.



# Terminating Event

Pay retention under the GS system is “indefinite”. An NSPS employee who is placed on pay retention upon transition remains on pay retention until a terminating event occurs as specified by 5 CFR 536.308. Generally, terminating events include:

- a. A break in service of one workday or more.
- b. Entitlement to a rate of basic pay under a covered pay system that is equal to or greater than the employee’s retained rate after applying any applicable geographic conversion rule.
- c. The employee declines a reasonable offer of a position in which the employee’s rate of basic pay would be equal to or greater than the employee’s retained rate after applying any applicable geographic conversion rule.
- d. The employee is reduced in grade for personal cause or at the employee’s personal request.
- e. The employee moves to a position not under a covered pay system.



## Retained Pay /Pay Retention

**Question:** What happens to an employee's pay if, at the time of conversion, their NSPS adjusted salary exceeds the statutory and regulatory limits of the non-NSPS system to which he or she is converted?

**Answer:** Section 1113(c)(1) of NDAA 2010 (Public Law 111-84) requires that there be no loss of or decrease in an NSPS employee's pay as a result of the repeal of NSPS and the conversion of an employee's position to another statutory pay system. When the employee's NSPS adjusted salary exceeds the maximum step (step 10) of his or her GS grade *or broadband*, the employee will be placed on pay retention.



# Retained Pay /Pay Retention

**Question:** To what is an employee placed on pay retention in the GS / *AcqDemo* system entitled?

**Answer:** Under pay retention, employees continue to receive their existing NSPS adjusted salary as of the day of conversion even though this rate is above the step 10 of the grade *or broadband* to which they are assigned. Employees on pay retention will retain this rate until such time as they meet one of the terminating events described in 5 CFR 536.308. During the period of pay retention, when a Governmentwide increase to pay is authorized for GS employees (generally on an annual basis), employees on retained pay receive 50 percent of the increase provided at the step 10 level of their GS grade. Once the employee's retained rate falls within the rate range (i.e., equals step 10 or less) for their grade *or broadband*, pay retention ceases, and the employee is eligible to receive 100% of each Governmentwide increase to base pay.



# Is it only base pay or with locality?

2004—Subsec. (a). [Pub. L. 108–411](#), § 301(a)(5)(A), inserted concluding provisions and struck out former concluding provisions which read as follows: “is entitled to basic pay at a rate equal to (A) the employee’s allowable former **rate of basic pay**, plus (B) **50 percent of the amount of each increase in the maximum rate of basic pay payable for the grade of the employee’s position** immediately after such reduction in pay if such allowable former rate exceeds such maximum rate for such grade.”

## 5 USC § 5361. Definitions

For the purpose of this subchapter—

- (1) “employee” means an employee to whom chapter [51](#) of this title applies, and a prevailing rate employee, as defined by section [5342 \(a\)\(2\)](#) of this title, whose employment is other than on a temporary or term basis;
  
- (4) **“rate of basic pay”** means— (A) the rate of basic pay payable to an employee under law or regulations before any deductions or additions of any kind, **but including— (i) any applicable locality-based comparability payment** under section [5304](#) or similar provision of law;



# Is it only base pay or with locality?

NSPS Transition

HR Practitioner Guide

Transition from NSPS to GS

Issue Date: March 11, 2010

Chapter 6 – Frequently Asked Questions (FAQs)

C-9. An employee's NSPS adjusted salary exceeds the maximum rate for the GS grade to which his/her position will transition. Is it true that the employee will be placed on pay retention and will only be entitled to 50 percent of the annual general pay increase (GPI)?

ANSWER: Yes. Once the employee's position is transitioned from NSPS, it becomes subject to the rules of the gaining system. Under 5 CFR 536.305, an employee is limited to an increase equal to 50 percent of the dollar increase in the maximum **rate of basic pay** (including any locality pay or special rate supplement) of his or her GS grade when the pay schedule applicable to the employee's position is adjusted.



# Retained Pay /Pay Retention

**Question:** An employee converted from a YA-2 position to a GS-11 / *NH-02* position. She was placed on pay retention because her NSPS adjusted salary exceeded the maximum rate of the GS-11 / *NH-02* rate range. She has now accepted a position at a non-DoD agency at the same grade. Is she entitled to remain on pay retention?

YA/YD-02		
40694	-	93175
<b>GS-09 to GS-13</b>		

NH-02			NH-03		
27431	-	65371	60274	-	93175
<b>GS-05 to GS-11</b>			<b>GS-12 to GS-13</b>		

**Answer:** If the employee's basic rate of pay in the new GS-11 position exceeds the applicable GS rate range, the employee will remain on pay retention.



## ISSUE: Supervisory Differential

- A supervisory pay differential is a cash incentive that may range up to 10 percent of the supervisor's basic rate of pay. It is paid on a pay period basis and is not included as part of the supervisor's basic rate of pay.



Yes?

Flexible enough for a supervisor moving to another supervisory position with higher responsibilities

- Will require a Federal Register amendment

### 5USC

Chapter 57, Section 5753, 5454, and 5755: Recruitment and Relocation Bonuses, Retention Allowances and Supervisory Differentials--This waiver applies only to the extent necessary to allow employees and positions under the demonstration project to be treated as employees and positions under the General Schedule. This waiver does not apply to ST employees who continue to be covered by these provisions, as appropriate.

### 5CFR

Part 575, Subparts A, B, C, and D: Recruitment Bonuses, Relocation Bonuses, Retention Allowances, and Supervisory Differentials--This waiver applies only to the extent necessary to allow employees and position under the demonstration project covered by broad banding to be treated as employees and positions under the General Schedule. This waiver does not apply to ST employees who continue to be covered by these provisions, as appropriate.

- ~~Supervisory pay adjustments are increases to the supervisor's basic rate of pay, ranging up to 10 percent of that pay rate, subject to the constraint that the adjustment may not cause the employee's basic rate of pay to exceed the payband maximum rate.~~



## ISSUE: PAA

- CAS2Net not as robust as the PAA
  - Only Supervisor Module – optional for each pay pool
  - Some reports
- Do you want
  - Employee Module (objectives, mid-point, annual)
  - Reports
  - Modification to CAS2Net

# Supervisor Module in CAS2Net

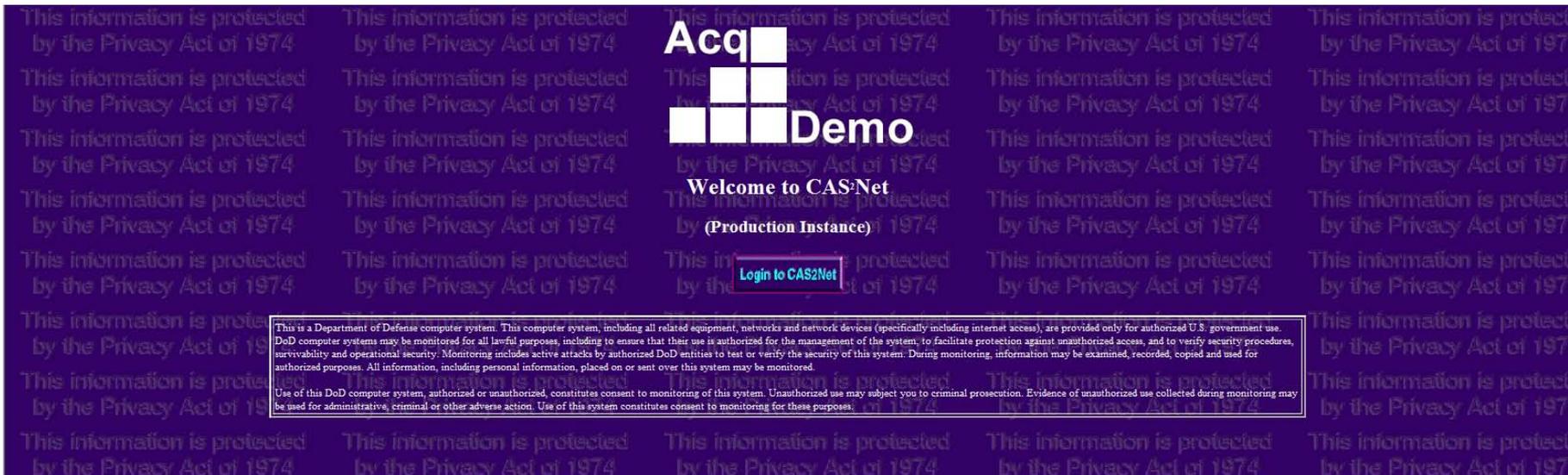


# Accessing CAS2Net

You can access CAS2Net at any time that you have internet access. The address is:

<https://acqdemoii.army.mil>

This is what the home page will look like:





# Logging In to CAS2Net



Welcome to CAS2Net  
(Production Instance)

Login to CAS2Net



To log in, click the Login to CAS2Net button.

This is a Department of Defense computer system. This computer system, including all related equipment, networks and network devices (specifically including internet access), are provided only for authorized U.S. government use. DoD computer systems may be monitored for all lawful purposes, including to ensure that their use is authorized for the management of the system, to facilitate protection against unauthorized access, and to verify security procedures, survivability and operational security. Monitoring includes active attacks by authorized DoD entities to test or verify the security of this system. During monitoring, information may be examined, recorded, copied and used for authorized purposes. All information, including personal information, placed on or sent over this system may be monitored. Use of this DoD computer system, authorized or unauthorized, constitutes consent to monitoring of this system. Unauthorized use may subject you to criminal prosecution. Evidence of unauthorized use collected during monitoring may be used for administrative, criminal or other adverse action. Use of this system constitutes consent to monitoring for these purposes.



Welcome to CAS2Net  
(Production Instance)

Connect to acqdem001.army.mil

The server acqdem001.army.mil at cas2net requires a username and password.

