



Army Breakout Group Proposed AcqDemo Design Modifications

AcqDemo 2.0 Conference

April 19, 2012

DoD

**Civilian Acquisition Workforce Personnel
Demonstration Project (AcqDemo)**



Leadership Issues

Leadership Issues Discussion Topics

- One Assessment Narrative or Six
- Retained Pay Issues – Management/Spreadsheet
- Very High (VH) Rating Range of 101-115
- Understanding the 1% Award Limitation
- Retention Service Credit
- Close Out Requirement
- Payout Flexibilities
- Pay Setting Update – Internal Hires within Broadbands
- Using Sabbaticals for Training with Industry Opportunities

Notional Design Option – For Executive Committee Consideration

Leadership Issues

– *One Assessment Narrative or Six*

- ISSUE: Writing assessments to six factors can spawn unnecessary duplication/excessive statement of contributions, complicating vs clarifying contributions
- DISCUSSION:
 - Factors interrelate but scoring needs to remain separate
 - Can we effectively design, train, and implement one narrative that can be scored across six factors?
 - What are CAS2Net modifications/impacts?
- RECOMMENDATION:
 - Plan for use during FY13 rating cycle to provide software/policy/training development
- **Army Position: No change for FY12, just six factors in CAS2Net Annual Appraisal Module. Review and decide if implement for FY13.**

Notional Design Option – For Executive Committee Consideration



Leadership Issues

– *Retained Pay Issues – Management/Spreadsheet*

- ISSUE: Significant retained pay population presented challenges for pay pool deliberations as pay levels do not align with AcqDemo
- DISCUSSION:
 - PO provided initial policy for scoring employees on retained rate (top of band EOCS; ability to use Upper Rail and/or score VH ratings and receive CRI roll-over/CA/Discretionary Set-Aside)
 - Use of VH ratings can result in larger than expected payouts due to only one point score for VH rating
 - Spreadsheet required to control payouts better but impacted fund distribution to remaining employees
 - Does a VH scoring range resolve this issue?
- RECOMMENDATION:
 - ?
- **Army did not have this issue.**

Notional Design Option – For Executive Committee Consideration

Leadership Issues

– *Very High (VH) Rating Range of 101-115*

- ISSUE: Many expressed concern with spreadsheet results due to incremental results of using VH ratings
- DISCUSSION:
 - Design intent was to use VH in only severe situations where no other options existed to appropriately reward capped out employees
 - Significance of number of retained rate employees exiting NSPS has impacted pay pool operations
 - Better criteria needed for expanded use of a scoring range (similar to other point ranges)
 - Use of range of scoring would better accommodate pay pool needs in current environment
- RECOMMENDATION:
 - Charter working group to develop/recommend scoring criteria/ranges/policy for use of VH 100-115 point range to Executive Council and FRN Amendment

Notional Design Option – For Executive Committee Consideration



Categorical Score and Numerical Scores Very High and 115 – 95 - 70

- Option 1 has specific scores (105, 110, 115) and one set of descriptors for NH (NJ/NK treated similarly except for descriptors – separated for 6 factors)
- Option 2 has scoring range (101-105, 106-110, 111-115) and one set of descriptors for NH (NJ/NK treated similarly except for descriptors – separated for 6 factors)
- Option 3 has specific scores (105, 110, 115) and descriptors for each of the 6 factors for NH (NJ/NK treated similarly)
- Option 4 has scoring range (101-105, 106-110, 111-115) and descriptors for each of the factors for NH (NJ/NK treated similarly)



Categorical Score and Numerical Scores Very High and 115 – 95 - 70

- NH – Very High uses the SES performance element requirements descriptions combining level 5 through level 3, broken down by CCAS factors
- NJ – Very High uses the NH-IV factor descriptors and discriminators for each factor
- NK – Very High uses the NH-II factor descriptors and discriminators for each factor



Categorical Score and Numerical Scores Very High and 115 – 95 - 70

- Option 1 has specific scores (105, 110, 115) and one set of descriptors for NH (NJ/NK treated similarly except for descriptors – separated for 6 factors)
 - Very High Low, 105
 - Very High Med, 110
 - Very High High, 115



NH BUSINESS MANAGEMENT AND TECHNICAL MANAGEMENT PROFESSIONAL Descriptive Criteria for “Very High” Categorical Rating Levels

		NH Business and Technical Professional	NJ Technical Support	NK Administrative Support
Broadband Levels	Categorical Levels	Points and Point Ranges	Points and Point Ranges	Points and Point Ranges
	Very High - High	115	95	70
	Very High - Medium	110	91	67
	Very High - Low	105	87	64
IV	High	96-100	79-83	
	Med	84-95	67-78	
	Low	79-83	61-66	
III	High	79-83	62-66	57-61
	Med	67-78	52-61	47-56
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	Med	41-50	36-40	30-41
I	ML	30-40	30-35	
	Low	22-29	22-29	22-29
	High	24-29	24-29	24-29
	Med	6-23	6-23	6-23
	Low	0-5	0-5	0-5



