



Department of Defense



***National Security
Personnel System***

Supervisory GS 14

June 2007



Why this construct?

- **Goal → Balance**
 - **Maximum flexibility**
 - **Differences in supervisory and non-supervisory work**

- **Non-supervisory pay bands stratify jobs into three levels – entry/developmental, full performance, and expert**
 - **Full performance band kept broad to maximize flexibility**

- **Supervisory pay schedules established to recognize supervision as a “line of work”**

- **Supervisory classification criteria builds on**
 - **Base level of non-supervisory work supervised**
 - **Level of supervisory/managerial responsibility**
 - ✓ Assigns immediate/intermediate supervisors of YA-2 work to YC-2
 - ✓ Assigns managers over YA-2 work to YC-3
 - ✓ Alternative to assign all supervisors of YA-2 to YC-3 was not acceptable to the Department

- **Supervisory pay bands mimic the non-supervisory bands**
 - **5 percent addition provides greater pay progression potential**



How to Convert GS/GM-14 Supervisors?

- **GS/GM-14 supervisory positions convert to pay band based on highest level of work performed**
- **Supervisory responsibilities**
 - **Pay Band 2 supervisory positions (YC/YF)**
 - ✓ More limited scope of supervisory responsibilities (e.g., functions as immediate or intermediate supervisors)
 - ✓ Usually supervise pay band 2 employees (GS 9-13 or equivalent)
 - **Pay band 3 supervisory positions (YC/YF)**
 - ✓ Broad scope of managerial responsibilities
 - ✓ Manage pay band 2 employees (GS 9-13 or equivalent)
 - ✓ Supervise/manage pay band 3 employees (GS 14-15 or equivalent)
- **Non-supervisory (technical) work**
 - **Pay band 3 non-supervisory positions (YA/YD)**
 - ✓ Covers GS/GM-14 level of work personally performed
 - ✓ Subject-matter expert, program manager

Component determines pay band assignment

- **No intent to revisit this situation**

- **Components provided**
 - Script for discussion with employees
 - Talking points