User name:

Password:

OK Cancel

Enter your User name and Password and click OK.

If you don't know your log in information, contact your Data Maintainer.

This is a Department of Defense computer system. This computer system, including all related equipment, networks and network devices (specifically including internet access), are provided only for authorized U.S. government use. DoD computer systems may be monitored for all lawful purposes, including to ensure that their use is authorized for the management of the system, to facilitate protection against unauthorized access, and to verify security procedures, survivability and operational security. Monitoring includes active attacks by authorized DoD entities to test or verify the security of this system. During monitoring, information may be examined, recorded, copied and used for authorized purposes. All information, including personal information, placed on or sent over this system may be monitored. Use of this DoD computer system, authorized or unauthorized, constitutes consent to monitoring of this system. Unauthorized use may subject you to criminal prosecution. Evidence of unauthorized use collected during monitoring may be used for administrative, criminal or other adverse action. Use of this system constitutes consent to monitoring for these purposes.



# Welcome and Navigation Pane

This is the screen you will see each time you log in.

Notice the navigation pane on the left. This is how you will navigate through all of the functions of CAS2Net.

Assuming you are identified as a supervisor, you should see similar links on your screen.



# Inputting Ratings and Assessments

Welcome to CAS<sup>2</sup>Net, Jerry Lee!

The information contained herein is covered by the Privacy Act of 1974. Personnel data requires safeguarding IAW AFR 37-132.

Please choose a module from the navigation bar at the left.

To input ratings and assessments for your employees, click on the Employee Appraisal link.

Navigation Bar:

- Acq Demo
- Employee Appraisal** (highlighted with a yellow arrow)
- Sub-Panel
- Meeting
- Reports
- Password
- Maintenance
- Appraisal Status
- Logout
- Exit CAS<sup>2</sup>Net

Contribution-based Compensation and Appraisal System Software  
CAS<sup>2</sup>Net

Employee Appraisal

Preliminary Status	Integer Status	Employee	Presumptive Status
		Lori Branch	None
		Melissa Mendoza	None

Key:

- Appraisal complete.
- Appraisal incomplete.

You will get a listing of all your employees and the status of their appraisal.



# Inputting Ratings and Assessments

Acq Demo

- Employee Appraisal
- Sub-Panel
- Meeting
- Reports
- Password
- Maintenance
- Appraisal Status
- Logout

### Contribution-based Compensation and Appraisal System Software CAS2Net

#### Employee Appraisal

Preliminary Status	Integer Status	Employee	Presumptive Status
		Lori Branch	None
		Melissa Mendoza	None

Key:  
 Appraisal complete.  
 Appraisal incomplete.

To enter information, just click on the name of the employee.

Acq Demo

- Employee Appraisal
- Sub-Panel
- Meeting
- Reports
- Password
- Maintenance
- Appraisal Status
- Logout

### Preliminary Appraisal of Melissa Mendoza

#### Year 2010

Broadband Level: III Occupational Series: Contract Specialist/Procurement Analyst Career Path: Business Management And Technical Management Professional (NH)

Submit Cancel current changes

Problem Solving Factor Weight: 1.0 Unrated Unrated

None

This is the screen on which you will enter the categorical and numerical score and narrative assessment for the employee.



# Assigning Ratings

Acq Demo

Employee Appraisal  
Appraise employee contribution

Sub-Panel Meeting  
Review and standardize contribution assessments

Reports  
View or print reports in PDF format

Password Maintenance  
Change your password

Appraisal Status  
View status of appraisals

Logout  
Exit CAS2Net

**Preliminary Appraisal of Melissa Mendoza**  
**Year 2010**

Broadband Level: III Occupational Series: Contract Specialist/Procurement Analyst Career Path: Business Management And Technical Management Professional (NH)

Submit Cancel current changes

Problem Solving Factor Weight: 1.0

None

Unrated  
1L  
1M  
1H  
2L  
2ML  
2M  
2MH  
2H  
3L  
3M  
3H  
4L  
4M  
4H

Unrated  
61  
62  
63  
64  
65  
66

To input the ratings, click the drop down arrow in each box.

The easiest way is to start with the categorical score and select the appropriate level. That way, when you move to the numerical score, you will only have the option of choosing from the range of the category.

If you do not select a categorical score, the numerical range will be from 0-100.



# Inputting Assessments

**Acq Demo**

**Employee Appraisal**  
Appraise employee contribution

**Sub-Panel Meeting**  
Review and standardize contribution assessments

**Reports**  
View or print reports in PDF format

**Password Maintenance**  
Change your password

**Appraisal Status**  
View status of appraisals

**Logout**  
Exit CAS2Net

**Preliminary Appraisal of Melissa Mendoza**  
Year 2010

**Broadband Level:** III    **Occupational Series:** Contract Specialist/Procurement Analyst    **Career Path:** Business Management And Technical Management Professional (NH)

Submit    Cancel current changes

**Problem Solving**    Factor Weight: 1.0    3L    63

Ms. Mendoza continues to meet all expectations. She...

Once you've entered your scores, you can enter your narrative.

To do so, simply click in the box and begin typing.

Also, if you have written your assessment in Word you may copy and paste it here. Just be sure you paste it in the correct box.

You will need to score and input assessments for each factor in order for the appraisal to be complete.

Level	Descriptor	Discriminators
I	Performs activities on a task; assists supervisor or other appropriate personnel.	Scope/Impact
	Resolves routine problems within established guidelines.	Complexity/Difficulty
	Independently performs assigned tasks within area of responsibility; refers situations to supervisor or other appropriate personnel when existing guidelines do not apply.	Independence
	Takes initiative in determining and implementing appropriate procedures.	Creativity
II	Plans and conducts functional technical activities for projects/programs.	Scope/Impact
	Identifies, analyzes, and resolves complex/difficult problems.	Complexity/Difficulty
	Independently identifies and resolves conventional problems which may require deviations from accepted	Independence

Note: If at anytime during your writing and/or scoring you'd like to see the Descriptors and Discriminators for that factor at all levels, simply click on the factor name (arrowed above), and a box will appear like the one at left.



# Submitting and Appraisal Completion

**Acq Demo**

**Employee Appraisal**  
Appraise employee contribution

**Sub-Panel Meeting**  
Review and standardize contribution assessments

**Reports**  
View or print reports in PDF format

**Password Maintenance**  
Change your password

**Appraisal Status**  
View status of appraisals

**Logout**  
Exit CAS2Net

**Preliminary Appraisal of Melissa Mendoza**  
Year 2010

Band Level: III Occupational Series: Contract Specialist/Procurement Analyst Career Path: Business Management And Technical Management Professional (NH)

Submit Cancel current changes

Problem Solving Factor Weight: 1.0 3L 63

Ms. Mendoza continues to meet all expectations. She...

Once you've entered all of your information, click the Submit button.

**Acq Demo**

**Employee Appraisal**  
Appraise employee contribution

**Sub-Panel Meeting**  
Review and standardize contribution assessments

**Reports**  
View or print reports in PDF format

**Password Maintenance**  
Change your password

**Appraisal Status**  
View status of appraisals

**Logout**  
Exit CAS2Net

**Contribution-based Compensation and Appraisal System Software**  
CAS2Net

Employee Appraisal

Preliminary Status	Integer Status	Employee	Presumptive Status
✘	✘	Lori Branch	None
✔	✔	Melissa Mendoza	None

Key:  
✔ Appraisal complete.  
✘ Appraisal incomplete.

You'll be taken back to your employee listing. However, notice that the status as changed to complete, as evidenced by the check marks.

If you have input information but still show incomplete appraisals, it is probably because you didn't input data for each factor. By going back and doing so, you should see check marks.



# Appraisal Status

Acq Demo

[Employee Appraisal](#)  
Appraise employee contribution

[Sub-Panel Meeting](#)  
Review and standardize contribution assessments

[Reports](#)  
View or print reports in PDF format

[Password Maintenance](#)  
Change your password

[Appraisal Status](#)  
View status of appraisals

[Logout](#)  
Exit CAS2Net

Welcome to CAS<sup>2</sup>Net, Jerry Lee!

The information contained herein is covered by the Privacy Act of 1974. Personnel data requires safeguarding IAW AFR 37-132.

Please choose a module from the navigation bar at the left.

A quick way to check on the status of your appraisals, strictly numerically is by clicking the Appraisal Status link.

Acq Demo

[Employee Appraisal](#)  
Appraise employee contribution

[Sub-Panel Meeting](#)  
Review and standardize contribution assessments

[Reports](#)  
View or print reports in PDF format

[Password Maintenance](#)  
Change your password

[Appraisal Status](#)  
View status of appraisals

[Logout](#)  
Exit CAS2Net

### Appraisal Status

Grouped by Subpanel Manager

Supervisor Name	Total Employees	Emp. with Complete Scr.	Average Delta OCS	Standard Deviation
(not specified)	2	1	13.0	N/A

Grouped by First Level Supervisor  
(with George Harris as Subpanel Manager)

Supervisor Name	Total Employees	Emp. with Complete Scr.	Average Delta OCS	Standard Deviation
	0	0	N/A	N/A

You should then see your name in blue with the total number of your employees to the right.

You can click on your name to see a more detailed breakdown.



# Appraisal Status

Acq Demo

[Employee Appraisal](#)

[Sub-Panel Meeting](#)

[Reports](#)

[Password](#)

**Appraisal Status**

Employees without an assigned Subpanel Manager

Supervisor Name	Office Symbol	Employee Name	Previous OCS	Current OCS	Expected OCS	Problem Solving	Teamwork/ Cooperation	Customer Relations	Leadership/ Supervision	Communication	Resource Management
George Harris	119	Robert F Brown	97	0 (Incomp)	83	Unrated	Unrated	Unrated	Unrated	Unrated	Unrated
George Harris	119	Dawn Filipowicz	98	98 (Comp)	85	No factor scores. Employee is presumptive due to circumstance (recertify).					