NH BUSINESS MANAGEMENT AND TECHNICAL MANAGEMENT PROFESSIONAL Descriptive Criteria for “Very High” Categorical Rating Levels

		105	
		Level Descriptors	Discriminators
Very High	Low	<p>Demonstrates the high level of contribution expected at the executive level. Actions and leadership contribute positively toward the achievement of strategic goals and meaningful results. Is an effective, solid, and dependable leader who delivers high-quality results based on measures of quality, quantity, efficiency, and/or effectiveness within agreed upon timelines. Meets and often exceeds challenging contribution expectations established for the position. Contribution may be demonstrated in such ways as the following examples:</p> <ul style="list-style-type: none"> Seizes opportunities to address issues and effects change when needed. Finds solutions to serious problems and champions their adoption. Designs strategies leading to improvements. 	<p>Problem Solving</p> <p>Scope/Impact Complexity / Difficulty Independence/ Creativity</p> <p>Teamwork/Cooperation</p> <p>Scope of Team Effort Contribution to Team Effectiveness</p> <p>Customer Relations</p> <p>Breadth of Influence Customer Needs Customer Interaction Level</p> <p>Leadership/Supervision</p> <p>Leadership Role Breadth of Influence Mentoring/Employee Development</p> <p>Communication</p> <p>Level of Interaction (Audience) Written Oral</p> <p>Resource Management</p> <p>Scope of Responsibility Planning/Budgeting Execution/Efficiency</p> <p>Execution/Efficiency</p>

		110	
		Level Descriptors	Discriminators
Very High	Med	<p>Demonstrates a very high level of contribution beyond that required for success in the assigned position and scope of responsibilities. Is a proven, highly effective leader who builds trust and instills confidence in agency leadership, peers, and fellow employees. Consistently exceeds established contribution expectations, timelines, or targets, as applicable. Contribution be demonstrated in such ways as the following examples:</p> <ul style="list-style-type: none"> Advances progress significantly toward achieving one or more strategic goals. Demonstrates unusual resourcefulness in dealing with program operations or policy challenges. Achieves unexpected results that advance the goals and objectives of the organization, agency, or Government. 	<p>Problem Solving</p> <p>Scope/Impact Complexity / Difficulty Independence/ Creativity</p> <p>Teamwork/Cooperation</p> <p>Scope of Team Effort Contribution to Team Effectiveness</p> <p>Customer Relations</p> <p>Breadth of Influence Customer Needs Customer Interaction Level</p> <p>Leadership/Supervision</p> <p>Leadership Role Breadth of Influence Mentoring/Employee Development</p> <p>Communication</p> <p>Level of Interaction (Audience) Written Oral</p> <p>Resource Management</p> <p>Scope of Responsibility Planning/Budgeting Execution/Efficiency</p>

		115	
		Level Descriptors	Discriminators
Very High	High	<p>Demonstrates exceptional contributions, fostering a climate that sustains excellence and optimizes results in the organization, agency, department or government-wide. Represents the highest level of executive level performance, as evidenced by the extraordinary impact on the achievement of the organization’s mission. Is an inspirational leader and is considered a role model by agency leadership, peers, and employees. Continually contributes materially to or spearheads agency efforts that address or accomplish important agency goals, consistently achieves expectations at the highest level of quality possible, and consistently handles challenges, exceeds targets, and completes assignments ahead of schedule at every step along the way. Contribution may be demonstrated in such ways as the following examples:</p> <ul style="list-style-type: none"> Overcomes unanticipated barriers or intractable problems by developing creative solutions that address program concerns that could adversely affect the organization, agency, or Government. Through leadership by example, creates a work environment that fosters creative thinking and innovation; fosters core process re-engineering; and accomplishment of established organizational performance targets. Takes the initiative to identify new opportunities for program and policy development and implementation or seeks more opportunities to contribute to optimizing results; takes calculated risks to accomplish organizational objectives. Accomplishes objectives even under demands and time pressure beyond those typically found in the executive environment. Achieves results of significant value to the organization, agency, or Government. Achieves significant efficiencies or cost-savings in program delivery or in daily operational costs of the organization. 	<p>Problem Solving</p> <p>Scope/Impact Complexity / Difficulty Independence/ Creativity</p> <p>Teamwork/Cooperation</p> <p>Scope of Team Effort Contribution to Team Effectiveness</p> <p>Customer Relations</p> <p>Breadth of Influence Customer Needs Customer Interaction Level</p> <p>Leadership/Supervision</p> <p>Leadership Role Breadth of Influence Mentoring/Employee Development</p> <p>Communication</p> <p>Level of Interaction (Audience) Written Oral</p> <p>Resource Management</p> <p>Scope of Responsibility Planning/Budgeting Execution/Efficiency</p>