- **Examine your positions well before conversion**



Standard Career Group 2007



2007 Base Salary ranges, excluding Local Market Supplements (LMS)



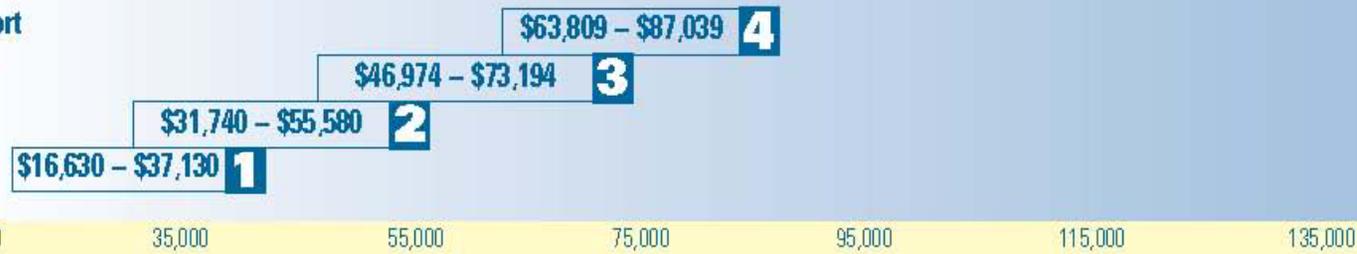
Scientific/Engineering Career Group

2007

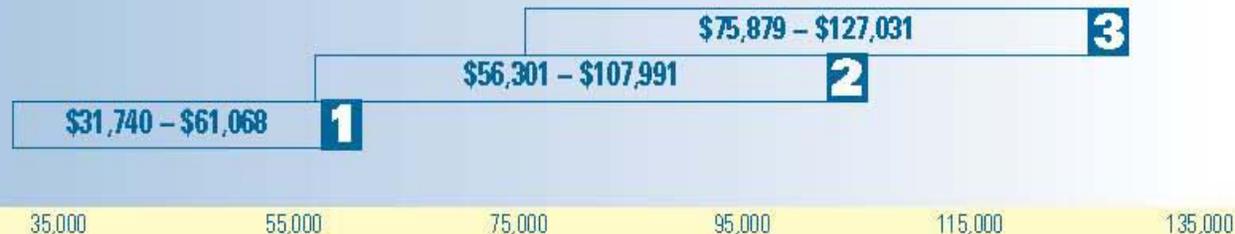
Professional PAY SCHEDULE YD



Technician/Support PAY SCHEDULE YE



Supervisor/Manager PAY SCHEDULE YF

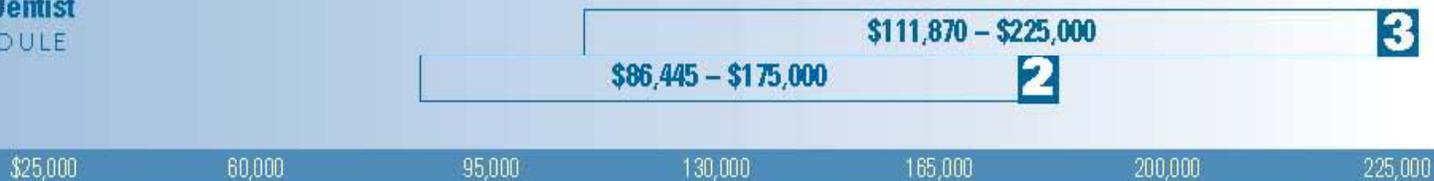


2007 Base Salary ranges, excluding Local Market Supplements (LMS)

