



Department of Defense



***National Security
Personnel System***

Post Payout Reviews: An Inside Look

Hosted by Janice Lander
Director, Program Evaluation
PEO NSPS

March 2009

■ **Mr. Thomas Gimble**

**Principal Deputy Inspector General and NSPS
Performance Review Authority, Office of the
Inspector General, Department of Defense**

■ **Ms. Shirley Scott**

**Director, Human Resources Policy and Programs
Department, Office of Civilian Human Resources,
Department of Navy**

■ **COL Philip Feir**

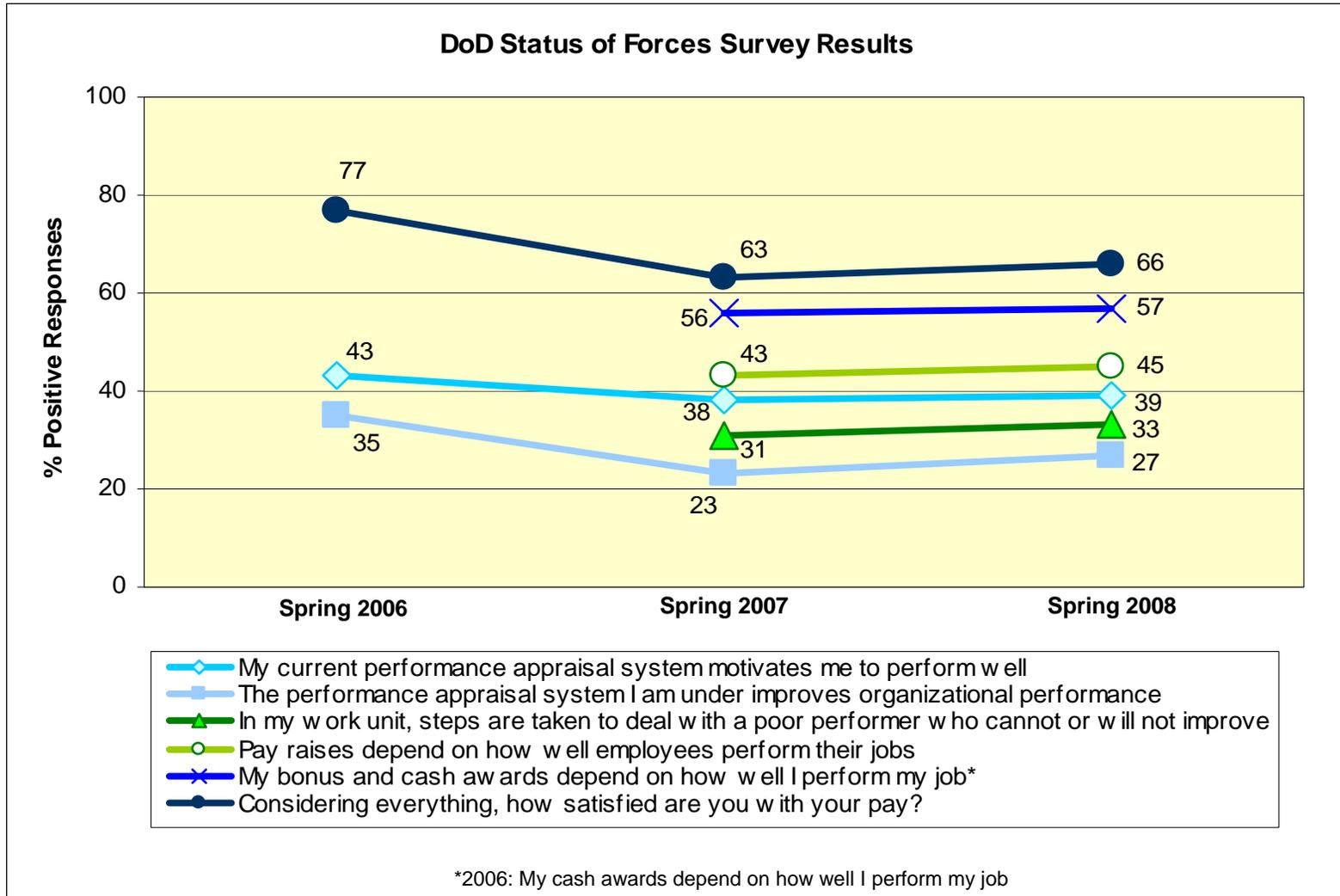
**Commander and Pay Pool Manager, New England
District, U.S. Army Corps of Engineers**

