



Department of Defense



***National Security
Personnel System***

Senior Leaders Workshop

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Leading The Way



■ Lawsuit:

- On February 27, 2006, D.C. District Court permanently enjoined adverse actions, appeals, and labor relations regulations
- Matter appealed to D.C. Circuit Court of Appeals
- **May 18, 2007 District Court judgment was reversed, DoD regulations upheld**
- Adverse actions, appeals, and labor relations regulations remain enjoined pending issuance of a “mandate” by the Appeals Court
 - ✓ Unions say they will appeal within the 45 day limit

■ Congressional Activity on 2008 NDAA

- **House:** revokes authority to reform adverse actions, appeals and labor relations; imposes such burdensome processes for HR system that it effectively revokes critical flexibilities
- **Senate:** revokes LR, however preserves HR system; will analyze further when we see actual language
- **Next steps:** Senate will vote on Committee action; bill will go to conference

■ *Department is proceeding with Spiral 2 implementation plan*



Where Are We With Spiral 1.1?

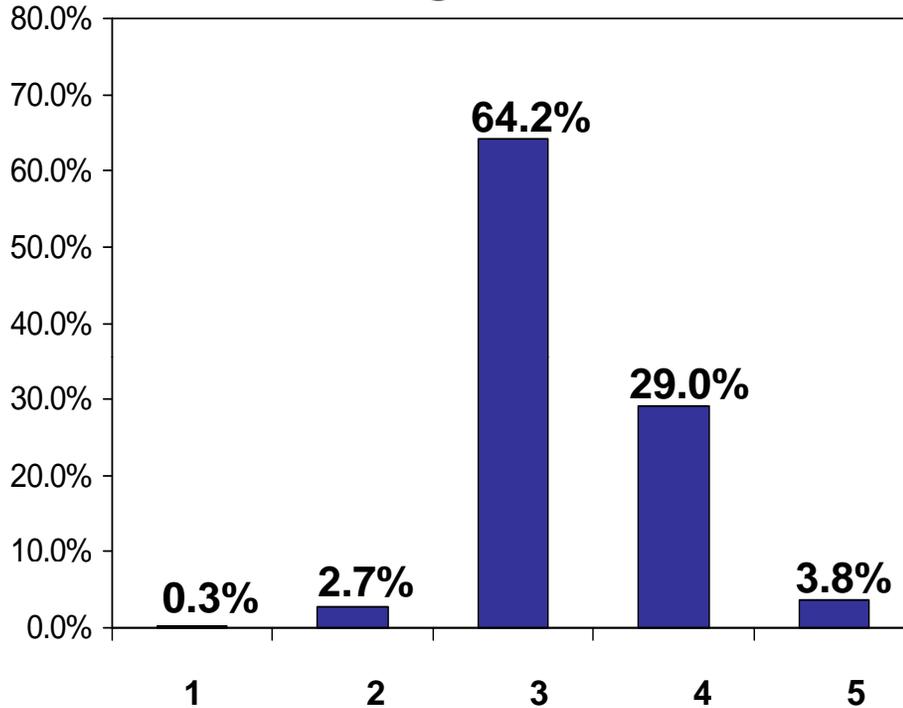
Employees, managers, supervisors, and HR experts successfully implemented the first NSPS spiral

- Performance appraisal cycle completed January 2007
- Job objectives aligned with DoD mission
- Meaningful distinctions about employee performance
- Rewards based on performance distinctions