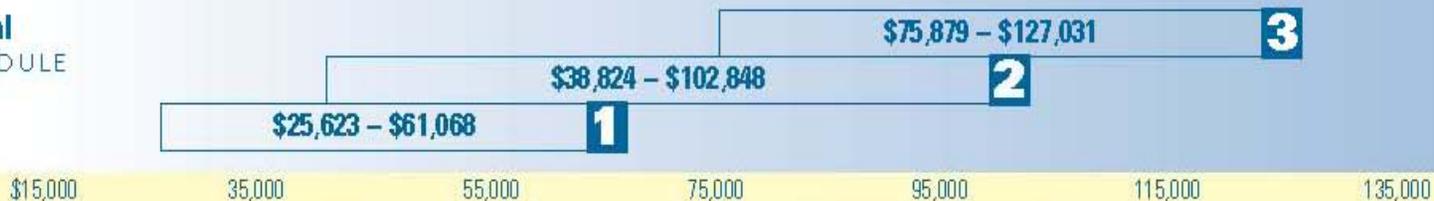


Medical Career Group 2007

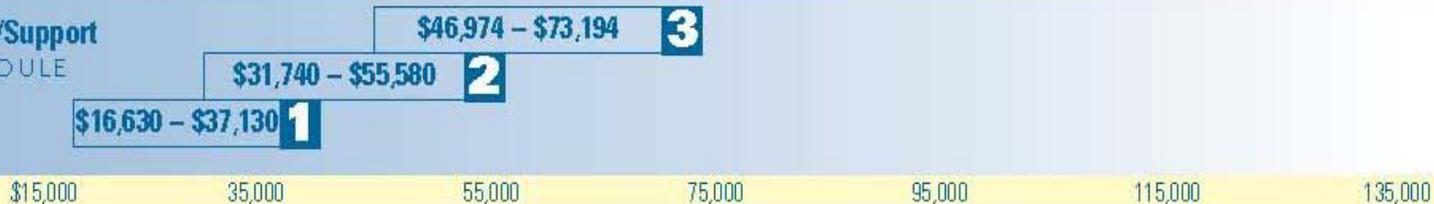
Physician/Dentist PAY SCHEDULE YG



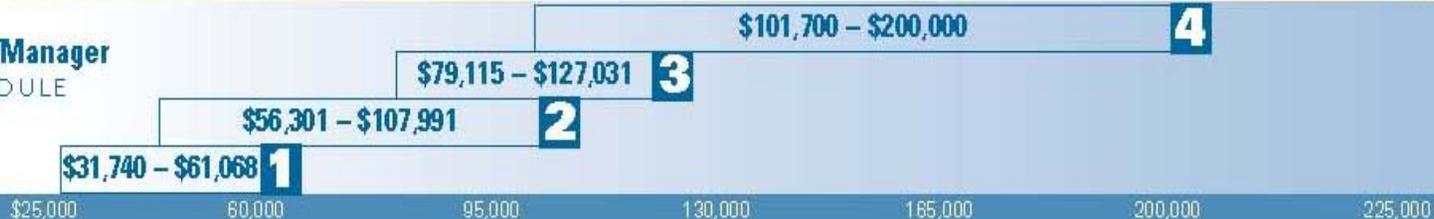
Professional PAY SCHEDULE YH



Technician/Support PAY SCHEDULE YI



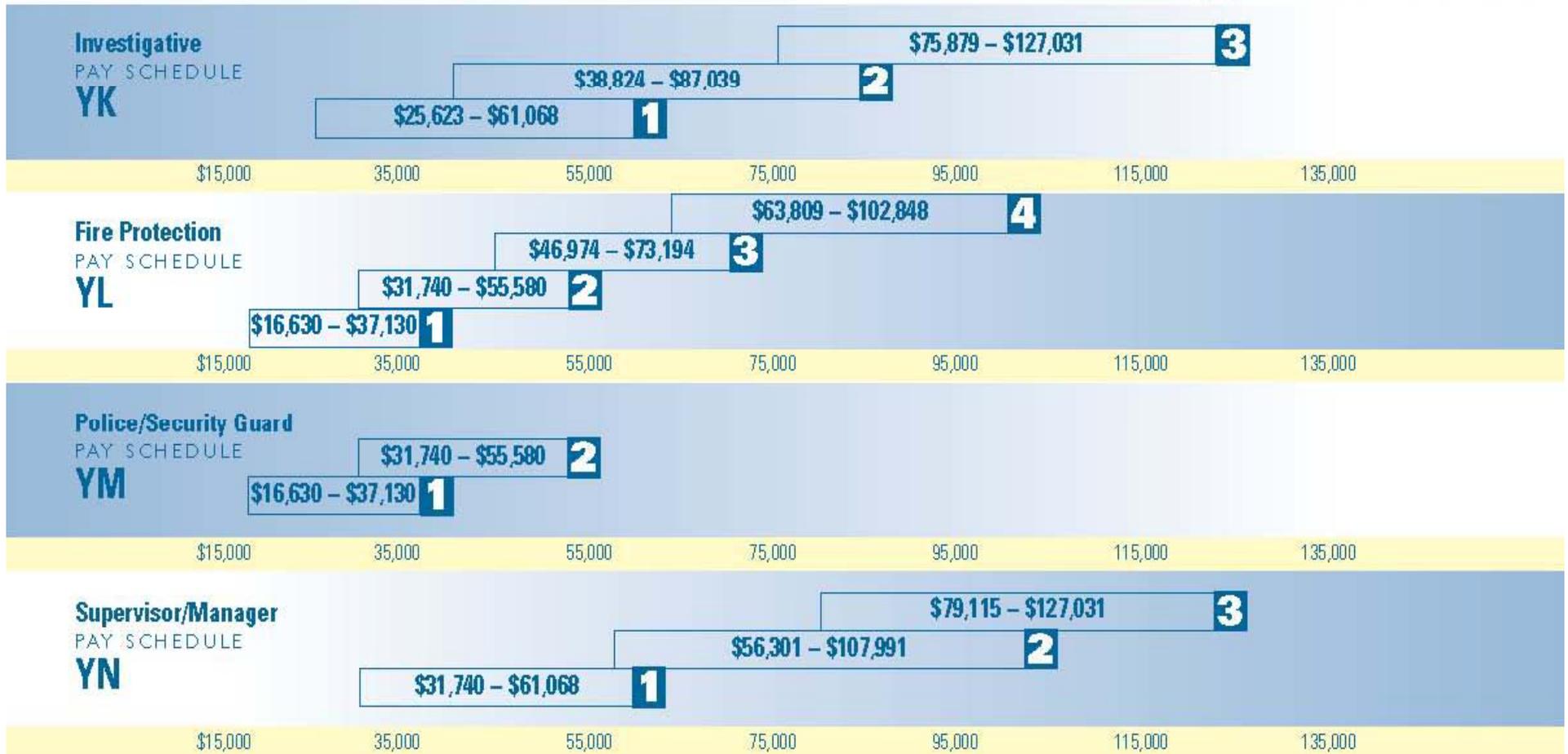
Supervisor/Manager PAY SCHEDULE YJ



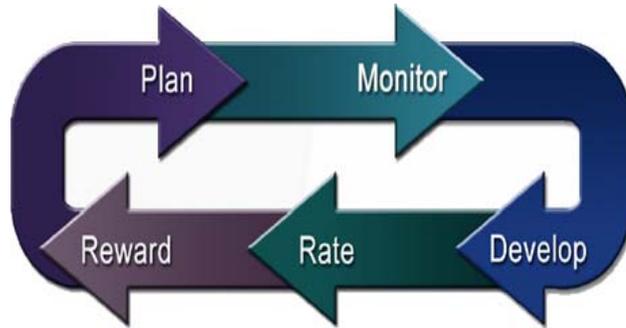
2007 Base Salary ranges, excluding Local Market Supplements (LMS)