- **Performance Review Authority reviews pay pool results and other information to make operational improvements within 120 days (*SC1940.11.6.8*)**
 - **After Action/Rock Drill review approach**
- **Component reviews its pay pools' data to identify, examine, and remove factors besides performance that act as barriers to similar rating/payout potential for different groups (*SC 1940.4*)**
 - **EEO and other groups (e.g., supervisor:employee)**
 - **Level playing field, – not forced distribution**

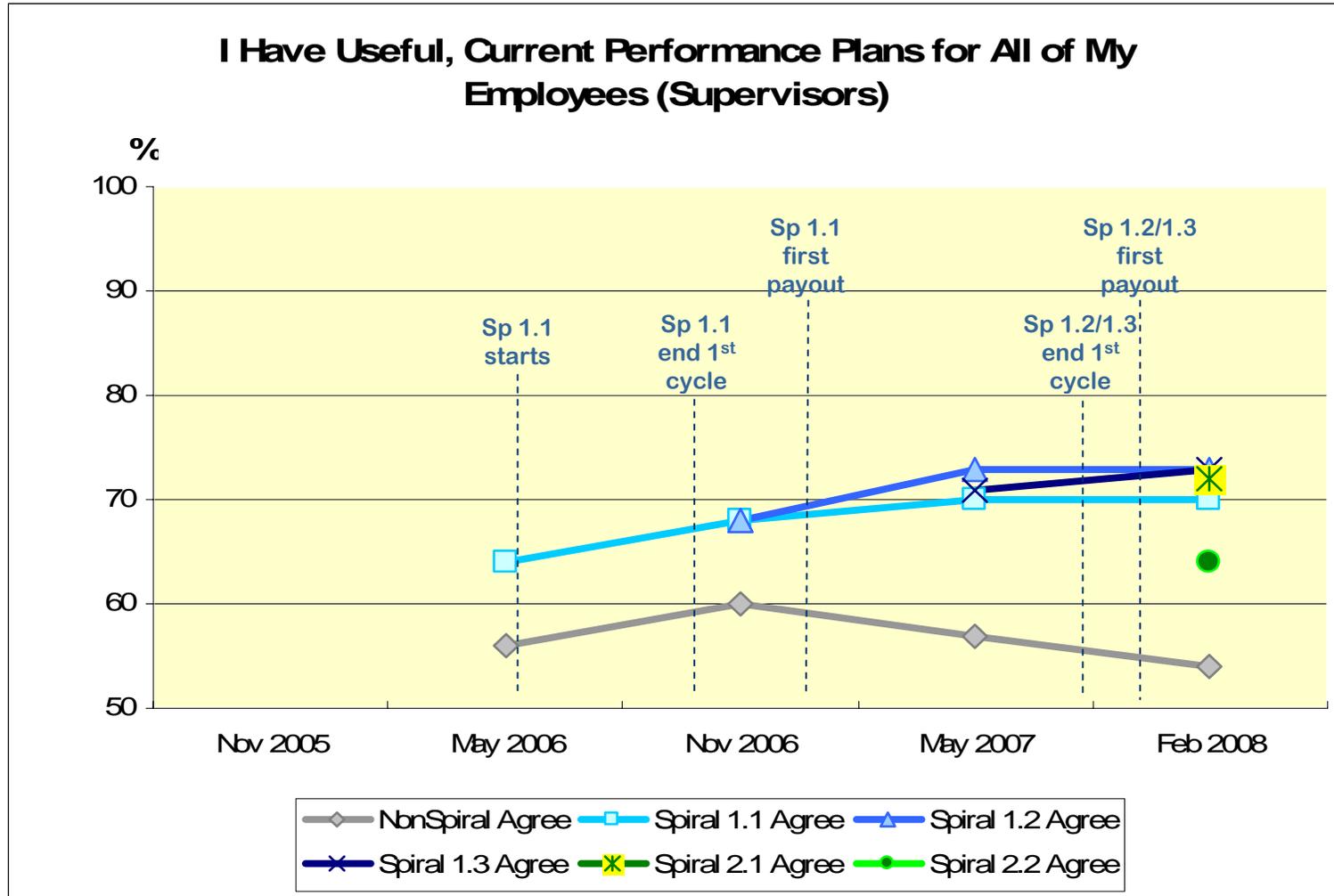
- **Why isn't one good enough?**
 - By using immediately available information, PRA can make a difference during the cycle in progress
 - Component has the capability to do rigorous data analysis and can take the time it needs to explore the data and launch initiatives
- **Will the reviews overlap? Possibly**
 - PRA's observations and coarse data analysis may lead to conclusions and initiatives similar to those turned up through the Component's fine data/influential factors analysis
 - Some DoD agencies ARE components

