

Preliminary Pay Pool Information FY 2011 Rating Year

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Purpose and Affected Organizations

Purpose The purpose of this document is to provide preliminary information about revised pay pool structures and processes, and provide guidelines to Army commands in preparation for end of year pay pool activities.

Groups remaining in NSPS Although most Army employees have transitioned out of NSPS, there are still organizations and employees who remained in NSPS and will be participating in pay pools for the NSPS rating cycle ending 30 September 2011. This includes, for instance, the following:

- Physicians and dentists transitioning to the Physicians and Dentists Pay Plan.
- Employees in certain other medical occupations that were previously excluded from transition, but will be transitioning by NLT 20 November 2011.
- NSPS employees who are deployed.

By law, all employees will be transitioned out of NSPS prior to 1 January 2012, so no further NSPS payouts will be made. Note, however, that employees will be eligible for performance awards under the provisions of AR 672-20 and supplemental OPM, DoD, and Army guidance applicable to awards for fiscal years 2011 and 2012 (specifically, the 1% cap will apply to the first awards cycle after transition).

Additional information

To date, we have received the following guidance from DoD that will affect pay pool operations this cycle:

- Directive-Type Memorandum that provides guidance concerning performance management policies for employees who transition from NSPS to GS from 3 July 2011 through 31 December 2011.

We are anticipating receipt of:

- An updated modified Compensation Workbench (CWB) for employees who will be eligible for an NSPS rating of record but not for a payout, and Quick Guides for this CWB and for modifications needed in the Performance Appraisal Application.

These documents will be available on the NSPS pages of CPOL under the “Repeal” button. Other documents relating to ratings only pay pools will also be posted to this page when received.

Link to the NSPS pages on CPOL: <http://cpol.army.mil/library/general/nsps/>

Pay Pools

One type of pay pool

There will only be one type of pay pool for this rating cycle as described below. Note that there will be no consolidated Army-wide pay pools for this rating period. Each command will operate its own pay pools.

In most cases, these will be very small numbers of employees in any given pay pool, so use of an abbreviated pay pool methodology wherein the pay pool manager assumes the role of the pay pool panel is allowed.

Modified CWB

We anticipate receipt of an updated, modified version of the CWB for 2011 ratings only pay pools. This new version will not contain funding information since there will be no payout eligibility and hence no need for funding levels or calculations.

**Ratings only
pay pools**

Ratings Only pay pools will be held for employees who are transitioning out of NSPS during the period 3 July 2011 to 20 November 2011.* These employees are eligible for an NSPS rating of record for the rating cycle, but will not be eligible for an NSPS payout. This includes organizations with employees that are transitioning to GS during this period, and also includes deployed civilians whose deployment is ending or being extended during this period.

*See *Returning Deployed Civilians*, below, for clarifying information on these dates.

Returning Deployed Civilians

Deployments

Deployed civilians occupying NSPS positions whose deployment ends or is extended between 3 Jul 2011 and 19 November 2011, and who do not transition from NSPS with their organizations, will be transitioned at the start of the next pay period following the end of or extension to their deployment. Employees who deployed before 11 June 2010 and who remain deployed on or after 20 November 2011, or who are covered by an approved DoD exception to remain in NSPS until 20 November 2011, will be transitioned on 20 November 2011 to the applicable personnel system. Commands with employees in these situations will be responsible for conducting ratings only pay pools for these employees, but these can be abbreviated pay pools as described above.

- Deployed employees occupying NSPS positions who are returning or transitioning between 3 July 2011 and 30 September 2011 will receive an early annual recommended rating.
 - Those transitioning after 30 September 2010 and 19 November 2011 will receive regular annual recommended ratings covering the period through 30 September 2011.
 - Both types of recommended ratings at a minimum need to go through an abbreviated pay pool process and be approved by a pay pool manager to become final ratings.
 - These employees will not be eligible for an NSPS performance payout.
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