NH BUSINESS MANAGEMENT AND TECHNICAL MANAGEMENT PROFESSIONAL Descriptive Criteria for “Very High” Categorical Rating Levels

Very High Low 105

Demonstrates the high level of contribution expected at the executive level. Actions and leadership contribute positively toward the achievement of strategic goals and meaningful results. Is an effective, solid, and dependable leader who delivers high-quality results based on measures of quality, quantity, efficiency, and/or effectiveness within agreed upon timelines. Meets and often exceeds challenging contribution expectations established for the position. Contribution may be demonstrated in such ways as the following examples:

- Seizes opportunities to address issues and effects change when needed.
- Finds solutions to serious problems and champions their adoption.
- Designs strategies leading to improvements.



NH BUSINESS MANAGEMENT AND TECHNICAL MANAGEMENT PROFESSIONAL Descriptive Criteria for “Very High” Categorical Rating Levels

Very High – Medium 110

Demonstrates a very high level of contribution beyond that required for success in the assigned position and scope of responsibilities. Is a proven, highly effective leader who builds trust and instills confidence in agency leadership, peers, and fellow employees. Consistently exceeds established contribution expectations, timelines, or targets, as applicable. Contribution be demonstrated in such ways as the following examples:

- Advances progress significantly toward achieving one or more strategic goals.
- Demonstrates unusual resourcefulness in dealing with program operations or policy challenges.
- Achieves unexpected results that advance the goals and objectives of the organization, agency, or Government.



NH BUSINESS MANAGEMENT AND TECHNICAL MANAGEMENT PROFESSIONAL Descriptive Criteria for “Very High” Categorical Rating Levels

Very High High 115

Demonstrates exceptional contributions, fostering a climate that sustains excellence and optimizes results in the organization, agency, department or government-wide. Represents the highest level of executive level performance, as evidenced by the extraordinary impact on the achievement of the organization’s mission. Is an inspirational leader and is considered a role model by agency leadership, peers, and employees. Continually contributes materially to or spearheads agency efforts that address or accomplish important agency goals, consistently achieves expectations at the highest level of quality possible, and consistently handles challenges, exceeds targets, and completes assignments ahead of schedule at every step along the way.



NH BUSINESS MANAGEMENT AND TECHNICAL MANAGEMENT PROFESSIONAL Descriptive Criteria for “Very High” Categorical Rating Levels

Contribution may be demonstrated in such ways as the following examples:

- Overcomes unanticipated barriers or intractable problems by developing creative solutions that address program concerns that could adversely affect the organization, agency, or Government.
- Through leadership by example, creates a work environment that fosters creative thinking and innovation; fosters core process re-engineering; and accomplishment of established organizational performance targets.
- Takes the initiative to identify new opportunities for program and policy development and implementation or seeks more opportunities to contribute to optimizing results; takes calculated risks to accomplish organizational objectives.
- Accomplishes objectives even under demands and time pressure beyond those typically found in the executive environment.
- Achieves results of significant value to the organization, agency, or Government.
- Achieves significant efficiencies or cost-savings in program delivery or in daily operational costs of the organization.



Categorical Score and Numerical Scores Very High and 115 – 95 - 70

- Option 2 has scoring range (101-105, 106-110, 111-115) and one set of descriptors for NH (NJ/NK treated similarly except for descriptors – separated for 6 factors)
 - Very High Low, 101-105
 - Very High Med, 106-110
 - Very High High, 111-115



NH BUSINESS MANAGEMENT AND TECHNICAL MANAGEMENT PROFESSIONAL Descriptive Criteria for “Very High” Categorical Rating Levels

		NH Business and Technical	NJ Technical Support	NK Administrative Support
Broadband Levels	Categorical Levels	Points and Point Ranges	Points and Point Ranges	Points and Point Ranges
	Very High - High	111-115	92-95	68-70
	Very High - Medium	106-110	88-91	65-67
	Very High - Low	101-105	84-87	62-64
	High	96-100	79-83	
IV	Med	84-95	67-78	
	Low	79-83	61-66	
	High	79-83	62-66	57-61
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NH BUSINESS MANAGEMENT AND TECHNICAL MANAGEMENT PROFESSIONAL

Descriptive Criteria for “Very High” Categorical Rating Levels

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NH BUSINESS MANAGEMENT AND TECHNICAL MANAGEMENT PROFESSIONAL Descriptive Criteria for “Very High” Categorical Rating Levels

Very High Low 101 to 105

Demonstrates the high level of contribution expected at the executive level. Actions and leadership contribute positively toward the achievement of strategic goals and meaningful results. Is an effective, solid, and dependable leader who delivers high-quality results based on measures of quality, quantity, efficiency, and/or effectiveness within agreed upon timelines. Meets and often exceeds challenging contribution expectations established for the position. Contribution may be demonstrated in such ways as the following examples:

- Seizes opportunities to address issues and effects change when needed.
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- Designs strategies leading to improvements.