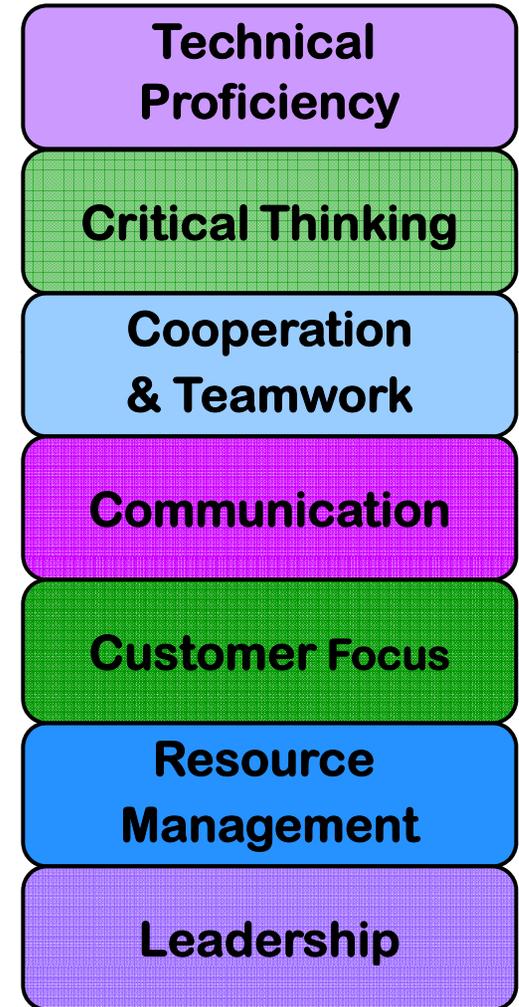
Investigative/Protective Services Career Group 2007



2007 Base Salary ranges, excluding Local Market Supplements (LMS)



- **Direct link between mission accomplishment, performance, and pay**
 - **Job objectives** – the **“What”** – primary focus
 - **Manner of performance** – the **“How”** – contributing factors that influence the objective rating





Performance Linked to Compensation

	Employees eligible to receive...	
Performance rating	Share range	Standard adjustments
5 - Role Model	5 – 6	<ul style="list-style-type: none">■ Performance-based pay increase■ Rate range adjustments■ Local market supplement increases
4 - Exceeds Expectations	3 – 4	
3 - Valued Performer	1- 2	
2 - Fair	0	<ul style="list-style-type: none">■ Rate range adjustments■ Local market supplement increases
1 - Unacceptable	0	<ul style="list-style-type: none">■ No increases



Pay Pool Terminology

- **Pay pool**
 - Group of 50 to 300 employees working in an organization who share performance payout funds
 - Term designates group of employees or shared funding
- **Pay pool process**
 - Is integral and integrated part of performance management cycle
 - Allows organizations to recognize and reward individual/team accomplishments
 - Ensures managers/supervisors apply standards equitably when rating employees and providing rewards/incentives
- **Pay pool panel**
 - Group of managers/supervisors that review employee evaluations
 - Panel ensures consistency of standards and ratings
- **Pay pool manager**
 - Oversees rating reconciliation process and reward decisions
 - Resolves discrepancies
- **Performance Review Authority**
 - Manages operations of pay pools and ensures procedural and funding consistency
 - Provides guidance to pay pool managers
 - Decides challenges to ratings of record



- **Pay pool funding is different from your civilian personnel budget**
- **Pay pool funding is one of many things that can affect your civilian personnel costs; others include:**
 - Separations
 - Hiring lags
 - New hire salaries
 - Reassignment salary increases
 - Extraordinary Pay Increases (EPI)
 - Organizational Achievement Recognition (OAR)
 - Accelerated Compensation for Developmental Positions (ACDP)



■ Staffing

- Right person –right place – right time
 - ✓ Develop capabilities to meet tomorrow's threats
- Appointing authority for DoD
- Easily hire for critical needs
- Pay flexibility
 - ✓ Obtain and keep talent for mission needs
 - ✓ Be competitive

■ Workforce Shaping

- Streamlined, mission-responsive
- Performance-based
- Less disruptive to employees and mission
- Four retention factors remain and are considered in this order:
 - ✓ Tenure
 - ✓ Veterans' Preference
 - ✓ Performance
 - ✓ Seniority

■ Honor Veterans' Preference

■ Training

- Involved leadership set the tone
- Established expectations, made NSPS “real”
- Tailored to meet organizational needs
- Covered soft skills and content

■ Communication

- Made communication a priority
- Encouraged open and frank conversations with employees about the effect of changes
- Calibrated expectations