



Department of Defense



***National Security  
Personnel System***

Plenary - Implementing NSPS

June 2007

*Leading The Way*





## Panel Members

### ■ Shari Durand

- Deputy Associate Director of Business Enterprise and Component Acquisition Executive
- Defense Threat Reduction Agency

### ■ Don Kendrick

- Chief of the Resource Management Division, AF Audit Agency
- Department of the Air Force



## Panel Members

### ■ Joe Levy

- Acting Director, East Region, Assistant G-1
- Department of the Army

### ■ Bill Ryzewic

- U.S. Pacific Fleet Maintenance Officer
- Department of the Navy

### ■ Mary Lacey – Moderator

- Program Executive Officer
- NSPS



**U.S. AIR FORCE**

# ***Air Force Audit Agency***

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## **■ Background Information**

- **All Civilian Organization (757 Authorizations)**
- **World-Wide Agency Located on 50 Bases**
- **Strategic Plan in Place for Several Years**
- **93% Authorizations in 0511 (Auditing) Series**
- **4 Directorates / 4 Pay Pools**

## **■ Implementation**

- **Converted 614 people in Spiral 1.1**
  - **CONUS 0511s & Non-bargaining Unit Support in NCR**
- **Converted 120 people in Spiral 1.2**
  - **OCONUS 0511s, Student Interns, Non-bargaining Unit Support outside NCR**

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*Integrity - Service - Excellence*



**U.S. AIR FORCE**

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# ***Challenge Areas***

- **Challenge - Communications**
- **Advice for Leaders**
  - **Send Periodic Updates, [AFAANSPS@pentagon.af.mil](mailto:AFAANSPS@pentagon.af.mil)**
  - **Listen!**
  
- **Challenge – Training @ 50 locations**
- **Advice for Leaders**
  - **Augment Trainers, as Needed**
  - **Have Internal Person at Training When Possible**
  
- **Challenge – Policy**
- **Advice for Leaders**
  - **Establish Policies Early**
  - **Adjust the Policy Based on Feedback**

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*Integrity - Service - Excellence*



# AG-1 for Civilian Personnel East/West Regions

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- Background Information
  - Mission: Civilian Personnel Operations and Advisory Services
  - 2348 Civilian CONUS Employees
    - Program Management Division, Area Managers, Regional Operational Centers, and Advisory Centers
  - Homogenous population
    - Limited Numbers of IT, Budget, Support
- Used Corporate Approach
  - Followed CHR Life Cycle Functions and HR Strategic Plan
  - Standard Objectives, Contributing Factors, Weights
  - Assured Fairness and Equity Within and Across Pay Pools
- Leadership Objectives Developed First
  - Subordinate Jobs Cascade



# Defense Threat Reduction Agency

## ▪ Background Information

- The Defense Threat Reduction Agency was founded in 1998, the agency headquarters is located in Fort Belvoir, Virginia
- The three mission support Enterprises – Combating Weapons of Mass Destruction Enterprise, Operations Enterprise, and Research and Development Enterprise
- DTRA employs 2,000 military and civilians world-wide

## ▪ Implementation

- Entire agency implemented NSPS
- Converted 986 employees in Spiral 1.1 (US and non-bargaining unit employees)
- Broad Research and Development function



# DTRA's Spiral 1.1 Converted Workforce Summary

## Locations

NCR	-	793
New Mexico	-	117
Utah	-	13
Arkansas	-	12
Alabama	10	
Indiana	- 9	
Nevada	-	9
Oregon	-	8
California	-	7
Maryland	-	6
Florida	-	1
Ohio	-	<u>1</u>
		986

**Standard Career Group**

**Scientific & Engineering Career Group**

**Medical Career Group**

CG/PS	Number Converted	Percentage of Workforce
YA	631	64.0%
YB	69	7.0%
YC	122	12.4%
YD	117	11.9%
YE	1	.1%
YF	27	2.7%
YG	1	.1%
YH	2	.2%
YP	16	1.6%
Total	986	100%



## ■ Background Information

- 4-star military headquarters
- Single pay pool with panel of SES and FO
- Two critical aspects for pay pools:
  - Good job objectives
  - Rating Official assessments
- Military rating officials and pay pool members were actively engaged and critical to the success experienced

## ■ Implementation

- Converted 170 employees in Serial 1 1