NH BUSINESS MANAGEMENT AND TECHNICAL MANAGEMENT PROFESSIONAL Descriptive Criteria for “Very High” Categorical Rating Levels

Very High – Medium 106 to 110

Demonstrates a very high level of contribution beyond that required for success in the assigned position and scope of responsibilities. Is a proven, highly effective leader who builds trust and instills confidence in agency leadership, peers, and fellow employees. Consistently exceeds established contribution expectations, timelines, or targets, as applicable. Contribution be demonstrated in such ways as the following examples:

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NH BUSINESS MANAGEMENT AND TECHNICAL MANAGEMENT PROFESSIONAL Descriptive Criteria for “Very High” Categorical Rating Levels

Very High High 111 to 115

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NH BUSINESS MANAGEMENT AND TECHNICAL MANAGEMENT PROFESSIONAL Descriptive Criteria for “Very High” Categorical Rating Levels

Contribution may be demonstrated in such ways as the following examples:

- Overcomes unanticipated barriers or intractable problems by developing creative solutions that address program concerns that could adversely affect the organization, agency, or Government.
- Through leadership by example, creates a work environment that fosters creative thinking and innovation; fosters core process re-engineering; and accomplishment of established organizational performance targets.
- Takes the initiative to identify new opportunities for program and policy development and implementation or seeks more opportunities to contribute to optimizing results; takes calculated risks to accomplish organizational objectives.
- Accomplishes objectives even under demands and time pressure beyond those typically found in the executive environment.
- Achieves results of significant value to the organization, agency, or Government.
- Achieves significant efficiencies or cost-savings in program delivery or in daily operational costs of the organization.



Categorical Score and Numerical Scores Very High and 115 – 95 - 70

- Option 3 has specific scores (105, 110, 115) and descriptors for each of the 6 factors for NH (NJ/NK treated similarly)
 - Very High Low 105
 - Very High Medium 110
 - Very High High 115



NH BUSINESS MANAGEMENT AND TECHNICAL MANAGEMENT PROFESSIONAL Descriptive Criteria for “Very High” Categorical Rating Levels

		NH Business and Technical Professional	NJ Technical Support	NK Administrative Support
Broadband Levels	Categorical Levels	Points and Point Ranges	Points and Point Ranges	Points and Point Ranges
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	Low	22-29	22-29	22-29
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I	Med	6-23	6-23	6-23
	Low	0-5	0-5	0-5



**NH BUSINESS MANAGEMENT AND TECHNICAL MANAGEMENT PROFESSIONAL
Descriptive Criteria for “Very High” Categorical Rating Levels**

	Problem Solving Level Descriptors (Very High)	Discriminators
	<ul style="list-style-type: none"> • Finds solutions to serious problems and champions their adoption. • Achieves unexpected results that advance the goals and objectives of the organization, agency, or Government. • Takes the initiative to identify new opportunities for program and policy development and implementation or seeks more opportunities to contribute to optimizing results; takes calculated risks to accomplish organizational objectives. • Overcomes unanticipated barriers or intractable problems by developing creative solutions that address program concerns that could adversely affect the organization, agency, or Government. 	Scope/Impact Complexity/Difficulty Independence Creativity

	Teamwork/Cooperation Level Descriptors (Very High)	Discriminators
	<ul style="list-style-type: none"> • Consistently exceeds established contribution expectations, timelines, or targets, as applicable. • Continually contributes materially to or spearheads agency efforts that address or accomplish important agency goals, consistently achieves expectations at the highest level of quality possible, and consistently handles challenges, exceeds targets, and completes assignments ahead of schedule at every step along the way. • Designs strategies leading to improvements. 	Scope of Team Effort Contribution to Team Effectiveness



**NH BUSINESS MANAGEMENT AND TECHNICAL MANAGEMENT PROFESSIONAL
Descriptive Criteria for “Very High” Categorical Rating Levels**