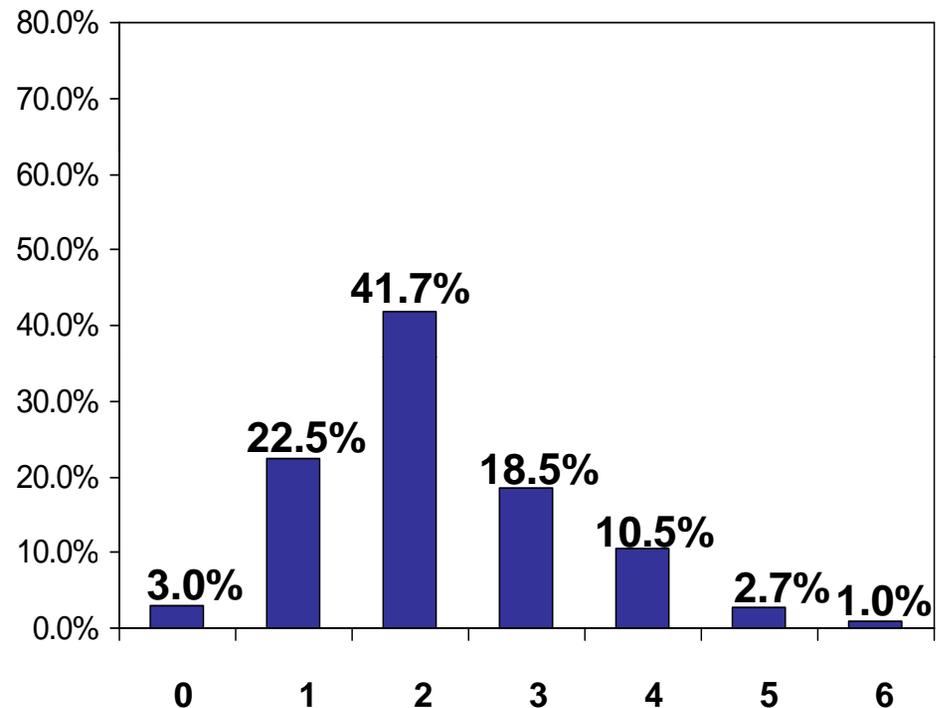


Spiral 1.1 Preliminary Results

Rating Distribution



Share Distribution



	Average		Average
Payout	2.59%	Share Value	1.1%
Salary Inc	1.41%	Number of Shares	2.23
Bonus	1.18%		

Leading The Way 

- Expanded training courses: NSPS 101, *HR Elements*
- New *iSuccess* tool for writing job objectives and self assessments
- *Establishing Pay*: Guide for managers
- *Managing Compensation*: Handbook for managers and supervisors
- Additional NSPS fact sheets (e.g., Workforce Shaping)
- FAQs for Human Resource practitioners on technical matters
- Performance Appraisal Application fixes



PAA Enhancement Process

PAA Version 1.0

Department of Defense
Performance Appraisal Application

Rating Official Review >
Submit to Higher Level Approver for Performance Plan Review

Indicates required field

Line No	Approver	Approver Group	Category	Status	Delete
1	YJ1, MEDICAL SUPERVISOR		Approver	INITIATE	
2	YJ2, MEDICAL SUPERVISOR		Approver	PENDING	

▼ Add Adhoc Approver

Approver Type: HR People
Approver:
Category: Approver
Insertion Point: YJ1, MEDICAL SUPERVISOR

Notification Message to Higher Level Reviewer
Enter your message, and click Submit

message:

Cancel Submit

Department of Defense
Performance Appraisal Application

Rating Official Review >
Submit to Higher Level

Indicates required field

TIP: If you are both the Rating Official AND Higher Level Reviewer, use Option 2.

Line No	Approver	Approver Group	Category	Status	Delete
1	YJ1, MEDICAL SUPERVISOR		Approver	INITIATE	
2	YJ2, MEDICAL SUPERVISOR		Approver	PENDING	

▼ Add Adhoc Approver

Approver Type: HR People
Approver:
Category: Approver
Insertion Point: YJ1, MEDICAL SUPERVISOR

Notification Message to Higher Level Reviewer
Enter your message, and click Submit

message:

Cancel Submit

Annotations:
- Change Higher Level Reviewer (points to Approver field)
- Higher Level Reviewer (points to Approver field)
- Replace (points to Insertion Point field)
- Transfer to HLR (points to Submit button)

Requirements:
- Re-label "Approver" column to "Name"
- Remove Approver Group Column
- Re-label "Category" column to "Level"
- Under Category (Level) Line 1 – Rating Official; Line 2 Higher Level Reviewer