[Back](#)

You can then see each of your employees and their status. In this example, notice that employee Mendoza is Incomplete under Current OCS and that each factor is Unrated. Employee Branch is Completed because she has been assigned a Presumptive Status, therefore, her supervisor doesn't need to rate her and she is considered Complete. If Mendoza had been rated, you would see numbers under each factor and the Current OCS column would contain a number.

This screen can be used to keep track of who you've already scored and who still needs attention.



# Reports

Acq Demo

- Employee Appraisal
- Sub-Panel
- Meeting
- Reports
- Password
- Maintenance
- Appraisal Status
- Logout

Welcome to CAS<sup>2</sup>Net, Jerry Lee!

The information contained herein is covered by the Privacy Act of 1974. Personnel data requires safeguarding IAW AFR 37-132.

Please choose a module from the navigation bar at the left.

As a Supervisor, there is a report you can pull that will show you who is assigned to you in the CCAS rating hierarchy. To access click on the Reports link.

Acq Demo

- Employee Appraisal
- Sub-Panel
- Meeting
- Reports
- Password
- Maintenance
- Appraisal Status
- Logout

CAS<sup>2</sup>Net Reports

Reports List

- Appraisal Form Part II By Employee
- Appraisal Form Part II By Supervisor
- Supervisor Roster by Employee
- Supervisor Roster by Supervisor

Click on the Supervisor Roster by Supervisor link.



# Reports - Supervisor Roster

Supervisor Roster by Supervisor

Report Generation Options

Paypool Selection: 119

Report Format: PDF format\* is standard for all reports

Command: Generate

Return To Main Page

Select your Paypool code from the drop down. Most likely you will only have one choice. Click Generate.

This is what the report will look like:

Supervisor Roster

Paypool Manager	Sub-panel Supervisor	First Level Supervisor	Employee Name
Jerry Lee, 119	(none)	Jerry Lee	Lori Branch, 119 Melissa Mendoza, 119

Assuming you have a large pay pool with many first level supervisors, this report may be quite large. Find your name in the First Level Supervisor column and to the right of that will be your employees.

You can either print or save this roster using the arrowed buttons above.

# Reports – Appraisal Forms

Acq Demo

- [Employee Appraisal](#)  
Appraise employee contribution
- [Sub-Panel Meeting](#)  
Review and standardize contribution assessments
- [Reports](#)  
View or print reports in PDF format
- [Password Maintenance](#)  
Change your password
- [Appraisal Status](#)  
View status of appraisals
- [Logout](#)  
Exit CAS2Net

This information is protected by the Privacy Act of 1974

## CAS2Net Reports

Reports List
<a href="#">Appraisal Form Part II By Employee</a>
<a href="#">Appraisal Form Part II By Supervisor</a>
<a href="#">Supervisor Roster by Employee</a>
<a href="#">Supervisor Roster by Supervisor</a>

In Reports you can also generate Appraisal Forms for your employees.

You can select either by employee or supervisor. In this example, we're using "By Employee".

Acq Demo

- [Employee Appraisal](#)  
Appraise employee contribution
- [Sub-Panel Meeting](#)  
Review and standardize contribution assessments
- [Reports](#)  
View or print reports in PDF format
- [Password Maintenance](#)  
Change your password
- [Appraisal Status](#)  
View status of appraisals
- [Logout](#)  
Exit CAS2Net

This information is protected by the Privacy Act of 1974

## Appraisal Form Part II

### Report Generation Options

Employee Selection	<input type="text" value=""/>
Appraisal Year	<input type="radio"/> 2010 <input type="radio"/> 2009 <input type="radio"/> 2008 <input type="radio"/> 2007 <input type="radio"/> 2006 <input type="radio"/> 2005 <input type="radio"/> 2004 <input type="radio"/> 2003 <input type="radio"/> 2002 <input type="radio"/> 2001 <input type="radio"/> 2000 <input type="radio"/> 1999
Report Format	PDF format* is standard for all reports
Command	<input type="button" value="Generate"/>

Select the name of the employee from the drop down list. Select the Appraisal Year you want to view and click Generate.

\* Requires Adobe® Acrobat® Reader

[Return To Main Page](#)

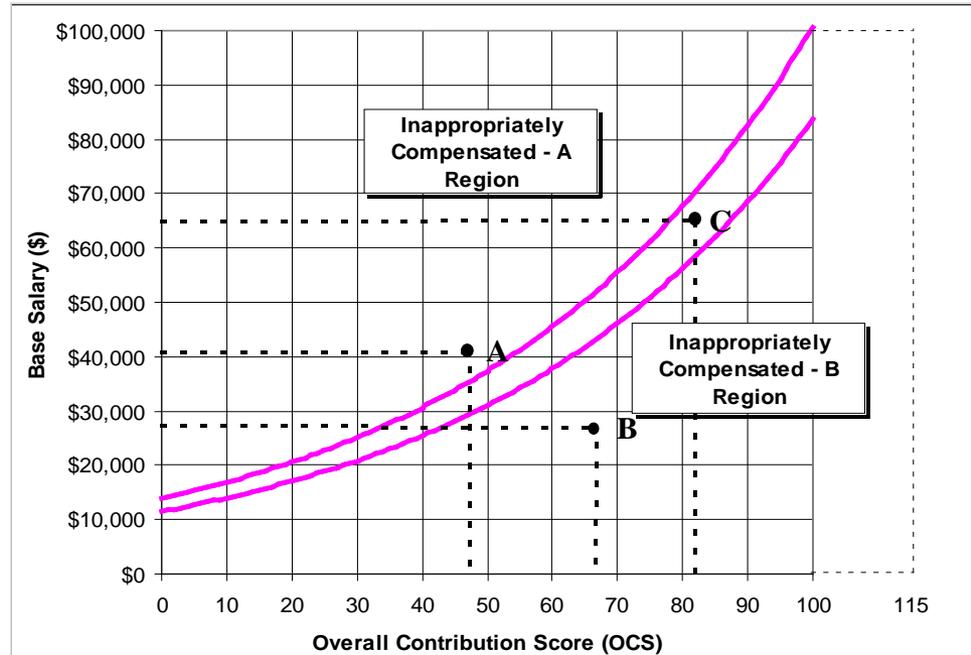




- Just change terminology for “A region” and “B region”

## ISSUE: Recalibrate Rails (Upper Rail [UR] – Standard Pay Line [SPL] – Lower Rail [LR])

- Above the Upper Rail = Unsuccessful Rating (-5 and higher)
- “A” rating is not good.
- Between the Upper Rail and Lower Rail = Successful Rating (-4 to +4)
- Below the Lower Rail = Successful Rating (+5 and higher)



Category	General Pay Increase	Contribution Rating Increase	Contribution Award	<sup>1</sup> Locality Pay
Inappropriately Compensated - A	Could be reduced or denied	NO	NO	YES
Appropriately Compensated	YES	YES <sup>2</sup> - Up to 6%	YES <sup>5</sup>	YES
Inappropriately Compensated - B	YES	YES <sup>3,4</sup> - Up to 20%	YES	YES

1. Basic pay plus locality pay may not exceed Executive Level IV basic pay.
2. May not exceed upper rail of NPR for employee’s OCS or maximum salary for current broadband level.
3. Over 20% requires local commander’s approval.
4. May not exceed 6% above the lower rail or the maximum salary for current broadband level.
5. Pay pool manager approves up to \$10,000. Amounts exceeding \$10,000 require local commander’s approval.

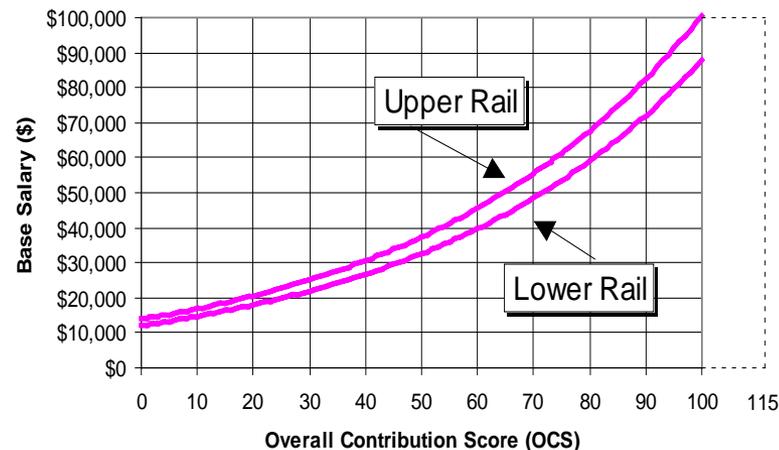


- No need to recalibrate, keep formulae for the rails

## REFRESHER: Recalibrate Rails

- The upper and lower rails encompass an area of +/-4.0 OCS points, or +/-8.0 percent in terms of salary, relative to the points established below.
  - The lowest possible score is an OCS of 0, which equates to the lower salary paid under this demonstration project, GS-01, step 01.
  - The OCS of 100 equates to the highest salary paid under this demonstration project, GS-15, step 10.
- Given these constraints, the formulae for the rails found in Figure 1 are:
  - Salary upper rail = (GS-1 Step 1) \* (1.0800)\* (1.020043) OCS
  - Salary lower rail = (GS-1 Step 1) \* (0.9200)\* (1.020043) OCS
- Will require Federal Register amendment.