	Customer Relations Level Descriptors (Very High)	Discriminators
	<ul style="list-style-type: none"> • Demonstrates exceptional contributions, fostering a climate that sustains excellence and optimizes results in the organization, agency, department or government-wide. • Achieves results of significant value to the organization, agency, or Government. • Seizes opportunities to address issues and effects change when needed. 	Breadth of Influence Customer Needs Customer Interaction Level

	Leadership/Supervision Level Descriptors (Very High)	Discriminators
	<ul style="list-style-type: none"> • Actions and leadership contribute positively toward the achievement of strategic goals and meaningful results. • Is a proven, highly effective leader who builds trust and instills confidence in agency leadership, peers, and fellow employees. Is an inspirational leader and is considered a role model by agency leadership, peers, and employees. Is an effective, solid, and dependable leader who delivers high-quality results based on measures of quality, quantity, efficiency, and/or effectiveness within agreed upon timelines. • Through leadership by example, creates a work environment that fosters creative thinking and innovation; fosters core process re-engineering; and accomplishment of established organizational performance targets. 	Leadership Role Breadth of Influence Mentoring/Employee Development



**NH BUSINESS MANAGEMENT AND TECHNICAL MANAGEMENT PROFESSIONAL
Descriptive Criteria for “Very High” Categorical Rating Levels**

	Communication Level Descriptors (Very High)	Discriminators
	<ul style="list-style-type: none"> • Solicits and considers feedback from internal and external stakeholders or customers. Coordinates with appropriate parties to maximize input from the widest range of appropriate stakeholders to facilitate an open exchange of opinion from diverse groups and strengthen internal and external support. • Explains, advocates, and expresses facts and ideas in a convincing manner and negotiates with individuals and groups internally and externally, as appropriate. • Develops a professional network with other organizations and identifies the internal and external politics that affect the work of the organization. 	Level of Interaction (Audience) Written Oral

	Resource Management Level Descriptors (Very High)	Discriminators
	<ul style="list-style-type: none"> • Accomplishes objectives even under demands and time pressure beyond those typically found in the executive environment. • Achieves significant efficiencies or cost-savings in program delivery or in daily operational costs of the organization. • Demonstrates unusual resourcefulness in dealing with program operations or policy challenges. 	Scope of Responsibility Planning/Budgeting Execution/Efficiency



Categorical Score and Numerical Scores Very High and 115 – 95 - 70

- Option 4 has scoring range (101-105, 106-110, 111-115) and descriptors for each of the factors for NH (NJ/NK treated similarly)
 - Very High Low, 101-105
 - Very High Med, 106-110
 - Very High High, 111-115



NH BUSINESS MANAGEMENT AND TECHNICAL MANAGEMENT PROFESSIONAL Descriptive Criteria for “Very High” Categorical Rating Levels

		NH Business and Technical Professional	NJ Technical Support	NK Administrative Support
Broadband Levels	Categorical Levels	Points and Point Ranges	Points and Point Ranges	Points and Point Ranges
	Very High - High	111-115	92-95	68-70
	Very High - Medium	106-110	88-91	65-67
	Very High - Low	101-105	84-87	62-64
	High	96-100	79-83	
IV	Med	84-95	67-78	
	Low	79-83	61-66	
	High	79-83	62-66	57-61
III	Med	67-78	52-61	47-56
	Low	61-66	43-51	38-46
	High	62-66	47-51	42-46
	MH	51-61	41-46	
II	Med	41-50	36-40	30-41
	ML	30-40	30-35	
	Low	22-29	22-29	22-29
	High	24-29	24-29	24-29
I	Med	6-23	6-23	6-23
	Low	0-5	0-5	0-5

Leadership Issues

– *Very High (VH) Rating Range of 101-115*

- ISSUE: Many expressed concern with spreadsheet results due to incremental results of using VH ratings
- DISCUSSION:
 - Design intent was to use VH in only severe situations where no other options existed to appropriately reward capped out employees
 - Significance of number of retained rate employees exiting NSPS has impacted pay pool operations
 - Better criteria needed for expanded use of a scoring range (similar to other point ranges)
 - Use of range of scoring would better accommodate pay pool needs in current environment
- RECOMMENDATION:
 - Charter working group to develop/recommend scoring criteria/ranges/policy for use of VH 100-115 point range to Executive Council and FRN Amendment
- Army Recommendation: Federal Register amendment to change
 - NH Very High from 115 to 101,
 - NJ Very High from 95 to 84
 - NK Very High from 70 to 61
- Add descriptors and discriminators