- **Status of Forces surveys of DoD civilians**
 - Human capital management questions
 - Workforce under NSPS as well as other systems
- **Results at <http://www.dmdc.mil>**

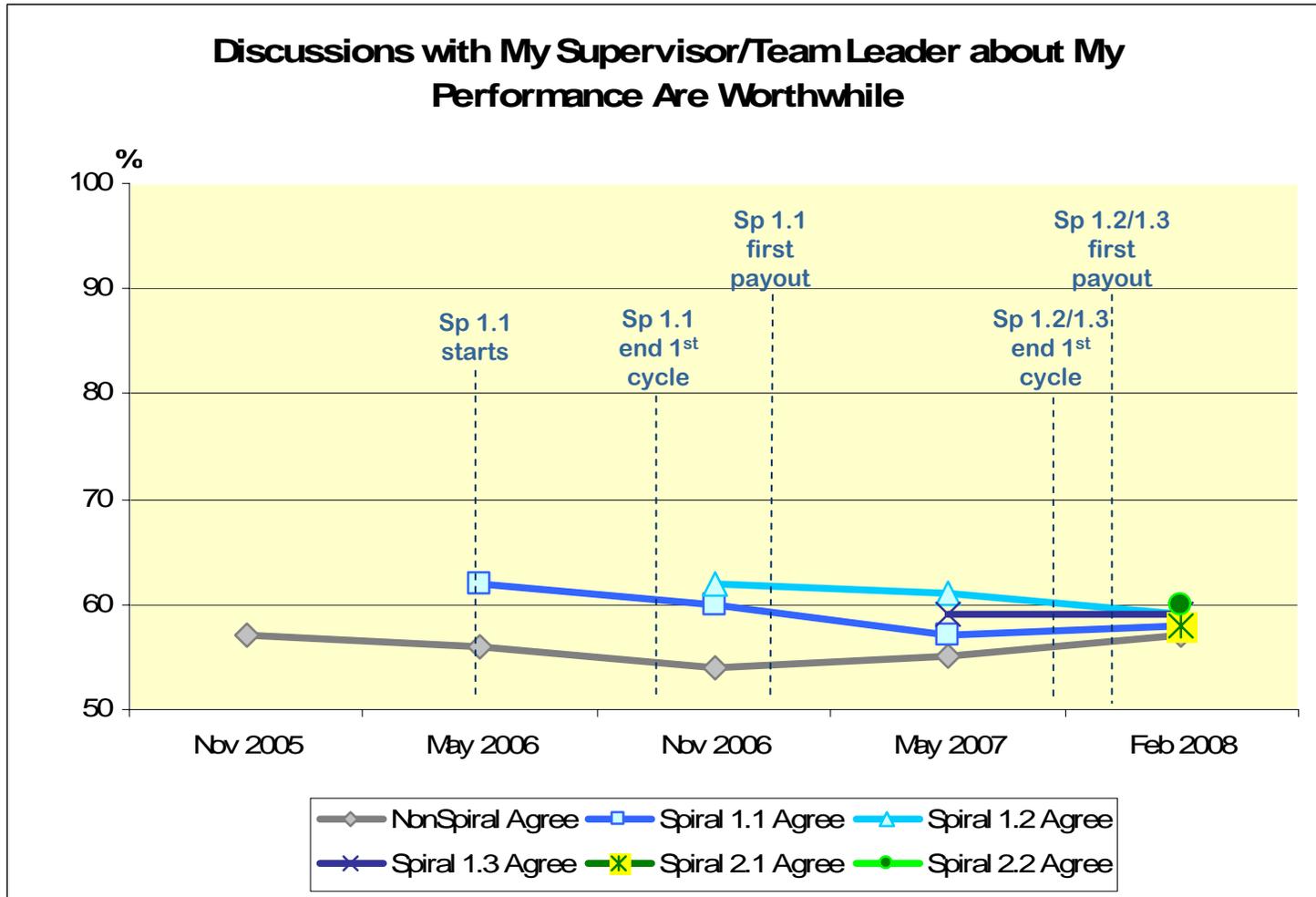
Select: DoD Community, then General DoD Info, then Personnel Surveys
- **Detailed 2006-2008 volumes with comparative data for each question**
 - Tab Volume: Responses overall, by component, by personal and position demographics, by NSPS spiral status at time of survey
 - NSPS Tab Volume: BY SPIRAL – responses overall, by component, by key personal and position demographics
(2008 NSPS tab volume not yet published)