Normal Pay Range





# REFRESHER: Why Army uses the Upper Rail for CRI and CA

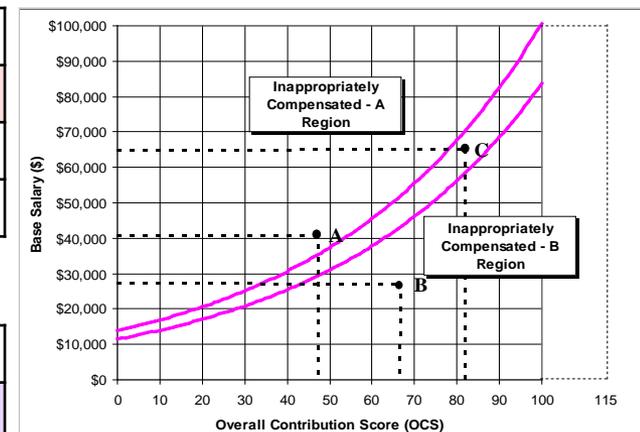
Category	General Pay Increase	Contribution Rating Increase	Contribution Award	<sup>1</sup> Locality Pay
Inappropriately Compensated - A	Could be reduced or denied	NO	NO	YES
Appropriately Compensated	YES	YES <sup>2</sup> - Up to 6%	YES <sup>5</sup>	YES
Inappropriately Compensated - B	YES	YES <sup>3,4</sup> - Up to 20%	YES	YES

		Upper Rail	SPL
OCS	60	\$63,244	\$58,559
Expected OCS	60	\$58,000	\$58,000
Delta Salary for Salary Increase		\$5,244	\$559

Expected OCS 60 – OCS 60 = 0 Delta OCS

New Training Approach		Upper Rail	SPL
OCS	56	\$58,418	\$54,090
Expected OCS Range	56 - 64	\$58,000	\$58,000
Delta Salary for Salary Increase		\$418	-\$3,910

Expected OCS 60 – OCS 56 = -4 Delta OCS





Yes!

# ISSUE: Can we use Control Points in AcqDemo and how?

## 2010 Expected OCS Calculator

Employees may determine their expected contribution range by locating the intersection of their salary with the rails of the NPR.

		Expected OCS		
		Upper Rail	SPL	Lower Rail
Enter Base Salary	\$58,000	56	60	64

Each AcqDemo position's expected contribution range can be established.

GS01/1	Normal Pay Range and Standard Pay Line for 2010				Normal Pay Range and Standard Pay Line for 2010			
	OCS	*0.92 Lower Rail	SPL	*1.08 Upper Rail	OCS	*0.92 Lower Rail	SPL	*1.08 Upper Rail
0	16379	17803	19227					
1	16707	18160	19613		51	45063	48981	52900
2	17042	18524	20006		52	45966	49663	53960
3	17383	18895	20407		53	46887	50964	55041
4	17732	19274	20816		54	47827	51986	56145
5	18087	19660	21233		55	48785	53028	57270
6	18450	20054	21658		56	49763	54090	58418
7	18820	20456	22093		57	50761	55175	59589
8	19197	20866	22535		58	51778	56280	60783
9	19582	21284	22987		59	52816	57408	62001
10	19974	21711	23448		60	53874	58559	63244
11	20374	22146	23918		61	54954	59733	64511
12	20783	22590	24397		62	56056	60930	65804
13	21199	23043	24886		63	57179	62151	67123
14	21624	23504	25385		64	58325	63397	68469
15	22058	23976	25894		65	59494	64668	69841
16	22500	24456	26413		66	60687	65964	71241
17	22951	24946	26942		67	61903	67286	72669
18	23411	25446	27482		68	63144	68634	74125
19	23880	25956	28033		69	64409	70010	75611
20	24358	26476	28595		70	65700	71413	77126
21	24847	27007	29168		71	67017	72844	78672
22	25345	27548	29752		72	68360	74304	80249
23	25853	28101	30349		73	69730	75794	81857
24	26371	28664	30957		74	71128	77313	83498
25	26899	29238	31577		75	72553	78862	85171
26	27438	29824	32210		76	74008	80443	86878
27	27988	30422	32856		77	75491	82055	88620
28	28549	31032	33514		78	77004	83700	90396
29	29121	31654	34186		79	78547	85377	92208
30	29705	32288	34871		80	80122	87089	94056
31	30301	32935	35570		81	81727	88834	95941
32	30908	33595	36283		82	83365	90615	97864
33	31527	34269	37010		83	85036	92431	99825
34	32159	34956	37752		84	86741	94283	101826
35	32804	35656	38509		85	88479	96173	103867
36	33461	36371	39281		86	90253	98101	105949
37	34132	37100	40068		87	92061	100067	108072
38	34816	37843	40871		88	93907	102072	110236
39	35514	38602	41690		89	95789	104118	112448
40	36226	39376	42526		90	97709	106205	114701
41	36952	40165	43378		91	99667	108334	117000
42	37692	40970	44247		92	101665	110505	119345
43	38448	41791	45134		93	103702	112720	121737
44	39218	42629	46039		94	105781	114979	124177
45	40004	43483	46962		95	107901	117283	126666
46	40806	44354	47903		96	110063	119634	129205
47	41624	45243	48863		97	112269	122032	131794
48	42458	46150	49842		98	114520	124478	134436
49	43309	47075	50841		99	116815	126973	137130
50	44177	48019	51860	GS15/10	100	119156	129517	139879

Reminder: The upper limit for OCS 97 and above is \$129,517, which is GS 15 Step 10 base pay, for Contribution Rating Increases; however, for calculating Contribution Awards the upper limit may be exceeded.





Yes!

# ISSUE: Can we use Control Points in AcqDemo and how?

OCS	*0.92 Lower Rail	SPL	*1.08 Upper Rail
58	51778	56280	60783
59	52816	57408	62001
60	53874	58559	63244
61	54954	59733	64511
62	56056	60930	65804
63	57179	62151	67123
64	58325	63397	68469
65	59494	64668	69841
66	60687	65964	71241
67	61903	67286	72669
68	63144	68634	74125
69	64409	70010	75611
70	65700	71413	77126
71	67017	72844	78672
72	68360	74304	80249
73	69730	75794	81857
74	71128	77313	83498
75	72553	78862	85171
76	74008	80443	86878

Positions	Minimum	Maximum
NH-03 Policy Analyst	60274	78355
NH-03 Sr Policy Analyst	71674	93175
NH-04 Branch Chief	84697	110104
NH-04 Division Chief	99628	129517

NH-03 Control Point Range (Using the Upper Rail)	
58	71
66	79
NH-04 Control Point Range (Using the Upper Rail)	
74	88
83	96



## ISSUE: CCAS Spreadsheet – Payout Splits

- NSPS split between salary and bonus
- Each spreadsheet reflects rules of the system
- Doable in CCAS but not easy

Performance Payout (\$)	Salary Increase (\$)	Salary Increase Split (%)	Carryover	Bonus (\$)	Carryover + Bonus (\$)	Bonus Split
\$7,927	\$3,417	43.1%	\$3,417	\$4,510	\$7,927	56.9%
\$5,370	\$2,314	43.1%	\$0	\$3,056	\$3,056	56.9%
\$6,052	\$6,052	100.0%	\$0	\$0	\$0	0.0%
\$6,072	\$5,465	90.0%	\$0	\$607	\$607	10.0%
\$5,137	\$2,214	43.1%	\$0	\$2,923	\$2,923	56.9%
\$5,945	\$2,562	43.1%	\$2,562	\$3,383	\$5,945	56.9%

(Default CRI) Alpha1DeltaY	(PPM Input) Discretionary CRI	Carryover Award	Computed Award	(PPM Input) Discretionary Award	Total Award
\$921	\$0	\$921	\$518	\$0	\$1,439
\$4,214	\$0	\$4,212	\$2,371	\$0	\$6,583
\$3,749	\$0	\$0	\$2,110	\$0	\$2,110
\$0	\$0	\$0	\$0	\$0	\$0
\$3,838	\$0	\$0	\$2,160	\$0	\$2,160

# ISSUE: CCAS Spreadsheet – Payout Splits

- Each spreadsheet reflects rules of the system
- Doable in CCAS but not easy

CRI%		2.0000000%	\$50,721	\$50,721
CRI Set-Aside	<input type="radio"/> % <input checked="" type="radio"/> \$	0.0000000%	\$0	
Awd%		2.5000000%	\$57,061	\$57,078
Awd Set-Aside	<input type="radio"/> % <input checked="" type="radio"/> \$	0.0000000%	\$0	
Beta 1 (CRI)				1
Beta 2 (CA)				1

Available Balance=	\$16.76
(Default CRI) Alpha1Delta	(PPM Input) Discretionary CRI
\$1,683	\$0
\$945	\$0
\$2,150	\$0
\$0	\$0
\$1,577	\$0

CRI%		2.0000000%	\$50,721	\$50,721
CRI Set-Aside	<input type="radio"/> % <input checked="" type="radio"/> \$	50.0000000%	\$25,360	
Awd%		2.5000000%	\$57,061	\$82,440
Awd Set-Aside	<input type="radio"/> % <input checked="" type="radio"/> \$	0.0000000%	\$0	
Beta 1 (CRI)				1

Available Balance=	\$25,378.76
(Default CRI) Alpha1Delta	(PPM Input) Discretionary CRI
\$841	\$0
\$472	\$0
\$1,075	\$0
\$0	\$0
\$788	\$0

Enter Amounts

# ISSUE: CCAS Spreadsheet – Pay Pool Funding

- Most employees are at the top of the broadband

CRI%		2.0000000%	\$50,721	\$50,721
CRI Set-Aside	☉ % ☉ \$	0.0000000%	\$0	
Awd%		2.5000000%	\$57,061	\$57,078
Awd Set-Aside	☉ % ☉ \$	0.0000000%	\$0	
Beta 1 (CRI)		1		
Beta 2 (CA)		1		