Payout Impact of Very High

Current Very High 115

Problem Solving 100

Teamwork/Cooperation 100

Customer Relations 100

Leadership/Supervision **115**

Communication 100

Resource Management 100

615 / 6

= 103

UR Value 103 = \$148,459

Top of NH-04 \$129,517

Difference of \$ 18,942

Alpha 1 of .2516 or \$4,766 CRI

Current Very High 115

Problem Solving 100

Teamwork/Cooperation 100

Customer Relations 100

Leadership/Supervision **115**

Communication 100

Resource Management 100

615 / 6

= 103

SPL Value 103 = \$137,462

Top of NH-04 \$129,517

Difference of \$ 7,945

Alpha 1 of .2516 or \$1,999 CRI

Notional Design Option – For Executive Committee Consideration



Payout Impact of Very High

Proposed Very High 101

Problem Solving 100

Teamwork/Cooperation 100

Customer Relations **101**

Leadership/Supervision **101**

Communication 100

Resource Management 100

602 / 6

= 100

UR Value 100 = \$139,879

Top of NH-04 \$129,517

Difference of \$ 10,362

Alpha 1 of .2516 or \$2,607 CRI

103 UR- Alpha 1 of .2516 or \$4,766 CRI

Proposed Very High 101

Problem Solving **101**

Teamwork/Cooperation 100

Customer Relations **101**

Leadership/Supervision **101**

Communication 100

Resource Management 100

603 / 6

= 100.5

= 101

UR Value 101 = \$142,682

Top of NH-04 \$129,517

Difference of \$13,165

Alpha 1 of .2516 or \$3,312CRI

Notional Design Option – For Executive Committee Consideration



Payout Impact of Very High

Proposed Very High 101

Problem Solving	100
Teamwork/Cooperation	100
Customer Relations	101
Leadership/Supervision	101
Communication	100
Resource Management	<u>100</u>
	602 / 6
	= 100

SPL Value 100 = \$129,517

Top of NH-04 \$129,517

Difference of \$ 0

Alpha 1 of .2516 or \$ 0 CRI

Proposed Very High 101

Problem Solving	101
Teamwork/Cooperation	100
Customer Relations	101
Leadership/Supervision	101
Communication	100
Resource Management	<u>100</u>
	603 / 6
	= 100.5
	= 101

SPL Value 101 = \$132,113

Top of NH-04 \$129,517

Difference of \$ 2,596

Alpha 1 of .2516 or \$653 CRI

103 SPL - Alpha 1 of .2516 or \$1,999 CRI

Notional Design Option – For Executive Committee Consideration

Leadership Issues

– *Understanding the 1% Award Limitation*

- ISSUE: Application of WH/OPM/DoD direction on 1% award funding limitation not fully understood across all pay pools
- DISCUSSION:
 - AcqDemo original design: 1% of base pay as of 30 Sep minimum funding parameter for spread sheet 90% of that amount applied to CA payouts
 - WH/OPM/DoD direction allows for maximum of 1% of aggregate (including locality) 90% of that amount applied to CA payouts
 - CRI and CA may be set aside for discretionary use
- RECOMMENDATION:
 - Issue PO policy clarification of use of 1% award limitation for dissemination to all pay pools
 - Redesign display of spreadsheet CA data to be more effective in understanding application of 1% limitation

Hopefully – no OPM/OMB Award Limitation



Leadership Issues

– *Retention Service Credit / Summary Rating Level Designators*

- ISSUE: Summary Rating Level Designators in MyBiz for AcqDemo inappropriately reflect value of OCS ratings and limit retention service credit
- DISCUSSION:
 - AcqDemo does not use Summary Rating Level Designators
 - Difficult to translate OCS ratings to 4/5 tier traditional rating levels
 - FRN Amendment of July 2002 modified retention service credit to:
 - Fully Successful: 12 years
 - Not Successful: 0 years
- RECOMMENDATION:
 - Charter working group to develop/recommend alternatives to current design to Executive Council and FRN Amendment
- **Army Recommendation**: No Retention Service Credit, No Retention Service Credit for employees with summary rating levels upon conversion to AcqDemo, if converted out will receive modal summary level of gaining component performance system.

Notional Design Option – For Executive Committee Consideration



Leadership Issues

– *Close Out Requirement*

- ISSUE: AcqDemo does not currently include a requirement for close-out assessment of employees changing positions/supervisors and/or separations.
- DISCUSSION:
 - Probably a good idea to borrow from NSPS...Executive Council has voted to adopt it
 - What are the requirements for timeframes/conditions to require it?
- RECOMMENDATION:
 - Executive Council review conference outcomes for redesign consideration

– **Army Recommendation:**

- Closeout is text assessment only (since Closeout Module is modeled after the Mid-point Review Module)
- Closeout must be completed upon change in supervisor in same pay pool
- Closeout optional upon employee going to another pay pool
- Early annual – no need, use annual appraisal module