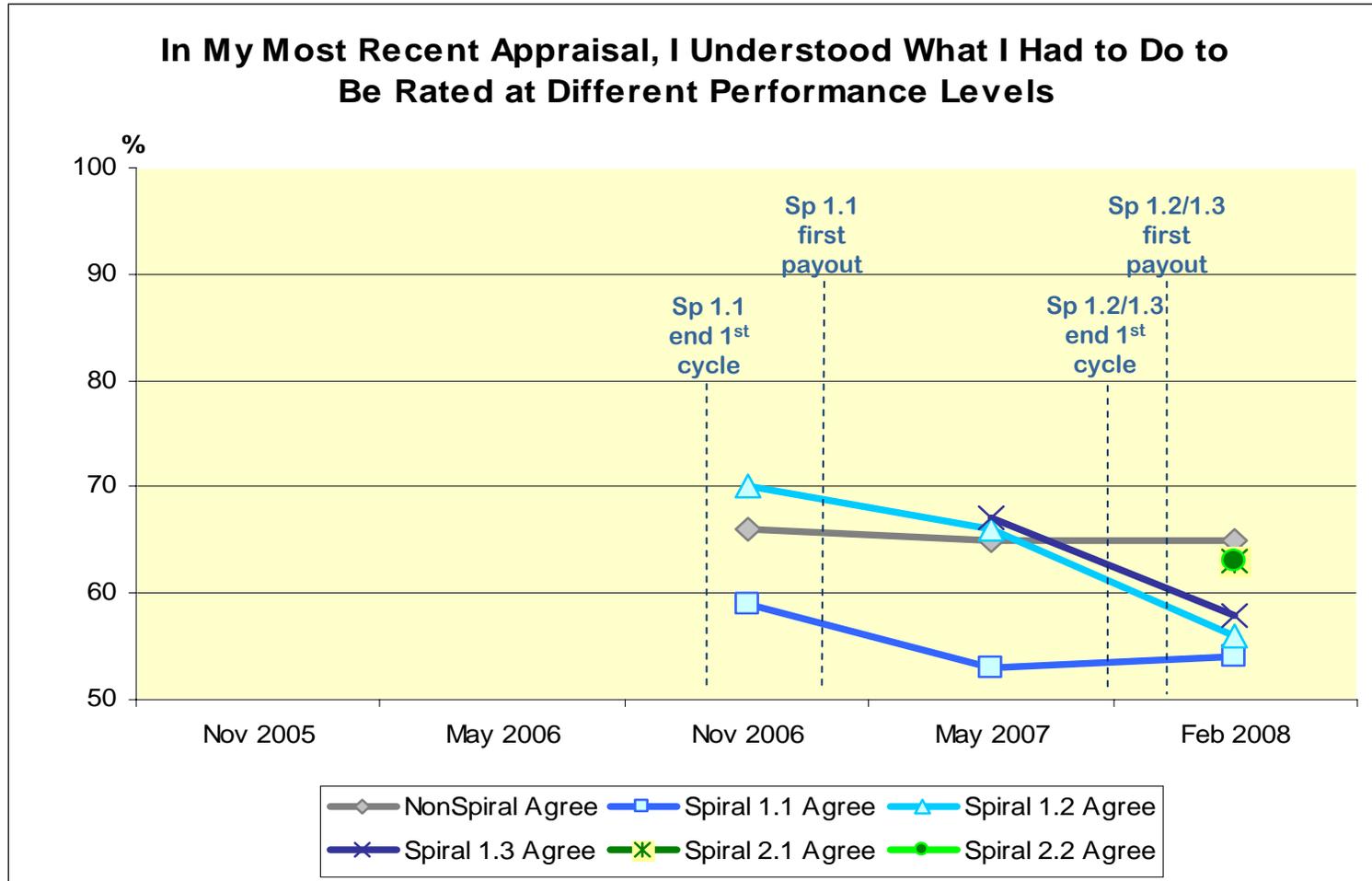
Agree



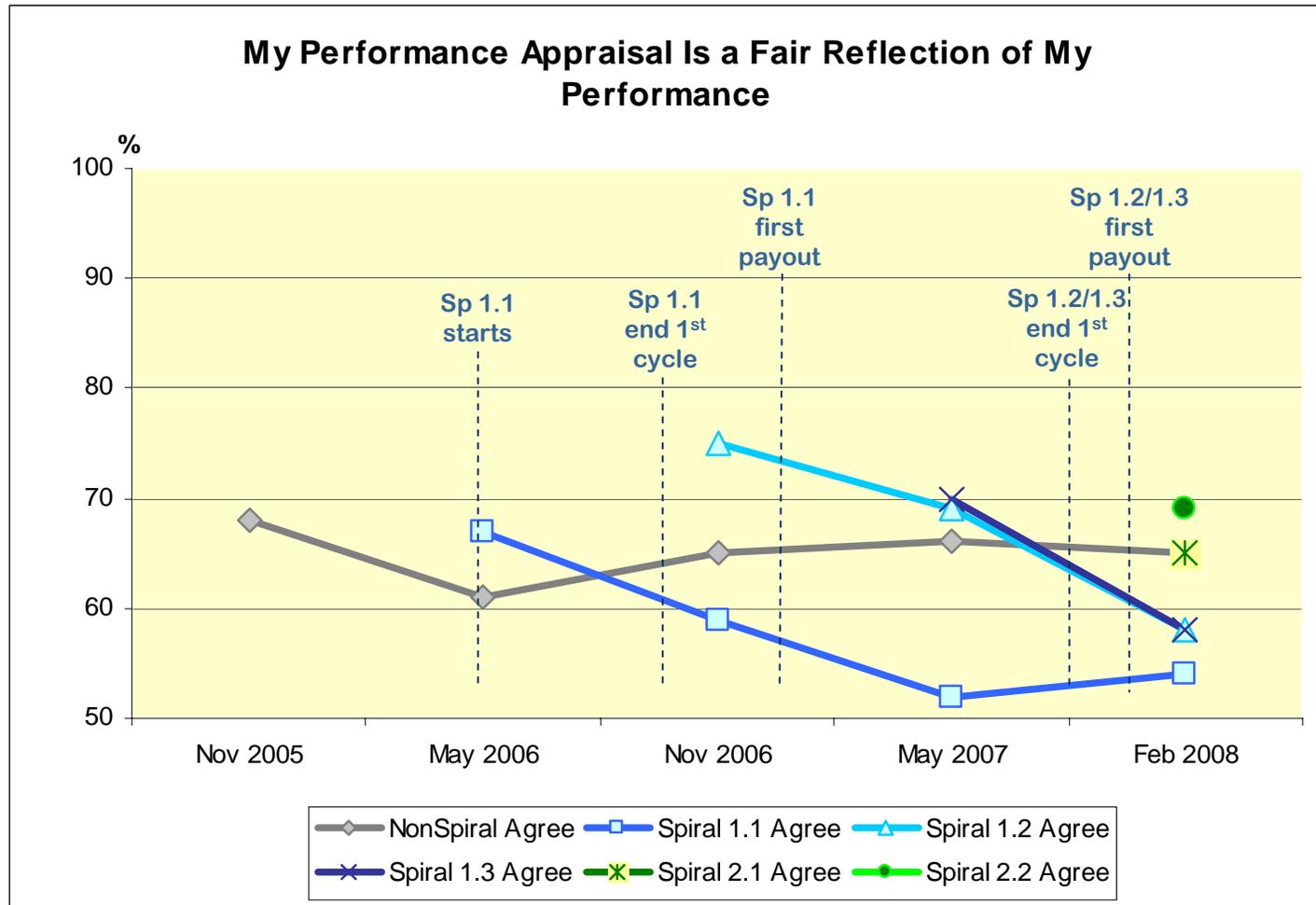
Agree



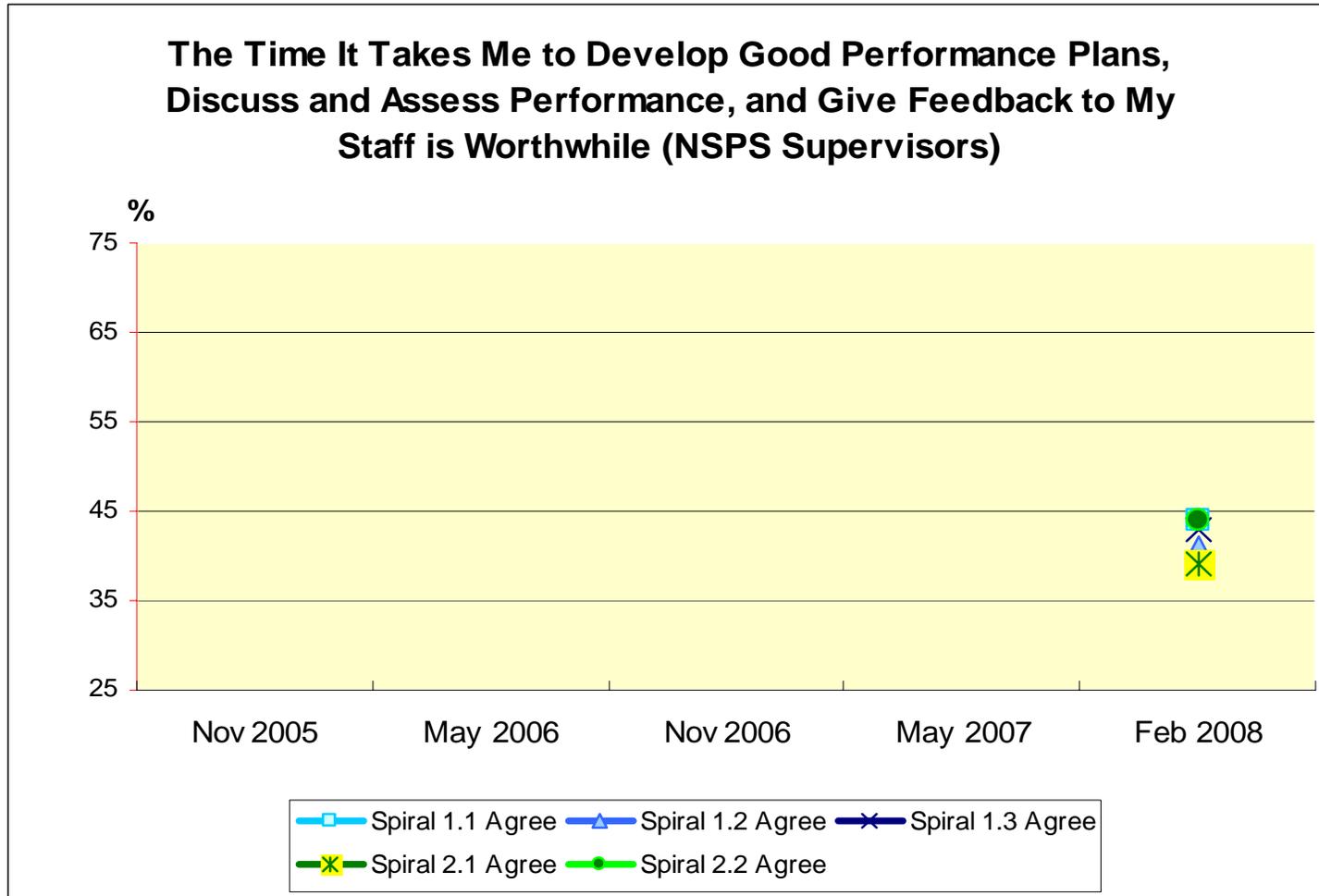
Agree