CRI%		2.0000000%	\$50,721	\$50,721
CRI Set-Aside	☉ % ☉ \$	50.0000000%	\$25,360	
Awd%		2.5000000%	\$57,061	\$82,440
Awd Set-Aside	☉ % ☉ \$	0.0000000%	\$0	
Beta 1 (CRI)		1		

\$50,721  
~~-\$25,360~~  
**\$25,361 for CRI**



## ISSUE: AcqDemo CCAS Pay Pool Funding

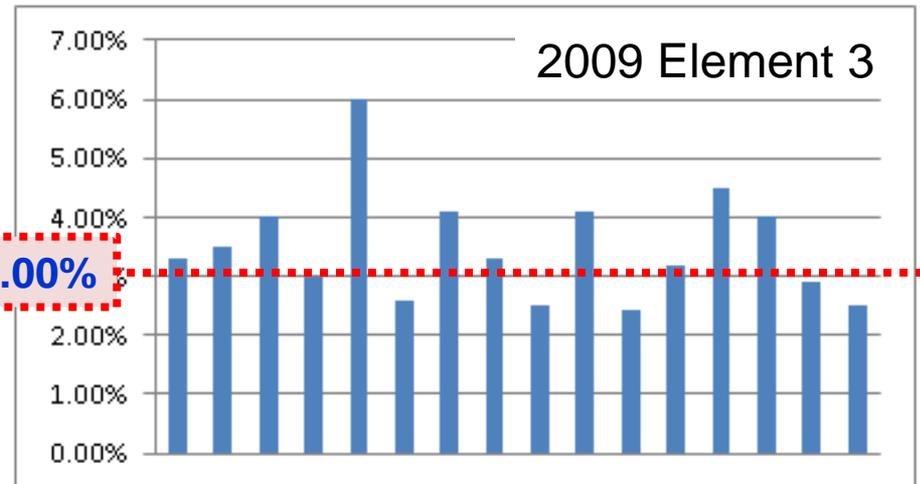
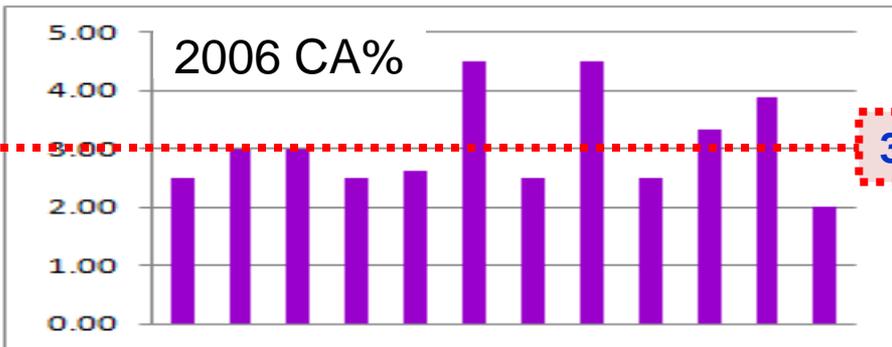
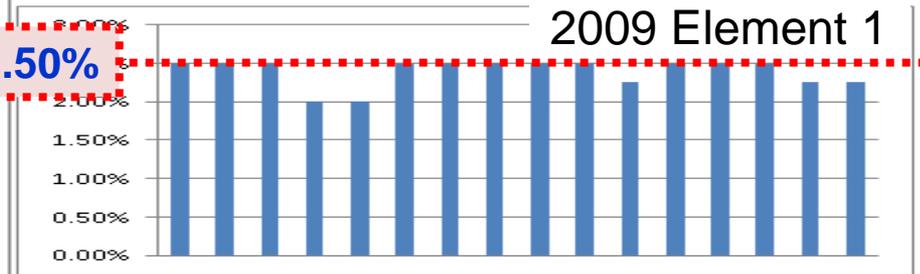
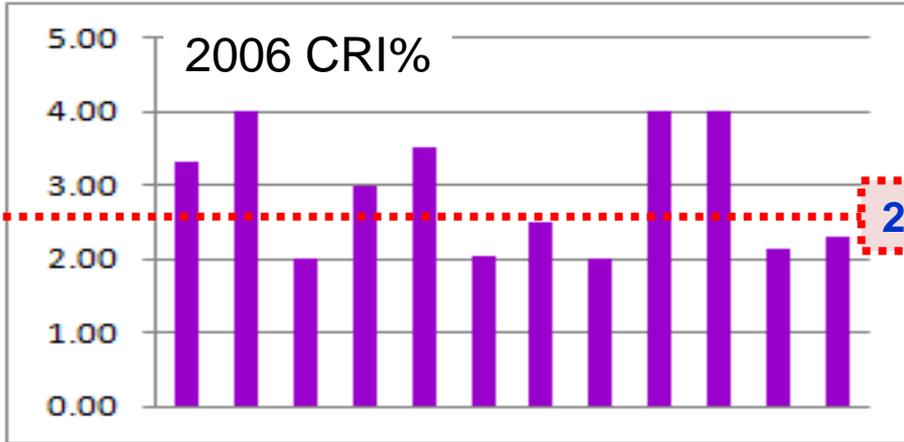
- AcqDemo Federal Register for CCAS
  - Minimum of 2.00% for Contribution Rating Increase (CRI)
    - NSPS – historical or between 2.26% to 2.50%
  - Minimum of 1.00% of which 90% for Contribution Award (CA) and the remainder for the organization's incentive awards program
    - NSPS – historical or as determined by organization

No change



# Funding - CCAS and NSPS

## ISSUE: AcqDemo CCAS Pay Pool Funding





## ISSUE: Pay Pool Funding

- AcqDemo Federal Register for CCAS
  - Minimum of 2.00% for Contribution Rating Increase (CRI)
    - NSPS – historical or between 2.26% to 2.50%
  - Minimum of 1.00% of which 90% for Contribution Award (CA) and the remainder for the organization's incentive awards program
    - NSPS – historical or as determined by organization

Change?

No change



ISSUE: Cost management and cost accountability (64 FR 1490, January 8, 1999)

- Project evaluation results “be used to ensure that out-year project costs will not outweigh the derived benefits to the demonstration.”
- “These evaluations will balance costs incurred against benefits gained, so that both fiscal responsibility and project success are given appropriate weight.”
- “Given the implications of base pay increases for long-term pay and benefit costs, the compensation levels will be determined after cost analysis with a documentation of the mission-driven rationale for the amount.”
- Local commanders will adjust contribution rating increase fund amounts “as necessary to maintain cost discipline over the life of the demonstration project” and that pay adjustment decisions will be subject to command review.”
- **OPM on AcqDemo Summary Report – “We have not received evidence that DoD managers within the AcqDemo project have performed the expected type of cost analysis, which considers long-term costs and documents the justification supporting those cost levels.**

REQUIREMENT: Document the cost projections and the analysis/justification to ensure accountability.

QUESTION: How?



## ISSUE: Weighting AcqDemo CCAS objectives

- Default set at 1 because weights were not used
- Open? For future discussion
  - at the discretion of the pay pool manager, different weights may be applied to the factors to produce a weighted average, provided that the weights are applied uniformly across the pay pool and employees are advised in advance, i.e., at the beginning of the rating period. Weighting may not result in any factor becoming zero.
  - The following parameters are provided for weighting factors:
    - Weights may be assigned any value, in increments of 0.1 from 0.5 to 1.0.
    - At least three factors must have a weight of 1.0.

Categorical Scores						Final Scores															
prb solving	team wk	cust rtns	leadership	comm	rsrc mgmt	prb solving	team wk	cust rtns	leadership	comm	rsrc mgmt	Wt 1	Wt 2	Wt 3	Wt 4	Wt 5	Wt 6	Expected OCS	2007 OCS	Delta OCS	Relative Score
2H	2H	2H	2H	2H	2H	46	46	46	46	46	46	1	1	1	1	1	1	46	46	-	-0.41
2M	2M	2M	2M	2M	2M	48	48	48	48	48	48	1	1	1	1	1	1	43	48	5	-8.58
2H	2H	2H	2H	2H	2H	62	62	62	62	62	62	1	1	1	1	1	1	59	62	3	-4.96



Contributing Factors	Numerical Contribution Score	Unweighted Multiplier	Unit Weight Score
Problem Solving	70	1	70
Teamwork/Cooperation	63	1	63
Customer Relations	74	1	74
Leadership/Supervision	62	1	62
Communication	64	1	64
Resource Mgt	57	1	57

SUM	6	390
		390/6
	Average	65
	OCS	65



**Weights may be assigned any value, in increments of 0.1 from 0.5 to 1.0.  
At least three factors must have a weight of 1.0**

Contributing Factors	Numerical Contribution Score	Unweighted Multiplier	Unit Weight Score	Factor Weight	Weighted Score
Problem Solving	70	1	70	1	70
Teamwork/Cooperation	63	1	63	1	63
Customer Relations	74	1	74	1	74
Leadership/Supervision	62	1	62	1	62
Communication	64	1	64	0.7	44.8
Resource Mgt	57	1	57	0.5	28.5
	SUM	6	390	5.2	342.3
			390/6		342.3/5.2
		Average	65		65.8
		OCS	65		66

Open CCAS to allow weighting of objectives?