Notional Design Option – For Executive Committee Consideration



Leadership Issues

– *Payout Flexibilities*

- ISSUE: Some have expressed need to have additional payout flexibilities beyond what is currently provided in CCAS spreadsheet
- DISCUSSION:
 - AcqDemo design provides a consistent, transparent, and therefore, creditable process for payout calculations
 - What do you need and why?
- RECOMMENDATION:
 - Executive Council review conference outcomes for redesign consideration
- Army will continue to use the Upper Rail as the target salary for the approved OCS for computation for both CRI and CA



Leadership Issues

– *Pay Setting Update – Internal Hires within Broadbands*

- ISSUE: Pay setting provisions under AcqDemo, particularly with regard to the hiring of other government candidates to broadband positions which encompass their current GS grade, are not being interpreted commonly across components
- DISCUSSION:
 - Executive Council has discussed need for standardization and desires for limited pay setting flexibility
 - PO has discussed desires with DCPAS/OPM staff
 - OPM researching options/precedent with other demos
- **Army Recommendation:**
- Non-AcqDemo Federal employee, competitive selection – paysetting
- Non-AcqDemo individual, competitive and noncompetitive selection – paysetting
- Non-AcqDemo Federal employee, noncompetitive – WGI buy-in only

Notional Design Option – For Executive Committee Consideration



Wish List

Notional Design Option – For Executive Committee Consideration



Timeline for 2012 CCAS End of Cycle

- 1-10 October – Employee Self-Assessment
- 11-26 October – Supervisor Assessment and Recommended Scores
- 29 Oct – 2 Nov – Pay Pool Panel Prep
- 5-9 Nov – Sub/Mini/1st Pay Pool Panel Meeting
- 13-21 Nov – Discuss adjustments with supervisors
- 26-30 Nov – Pay Pool Panel/2nd Pay Pool Panel Meeting
- **12 Dec – Certify Final Upload**
- 17 Dec – NLT 16 Jan 2013 – Discuss and provide results to employees
- 13 Jan 2013 – Effective date of CCAS payout
- o/a 17 Jan – SF50s
- 17-31 Jan – Grievance Window
- 1 Mar – Pay Pool Manager decision on grievances

Notional Design Option – For Executive Committee Consideration



Acquisition Career Developmental Program (ACDP)

Title 5: Administrative Personnel

CHAPTER XCIX: DEPARTMENT OF DEFENSE HUMAN RESOURCES MANAGEMENT AND LABOR RELATIONS SYSTEMS (DEPARTMENT OF DEFENSE-OFFICE OF PERSONNEL MANAGEMENT)

PART 9901: DEPARTMENT OF DEFENSE NATIONAL SECURITY PERSONNEL SYSTEM (NSPS)

Subpart C: Pay and Pay Administration

:Performance-Based Pay

9901.345 – Acquisition Career Developmental Program (ACDP).

(a) Acquisition Career Developmental Program (ACDP) is an increase to base salary that may be provided to employees participating in Component training programs or in other developmental capacities as determined by Component policy. ACDP recognizes growth and development in the acquisition of job-related competencies combined with successful performance of job objectives.

(b) The use of ACDP is limited to

(1) Employees in the lowest pay band of a nonsupervisory pay schedule who are in developmental or trainee level positions; and

(2) Employees in positions which are assigned to a Student Career Experience Program and which are in a pay schedule established exclusively for students.

Notional Design Option – For Executive Committee Consideration



Acquisition Career Development Program (ACDP)