Feedback

Requirements

PAA Version 2.0
Late August Release

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June 2007

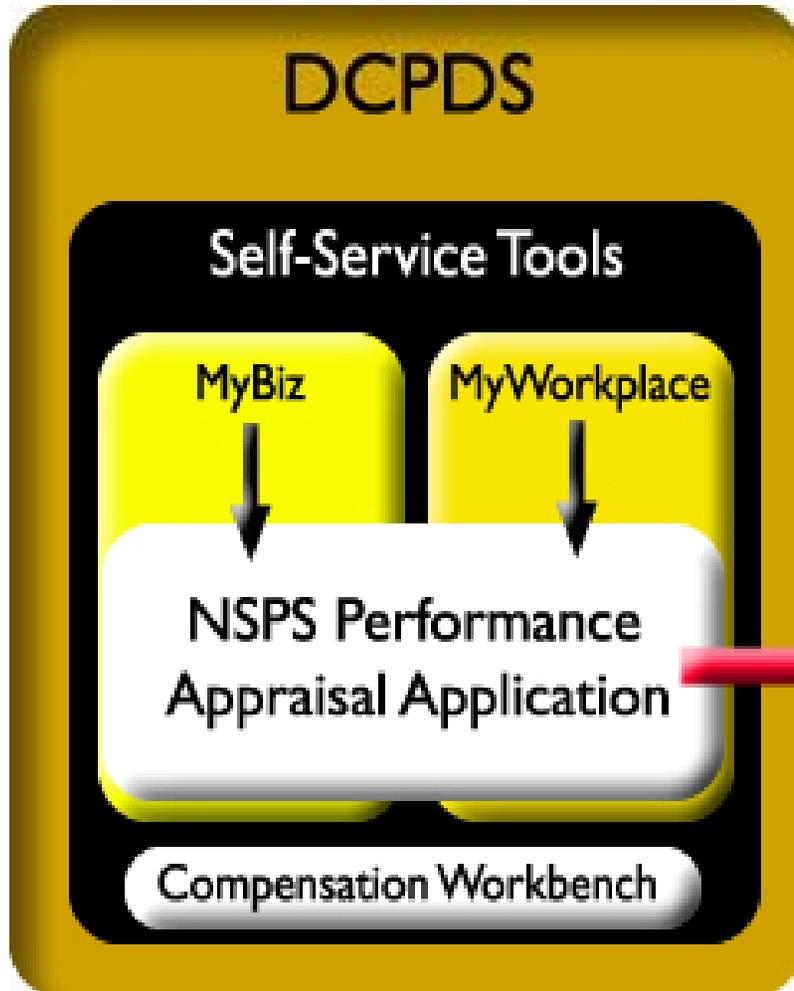


QUESTIONS?

www.cpms.osd.mil/nsps

- Leadership needs to reinforce ownership and commitment
- Leadership need to give more attention to the pay pool process
- First-level supervisors need to be reengaged
- Quality of performance plans/assessments needs improvement
- Improve communications
- Improve information access

■ Employee & Supervisor Feedback Concern Areas



- **Setup and Maintenance**
 - Incorrect reporting hierarchies
 - Burden shifted to HR offices
- **Training and Communication**
 - Training manuals too complex
 - Marketing
- **Helpdesk**
 - Lack of adequate knowledge
 - HR offices not familiar with local implementation
- **Design and Usability**
 - Login process too complex
 - Not intuitive/hard to use
- **Internal Organizational Processes**
 - Internal Communication Procedures
 - Inconsistent Business Procedures