For future discussion

Weighting Example – Army Table 6-2



# ISSUE: CCAS Retention Service Credit

**TABLE 7 - RETENTION SERVICE CREDIT ASSOCIATED WITH APPRAISAL RESULTS**

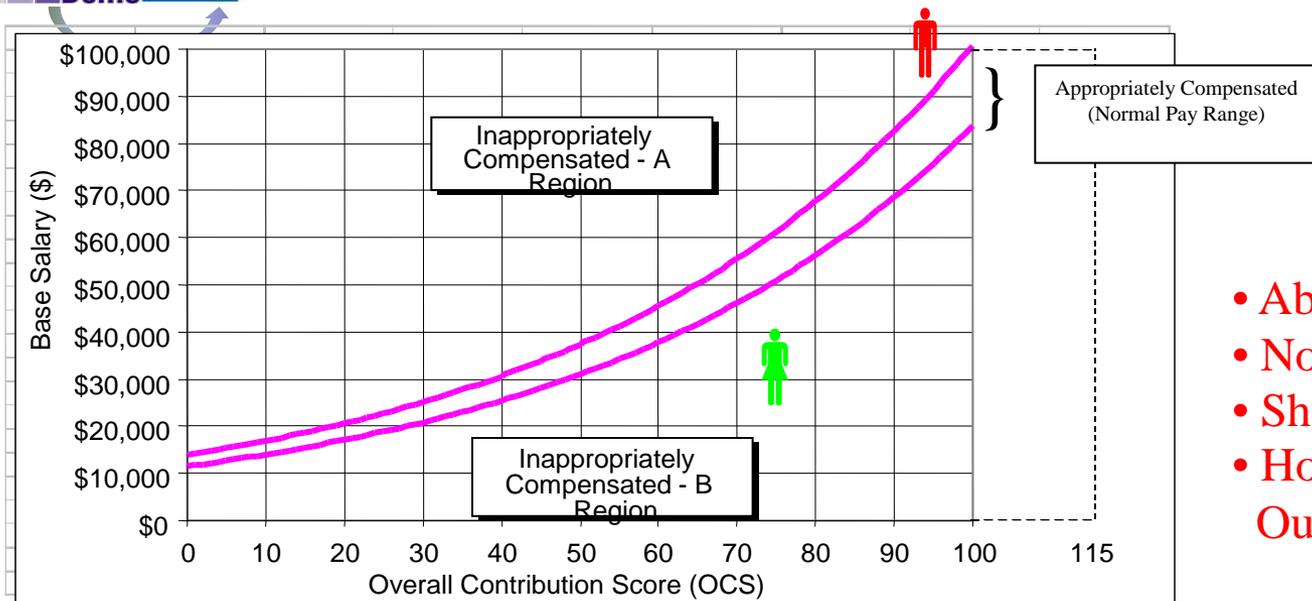
Business Management & Technical Management Professional					
OCS Range					
Broadband	OCS	Years of Retention Service Credit			
Level	Normal Range	20	16	12	0
I	0 - 29	21 or above	11 - 20	1 - 10	0
II	22 - 66	56 or above	39 - 55	22 - 38	21 or lower
III	61 - 83	76 or above	69 - 75	61 - 68	60 or lower
IV	79 - 100	95 or above	87 - 94	79 - 86	78 or lower
Technical Management Support					
OCS Range					
Broadband	OCS	Years of Retention Service Credit			
Level	Normal Range	20	16	12	0
I	0 - 29	21 or above	11 - 20	1 - 10	0
II	22 - 51	42 or above	32 - 41	22 - 31	21 or lower
III	43 - 66	59 or above	51 - 58	43 - 50	42 or lower
IV	61 - 83	76 or above	69 - 75	61 - 68	60 or lower
Administrative Support					
OCS Range					
Broadband	OCS	Years of Retention Service Credit			
Level	Normal Range	20	16	12	0
I	0 - 29	21 or above	11 - 20	1 - 10	0
II	22 - 46	39 or above	30 - 38	22 - 29	21 or lower
III	38 - 61	54 or above	46 - 53	38 - 45	37 or lower

**TABLE 8 - TRANSLATION OF RETENTION SERVICE CREDIT**

RETENTION SERVICE CREDIT	APPRAISAL RATING LEVEL
20	Outstanding or equivalent, Level 5
16	Highly Successful or equivalent, Level 4
12	Fully Successful or equivalent, Level 3
0	Unsuccessful, Level 1

For future discussion,  
must fix

# Current Retention Credit and Summary Rating



- Expected OCS = 100
- 1999 OCS = 95
- OCS Delta of -5
- Above the Upper Rail Rating
- No GPI, No CRI, No CA
- Should Be Unsuccessful
- However, Outstanding Rating

- Expected OCS = 65
- 1999 OCS = 72
- OCS Delta of +7
- Below the Lower Rail Rating
- GPI, CRI up to 20%, CA
- Should be Outstanding
- However, Highly Successful Rating

## Business Management and Technical Management Professional

Broadband	OCS	OCS Range			
		Years of Retention Service Credit			
Level	Normal Range	20	16	12	0
I	0 - 29	21 or above	11 - 20	1 - 10	0
II	22 - 66	56 or above	39-55	22-38	21 or lower
III	61 - 83	76 or above	69-75	61-68	60 or lower
IV	79 - 100	95 or above	87-94	79-86	78 or lower

Table 7- Federal Register

Retention Service Credit	Appraisal Rating Level
20	Outstanding or equivalent, Level 5
16	Highly Successful or equivalent, Level 4
12	Fully Successful or equivalent, Level 3
0	Unsuccessful, Level 1



# Proposed Retention Service Credit Amendment

Current FR	Proposed Amendment	Other Options
<p>Retention Service Credit is linked to a participant's approved Overall Contribution Score (OCS). In applying the FR methodology, high contributors were not recognized with high retention credit unless the individual was at the high end of the salary range for the broadband level, i.e., highest expected contribution. The current approach for Retention Credit and Summary Ratings recognizes employees for being on high paying positions. Using high OCS, which translates to high salary, to drive Retention Credit and Summary Rating, places pressure on the organization to structure jobs to support high salaries. The goal of CCAS is to have all employees' pay consistent with contribution to the mission of the organization, but the demonstration project, by use of the current retention credit methodology, defines the value of employees by salary rather than by how employees contribute in their specific jobs. See the next slide for an example.</p>	<p>Rule 1 – Employees whose annual OCS places them above the upper rail in category A shall not receive any additional years.</p> <p>Rule 2 – Employees whose OCS places them in categories B or C shall receive 12 additional years.</p> <p>Rule 3 – Substitute the annual performance rating of record under the previous performance management system for one or more CCAS process results if, before the issuance of RIF notices, (1) three complete CCAS cycles have not yet occurred or (2) an individual has not completed three cycles to obtain three CCAS process results. In such cases, consistent with the re-designated Table 7, Translation of Retention Service Credit, employee with ratings of record at or above Fully Successful or equivalent (Level 3) shall receive 12 additional years, while those with lower ratings of record shall not receive any additional years.</p>	<p><b>Option A:</b></p> <ul style="list-style-type: none"> <li>• 0 year for above the upper rail (UR) in Category A (Delta OCS –5 or higher)</li> <li>• 12 years for between the UR and the standard pay line (SPL) (Delta OCS –4 to 0)</li> <li>• 16 years for below the SPL and the lower rail (LR) (Delta OCS +1 to +4)</li> <li>• 20 years for below the LR (Delta OCS +5 or higher)</li> </ul> <p><b>Option B:</b></p> <ul style="list-style-type: none"> <li>• 12 years for above the UR (Delta OCS – 5 or higher) unless on a mandatory CIP</li> <li>• 16 years for between the UR and LR (Delta OCS –4 to +4)</li> <li>• 20 years for below the LR (Delta OCS +5 or higher)</li> </ul> <p><b>Option C:</b></p> <ul style="list-style-type: none"> <li>• 12 years for above the SPL ( - Delta OCS)</li> <li>• 16 years for between the SPL to LR</li> <li>• 20 years for below the LR (+5 or higher)</li> </ul>



# Retention Service Credit –

## Comments Received from OPM on Proposed Amendment

- Recommend exceptions to Rule 1: Regardless of rail position, employees whose annual OCS includes one or more factor scores at or less than the numerical mid-point of the next lower broadband level (or a factor score of zero for broadband level 1 employees) shall not receive any additional years. Category A employees who are not on retained pay and who are determined by management not to warrant placement on a CIP, shall receive 12 additional years.
- Allocation of 12 Years or Nothing (Pass/Fail)
  - Disregards the point of retention service credit for RIF
  - Does not differentiate between average, good, and exceptional employees
  - In the case of high performing employees, there will be no advantage based on performance
- Adversely impacts any AcqDemo employee converting back to GS, as the 12 years translates only to Fully Successful ratings, instead of Outstanding or Highly Successful ratings
- Adversely impacts any employee returning to work from an occupational injury
- Rewrite Section V.B.4 to state that for persons leaving the demonstration project, CCAS ratings will be translated into service credit for another rating system as determined by the gaining organization consistent with the requirements of 5 CFR 351.504e and 5 CFR 430.201c.



## REFRESHER: Appointing Authorities

- 4.1.5 Appointing Authority. The Acquisition Workforce Demonstration Project will have three appointment options: permanent, temporary limited and modified term appointments. Nothing in this demonstration project precludes the use of existing appointment authorities such as Veterans Readjustment Appointments, Disability Appointments, and Student Educational Employment Program (SEEP).
- 4.1.5.1 Permanent. The permanent appointment equates to the existing career and career-conditional appointments.
- 4.1.5.2 Temporary Limited. Like the existing temporary appointment authority, these appointments are not to exceed one year, but may extend one year with a locally approved extension.
- 4.1.5.3 Modified Term. The modified term is a new appointment authority that is based on the existing term appointment, but may extend up to five years with a one-year locally approved extension. The one-year extension must be approved by the commander or his designated representative.