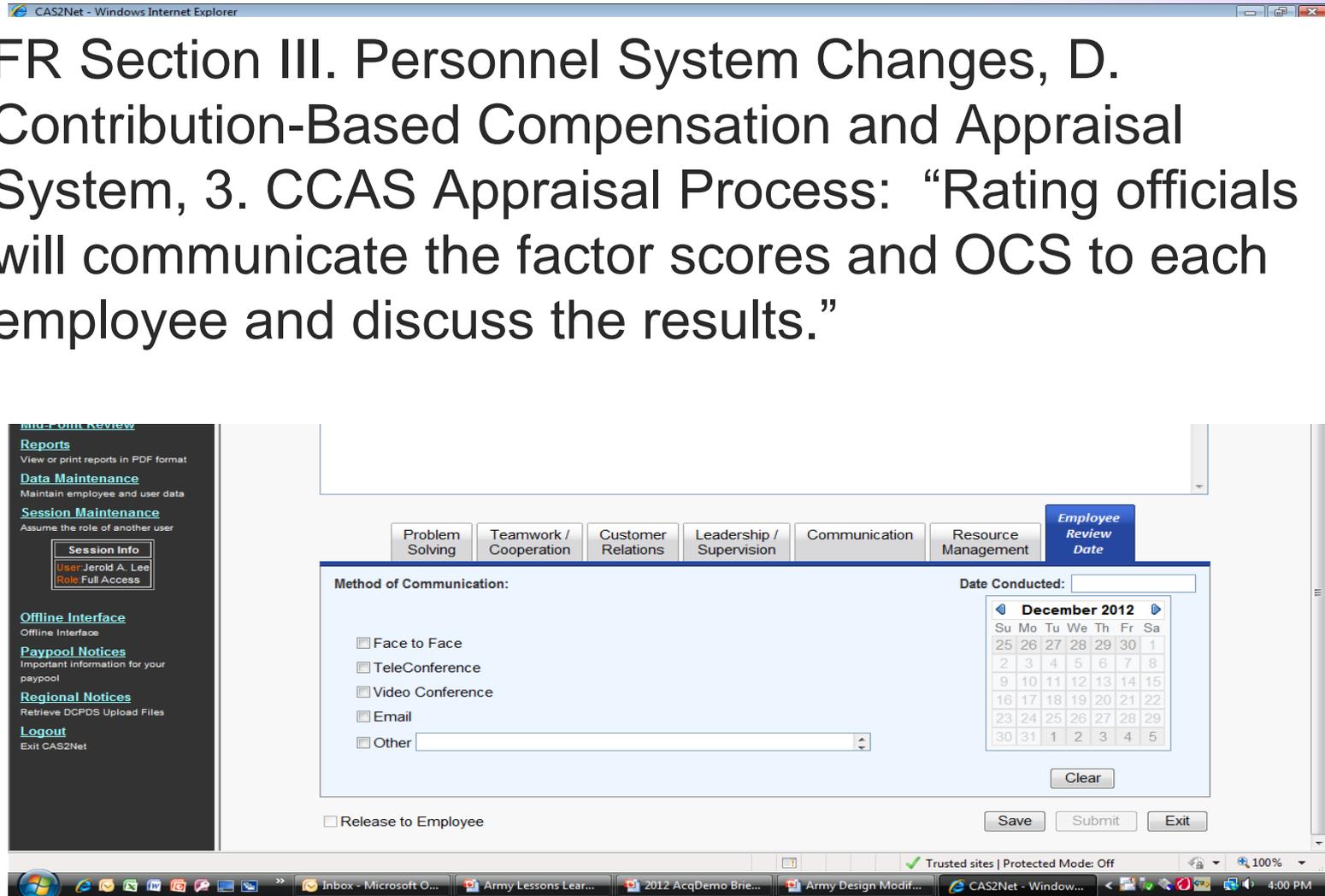
- (c) Components choosing to provide ACDP increases must establish and document standards by which such employees will be identified and growth and development criteria by which additional pay increases will be determined.
- (d) The amount of the ACDP increase generally will not exceed 20 percent of an employee's base salary. The decision to grant an ACDP exceeding 20 percent of an employee's base salary must be made on a case-by-case basis and approved by an official who is at a higher level than the official who made the initial decision, as determined by the Component, unless there is no official at a higher level in the organization.
- (e) The amount of the ACDP increase may not cause the employee's base salary to exceed the top of the employee's pay band or any applicable control point, unless the criteria for exceeding the control point are met.
- (f) To qualify for an ACDP, an employee must have an appropriately compensated rating or higher. An ACDP may be awarded to an employee who does not have a rating of record if an authorizing official conducts a contribution contribution assessment does not constitute a rating of record.
- (g) An ACDP increase may not be granted unless the employee is in a pay and duty status in an AcqDemo covered position on the effective date of the increase.
- (h) The Secretary may provide adjustments under this section in lieu of or in addition to adjustments under xxxxxxxx.

- Email notification - an alert system (preferably email) to notify employees and supervisors of the actions required for objectives and assessments.
- Additional Pay Pool Administrator Functions
 - Modify Button for Mid-Point Reviewor
 - Superuser control over CAS2Net to “make fixes”
 - Release Contribution Plan to employees for employees modification
 - Release Mid-Point and Annual Self Assessment to employees for addition, correction, modification

CCAS Salary and Appraisal Document

Release to Employee, Method of Communication, Date Conducted

- FR Section III. Personnel System Changes, D. Contribution-Based Compensation and Appraisal System, 3. CCAS Appraisal Process: “Rating officials will communicate the factor scores and OCS to each employee and discuss the results.”



- A supervisory pay 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.
- 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 broadband maximum rate.
 - Yes?
 - Will require a Federal Register amendment

- Breakout NH-II pay band
 - NH-IIA (GS-5/7)
 - NH-IIB (GS9/11)

- For Statistics Worksheet – filter by more than Wildcard 1



Next Conference Site