**We heard your feedback
and plans in place to
address them**



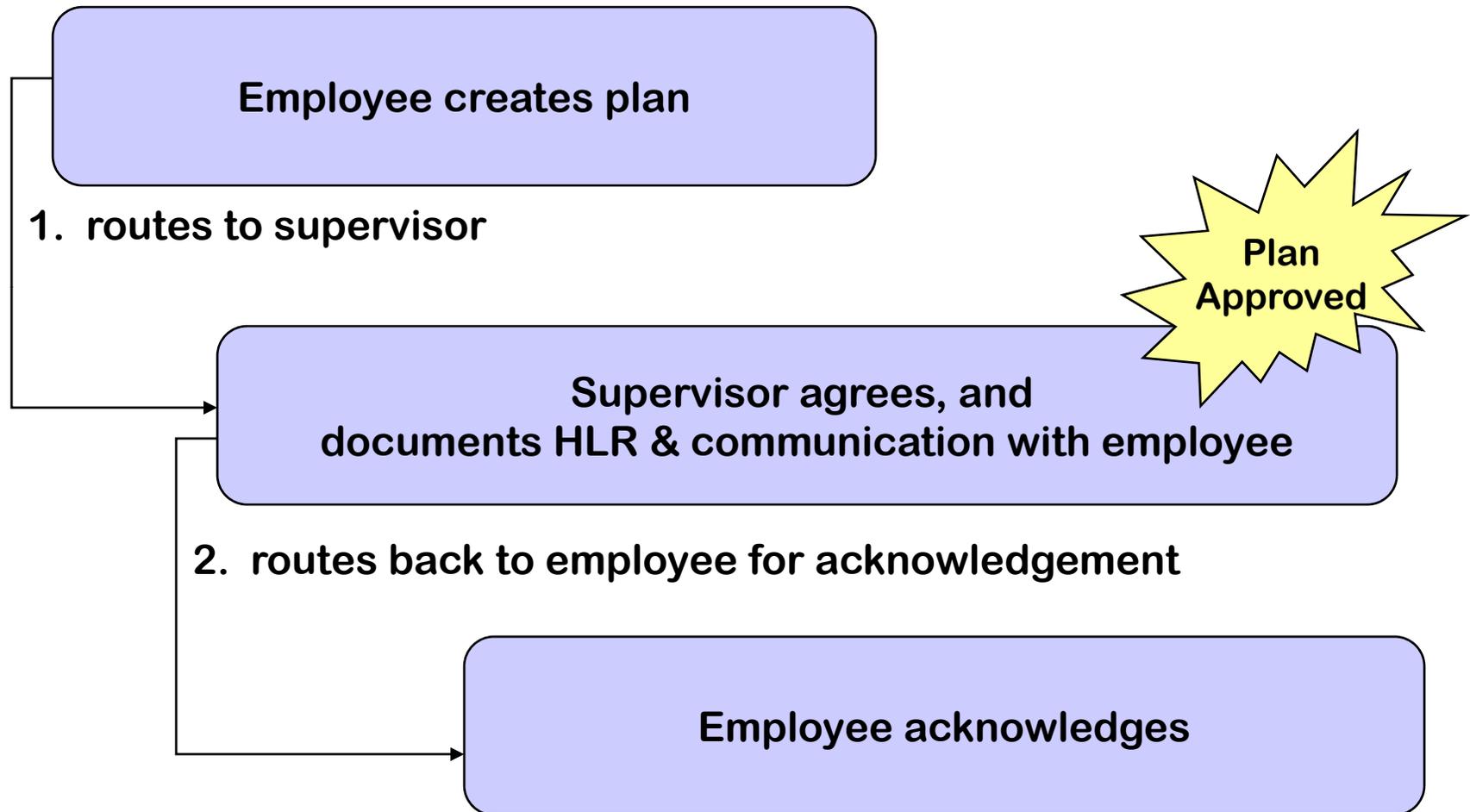
Performance Appraisal Application

- Focus groups held in February for Spiral 1.1 and Spiral 1.2 orgs
- Developed a listing of over 70 possible enhancements
- Reviewed the list with the Components and established priority and timeframe

- **Version 2.0 launches Aug 07:**
 - Improved navigation throughout the product
 - Easy-to-understand buttons, links, and terms
 - Simpler screen layouts
 - Improved report printing
 - More space to write your assessments
 - Added fields for recommended shares and payout distribution
 - Updated user guides



Example: Creating a Performance Plan





New Print Capability

Print selected sections
(Word format)

OR

Print entire DD2906 Form
(PDF format)

The screenshot shows the Performance Appraisal Application (PAA) Version 2.0 interface. The page title is "Performance Appraisal Application (PAA) Version 2.0". The user is logged in as a "Rating Official". The page is titled "Print Appraisal Information" and includes a "Return to PAA Main Page" button. The "View/Print Selected Sections" section explains that selecting this button allows printing selected sections, which is not an official DD Form 2906. It provides a "Select/Unselect All" checkbox and a list of sections to print, each with a checkbox:

- Relevant Organization Mission/Strategic Goals
- Job Objectives
- Employee Self-Assessment for Interim Review
- Rating Official Assessment for Interim Review
- Employee Self-Assessment for Closeout Assessment
- Rating Official Assessment for Closeout Assessment
- Employee Self-Assessment for Annual Performance Appraisal
- Rating Official Assessment for Annual Performance Appraisal
- Component Unique Information
- Performance Rating, Shares, and Payout Distribution
- Performance Ratings
- Shares
- Payout Distribution

Buttons for "View/Print Selected Section(s)" and "View/Print DD 2906" are visible. The page also includes "Home", "Logout", and "Preferences" links at the bottom.



Character Limitations

	Current	New
Objectives	770	1,000
Interim employee self-assessment	2,000	4,000
Interim rating official assessment	2,000	4,000
Annual employee self-assessment	6,600	8,000
Annual rating official assessment	2,000	8,000
Closeout employee self-assessment	2,400	4,000
Closeout rating official assessment	2,400	4,000