TYPE OF ACTION	NOA CODE	NATURE OF ACTION	AUTHOR-ITY
<b>APPOINTMENT</b>			
Career			
a) Appointed under demo DE auth. or b) Appointed under other than demo DE auth.	100	Career Appointment	PL104-106
Career-Cond			
a) Appointed under demo DE auth. or b) Appointed under other than demo DE auth.	101	Career-Cond Appointment	PL104-106
Conv. To Career			
a) Under demo DE auth. or b) Under other than demo DE auth.	500	Conv. to Career Appointment	PL104-106
Conv. To Career-Cond			
a) Converted under demo DE auth. Or b) Conv. under other than demo DE auth.	501	Conv. To Career-Cond Appt.	PL104-106
Reassignment	721	Reassignment	PL104-106
Temporary NTE			
a) Appointed under demo DE auth. Or b) Appt under other than demo DE auth	115	Appt NTE (date)	PL104-106
Conv Temp Limited to NTE			
a) Under demo DE auth. or b) Under other than demo DE auth	515	Conv to Appt NTE (date)	PL104-106
Modified Term NTE	108	Modified Term Appt NTE (date)	PL104-106
Under demo DE auth			
Conv to Modified Term NTE	508	Conv to Modified Term Appt NTE (date)	PL104-106
Under demo DE auth			
Extension of Modified Term Appointment	765	Extension of Modified Term Appt NTE (date)	PL104-106
Volunteer Emeritus Service	(none)	Volunteer Service – Without Pay	PL104-106
Termination of Volunteer Emeritus Service	(none)	Termination of Volunteer Service – Without Pay	PL104-106
Sabbatical	480	Sabbatical NTE	PL104-106
Promotion (includes temporary & Ext. of temporary promotion)	702/703/ & 769		PL104-106
Competitive Promotion to a Higher BB level			
Chg to Lower Level			
Effected through CCAS Not effected through CCAS	713	Chg to Lower Grade/Level	PL104-106



- 4.1.10 Recruitment, Relocation Bonuses and Retention Allowances. Recruitment, relocation bonuses and retention allowances are available in the demonstration project and should be used to the maximum extent possible to recruit and retain a qualified workforce within budget constraints.



## 4.2 External Hiring to the Federal Government

4.2.1 Veterans' Preference. Preference eligible meeting basic (minimum) qualifications will receive additional five or ten points (depending on their preference eligibility) which are added to the minimum scores. Pass over/objection procedures apply.

Army 4.2.1 (was Army 4.1.2) Veterans' Preference. In addition to the above, activities will take the necessary steps to ensure compliance with the Veteran's Employment Opportunities Act of 1998.

4.2.2 Veterans Readjustment Act (VRA). The Veterans Readjustment Act appointing authority is available to GS-11 equivalent and below positions. Therefore the VRA appointing authority can be used for all NH II, NJ III and NK III broadband levels and below.

4.2.3 Delegated Examining Authority. The Demonstration Project establishes a streamlined examining process. The Delegated Examining Authority may be used to fill all Demonstration Project positions with the following exceptions: positions in the Senior Executive Service or the Executive Assignment System; Senior Level (ST/SL) positions; Administrative Law Judge positions; and positions subject to any examining process covered by court order.



## Training

- Training Courses
  - AcqDemo and CCAS Training for HR Practitioners
  - AcqDemo and CCAS Training for Employees and Supervisors
  - CCAS Writing Training for Employees and Supervisors
  - CAS2Net and CCAS Spreadsheet Training for Data Maintainers
  - CCAS Pay Pool Panel Training



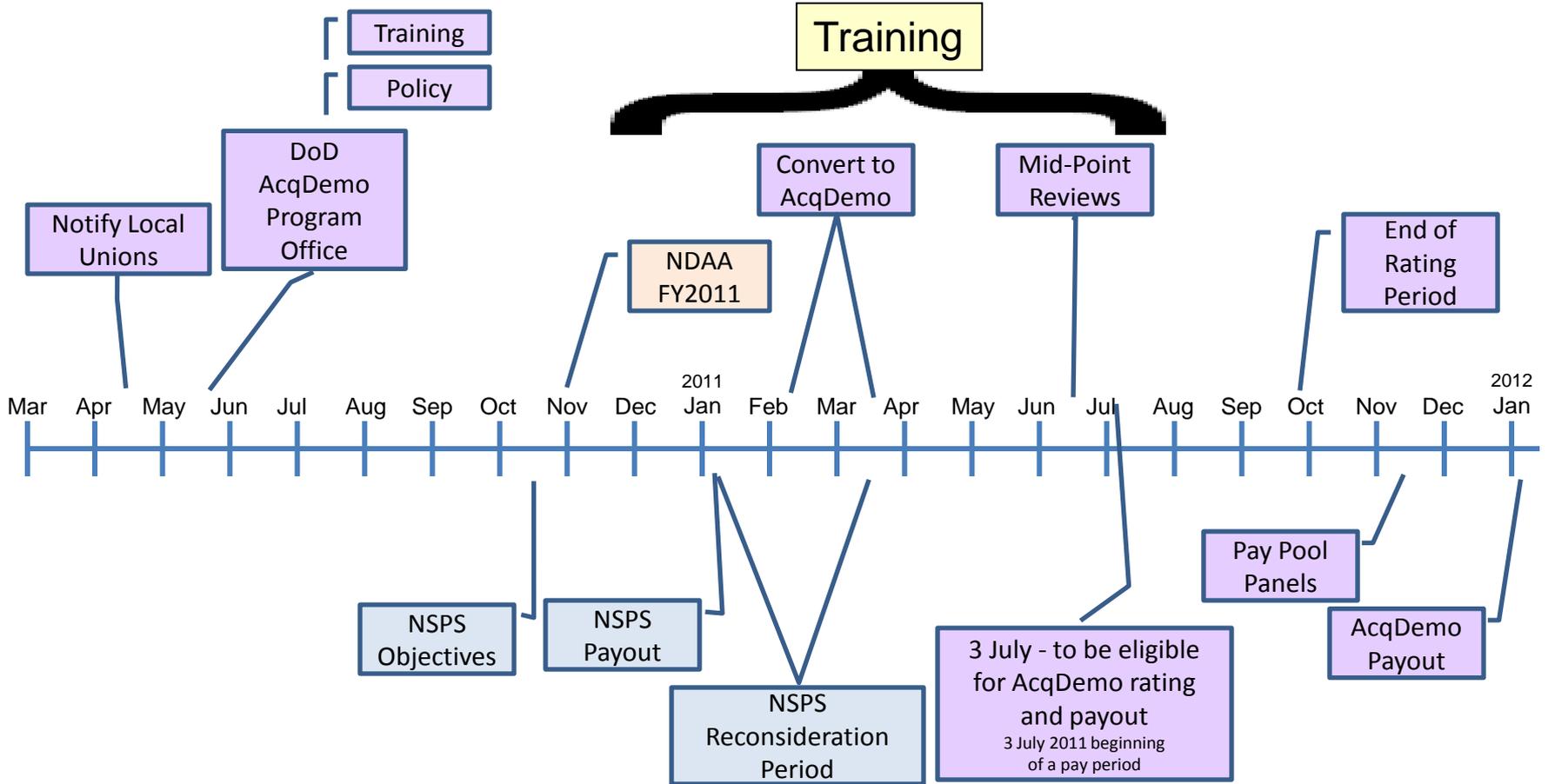
## DRAFT Training Schedule Concept Plan

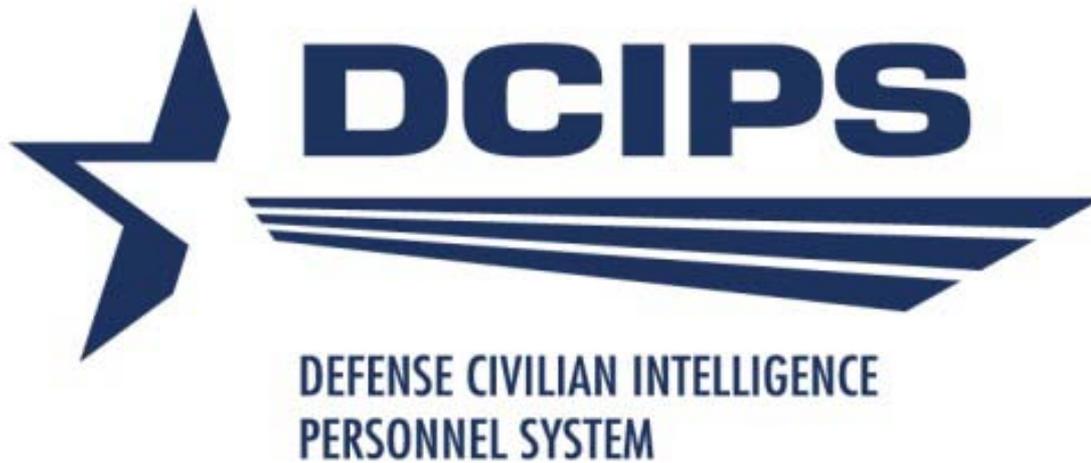
- August/September 2010 for AcqDemo Transition Managers and Data Maintainers
- January – February 2011
  - 10–14 Jan at Warren MI (CS CSS, GCS, I, ACC, TACOM, TARDEC)
  - 18-21 Jan at APG MD (C3T, IEWS, AMSAA, AEC, DTC)
  - 24-28 Jan at Redstone Arsenal, AL (AV, MS, Soldier, STRI, ACC, AMCOM, AMSAA)
  - 31 Jan–4 Feb at DC Metro (ASAALT, HQ ASC, CBD, EIS, Soldier, ATEC, ACC)
  - 7-11 Feb at Orlando FL (STRI)
  - 14-18 Feb at Korea (ACC CCK/411CSB and DRU)
  - 21-25 Feb at Rock Island, MO (TACOM) and Scott AFB, MO (SDDC)
  - 28 Feb – 4 Mar at Fort Hood TX (OTC) and Fort Sam Houston TX (MEDCOM HCAA)
  - 7-11 Mar at Fort Monmouth NJ (C3T, IEWS) and Picatinny Arsenal NJ (Ammo, ARDEC)
  - 14-15 Mar at Fort Eustis, VA (AMCOM) and Fort Lee VA (ALT FO)
  - 21-23 Mar at San Diego CA (JTRS)
  - Europe?