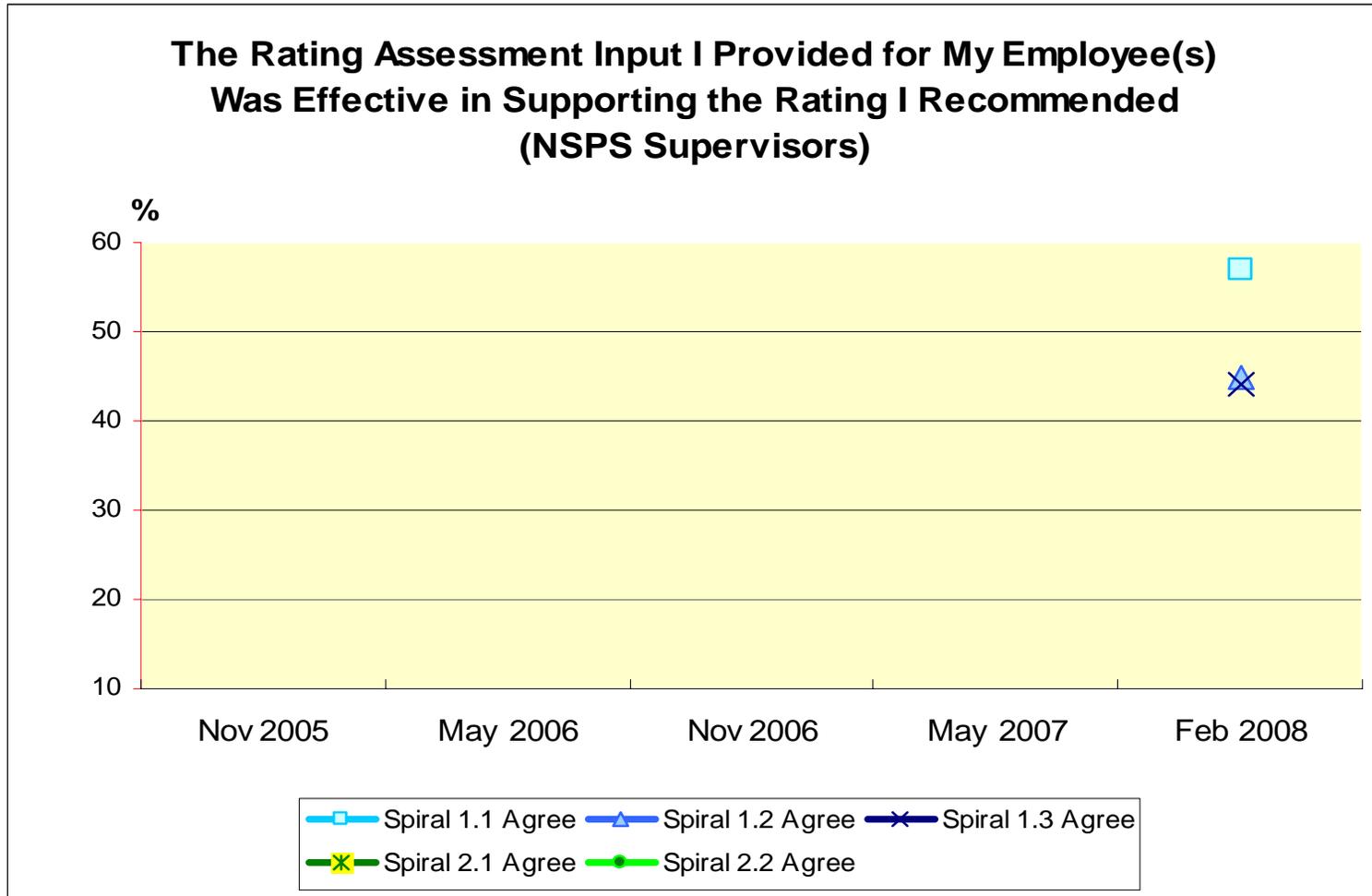
Agree



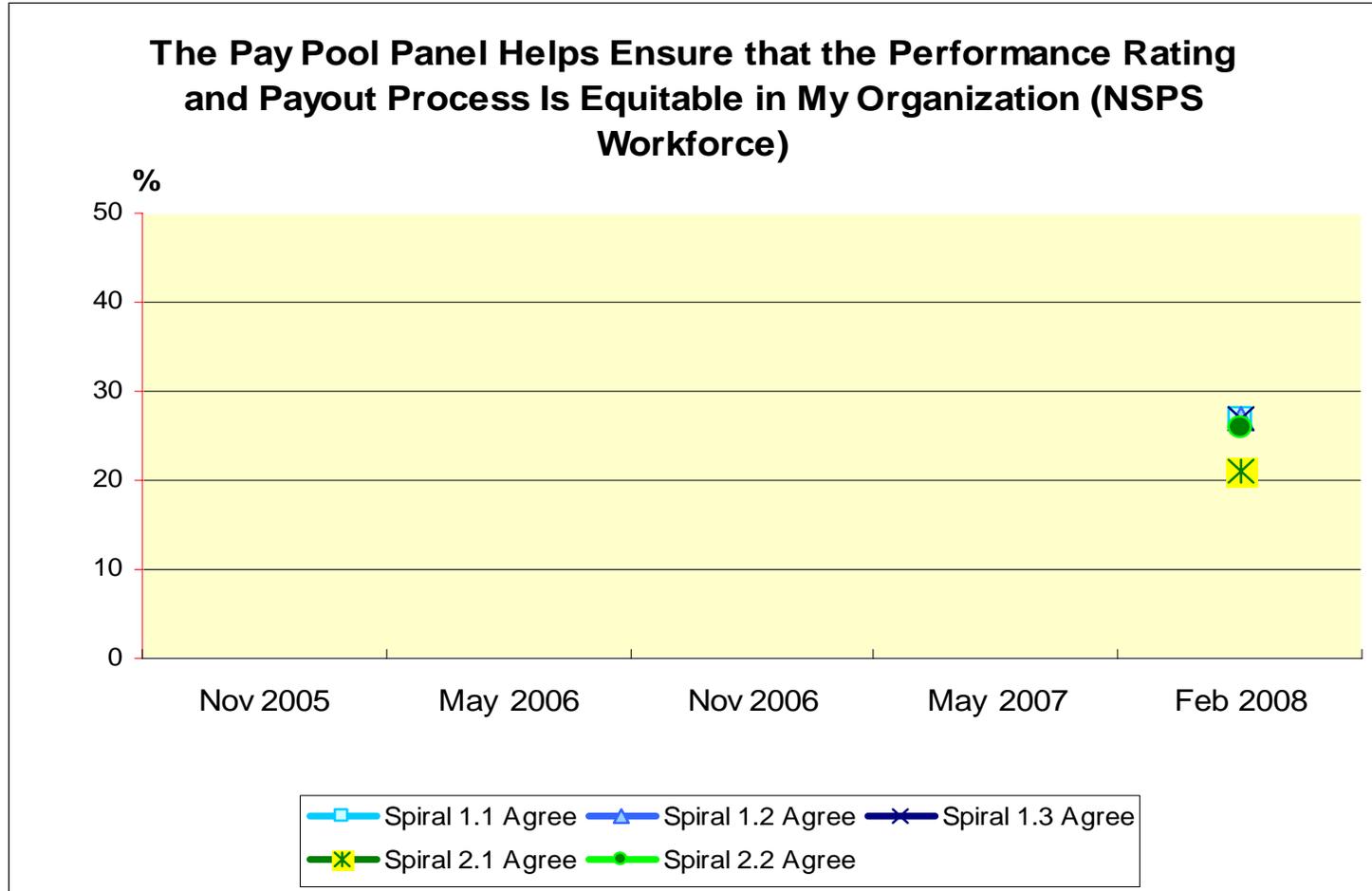
Agree



Agree



Agree



- Are we confident that ratings reflect individual performance – not writing quality, the job level, or the panel’s greater familiarity with some groups?
- Do rating officials “get it,” i.e., the performance indicators and benchmarks? Do they convey it?
- If some groups get higher ratings than others, why?
- Is the workforce OK with their panel’s process? Are the panel members?
- How far should we take reviews? (In other words, “We invested so much time in the last cycle, how much time should we spend now to analyze, train or retrain, revise, counsel, practice?”)