Add Iraq and  
Afghanistan

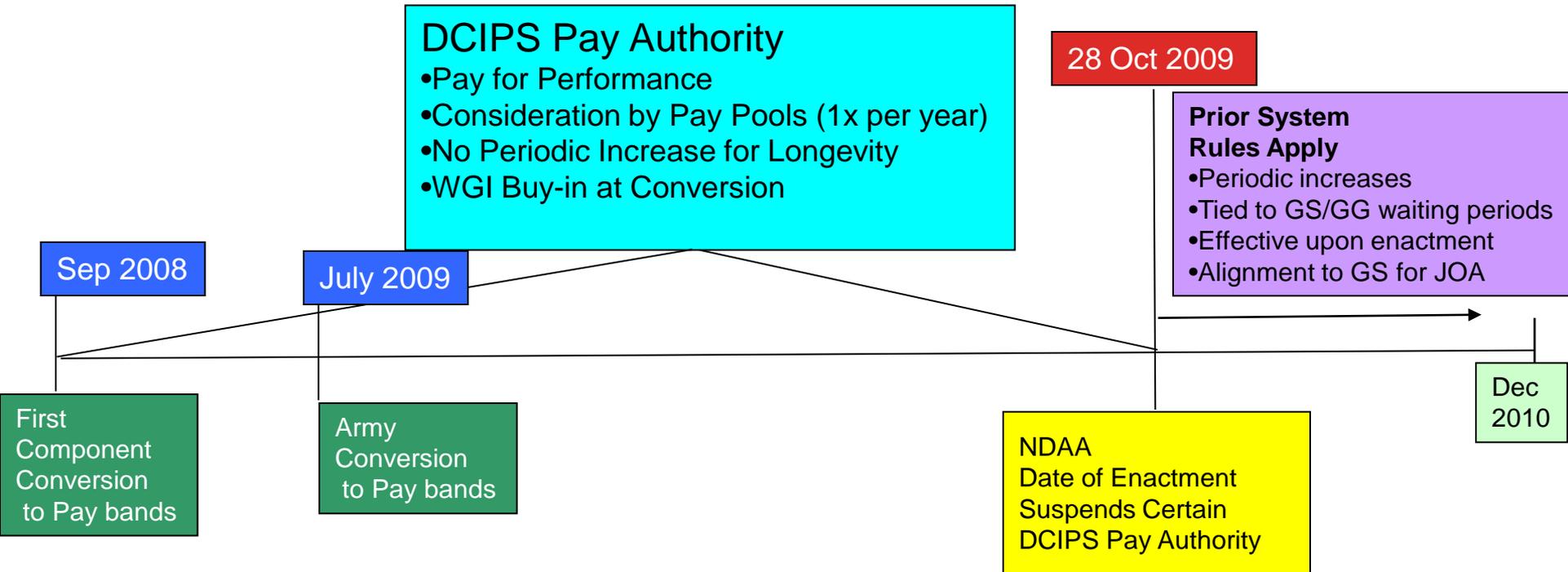


# Timeline





# Timeline of Authorities



# What Changed / What Hasn't Changed

- **What Hasn't Changed?**

- DCIPS title 10 authorities
- Performance Management policy and process
- Occupational Structure
- Current salaries for employees
- GPI
- Locality pay
- Potential for bonus and awards

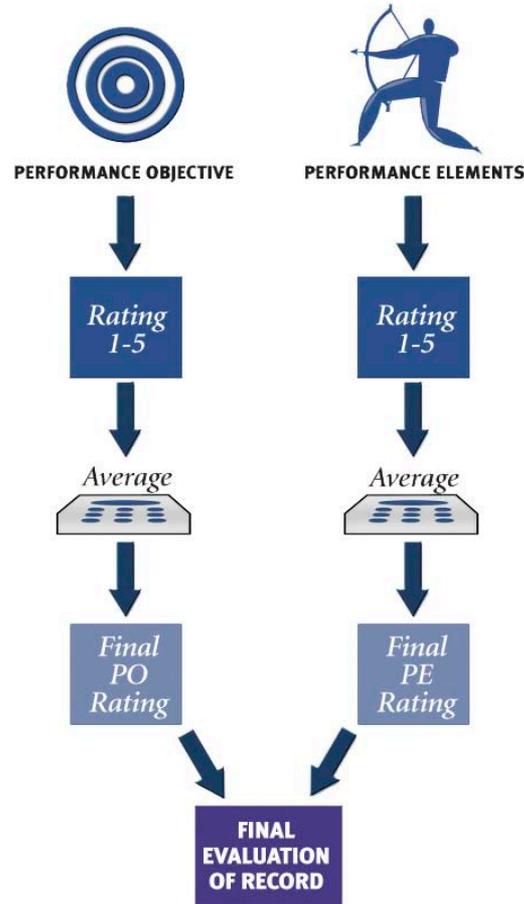
- **What Has Changed?**

- Pay Pools
  - Salary increases via Pay Pools suspended during interim period
  - Periodic Increases under WGI rules in their place during interim period
- Job announcements advertised with recognition of GG/GS salary alignment
- Salary advancement opportunity within a band
- Pay setting and promotions based on GS/GG title 5 rules
- QSIs in line with title 5

# Rating Performance in DCIPS

***DCIPS rating period July 18, 2009 – September 30, 2010***

## Performance Objectives



## Performance Elements

### Employees

- Accountability for Results
- Communication
- Critical Thinking
- Engagement and Collaboration
- Personal Leadership and Integrity
- Technical Expertise

### Managers/Supervisors

- Accountability for Results
- Communication
- Critical Thinking
- Engagement and Collaboration
- Leadership\*
- Managerial Proficiency\*

# Pay Pool Ceilings & Floors

- Minimum/Maximum DCIPs Pay Pool and Bonus funding is being proposed by USD(I) (Volume 2008 & Volume 2012)
- Decision pending approval
- Recommendation: Annual combined performance bonus and awards budget should be approximately 2.1%
  - Approximately 1.6% for Bonuses
  - Approximately 0.6% for awards
  - Component variability within narrow range of ~ 1.5% to 1.7% bonus budget

# Pay Pool Structure

- Option 1: Separate OASAALT/PEO/DRPM Pay Pools



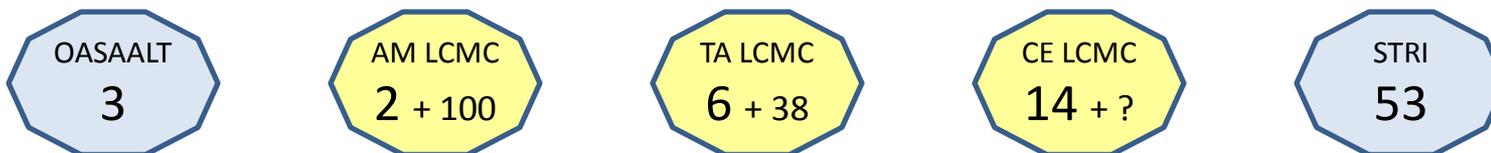
- Option 2: Geographical Pay Pools



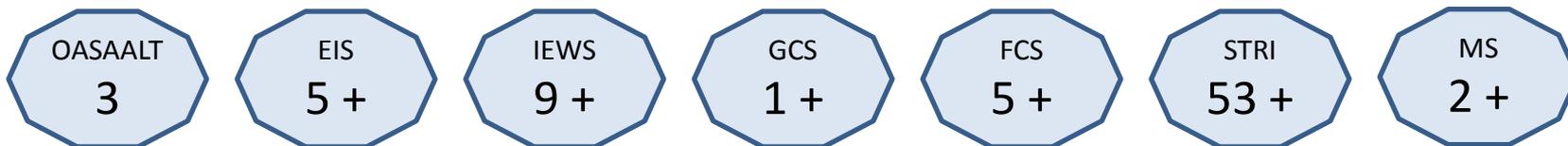
- Option 3: AAE Pay Pool



- Option 4: LCMC Pay Pools



- Option 5: PEO / DRPM Matrix Pay Pools



# Periodic Salary Increase Start Date

- Periodic Salary Increases (PSI) will be equivalent to exact amount of GS/GG Within-Grade Increases (WGIs)
  - GS/GG waiting periods apply
  - Periodic Increases apply only through Step 10
  - Requires verification of successful performance as under title 5
- Last Equivalent Increase (LEI) sets due dates for Periodic Salary Increases
  - For most, LEI is Date of Conversion to Bands
  - For new hires/those receiving other salary adjustment, LEI is date of most recent salary action
  - LEI is not affected by January GPI/locality pay or QSIs

## Periodic Salary Increase Reference Date / Conversion Date

- Last Equivalent Increase (LEI) will be used for calculating periodic increases
  - Start date for calculations is Component Conversion Date
  - Exceptions:
    - New hires use on-board date;
    - Promotees and others who received salary increases use date of pay action
  - First periodic increases for eligible employees will be one year from the date of component conversion
  - Eligible employees converted more than one year prior to NDAA date of enactment receive immediate periodic increase effective first pay period after date of enactment (i.e., 08 Nov 09)

# Quality Step Increases

- Components may award Quality Step Increases (QSIs) to top performers during the interim period using 5 CFR 531.501
  - Should align to previous QSI trends
  - “Outstanding” evaluation of record required (or equivalent, per 5 CFR)
  - No more than one QSI in a 52-week period
  - A QSI will equal the value of one GS/GG step increase
  - QSI’s are used to recognize sustained high level performance
  - Components will submit a report on their use of QSIs to USD(I) along with the annual performance evaluation and payout results (required by 31 March of each year)

