

FY 2010 National Defense Authorization Act (NDAA) Signed

HEADQUARTERS DEPARTMENT OF THE ARMY, OFFICE OF THE ASSISTANT G-1 FOR CIVILIAN PERSONNEL (NOVEMBER/DECEMBER 2009)

On Oct. 28, 2009, President Obama signed the National Defense Authorization Act for Fiscal Year 2010. The new law contains several significant changes affecting DoD and federal employees. A recap of a number of the changes follows:

FEDERAL EMPLOYEES AND DOD CIVILIAN PERSONNEL

- **National Security Personnel System (NSPS):** Repeals NSPS and transitions employees back to the General Schedule (GS) by Jan. 1, 2012. The agreement provides DoD flexibilities to reform the DoD hiring process and establish a performance management system.
- **Sick Leave for Federal Employees Retirement System (FERS) Employees:** Allows employees covered by the FERS to receive credit for unused sick leave toward their retirement annuity, as is currently the case for employees covered by the older Civil Service Retirement System. The provision reduces the incentive for employees to use excess sick leave as they approach retirement. OPM estimates the current "use it or lose it" system results in \$68 million in lost productivity each year. *Important Note:* For federal employees under the FERS system who were anticipating getting credit for their unused sick leave upon retirement, note that the new system will not take effect immediately. It will be phased in. This means that until Dec. 31, 2013, employees would receive a credit of 50 percent for unused sick leave. After this date, they would receive full credit for their unused leave.
- **Retirement and Part-Time Employment:** Allows employees who choose to work part-time toward the end of their careers to use a higher salary figure to calculate how that work factors into their retirement benefits.
- **Non-Foreign Locality Pay:** Ensures retirement equity for federal workers in Hawaii, Alaska, and the U.S. Territories, the majority of which are employed by the Defense Department, by providing these employees with locality pay. These workers currently receive a cost of living allowance, which does not count toward their retirement, as locality pay does. The provisions are PAYGO-neutral and will result in approximately \$258 million in deficit reduction over 10 years.
- **Defense Acquisition Workforce Development:** Enhances and extends expedited hiring authority to attract quality candidates for defense acquisition workforce positions by removing the "highly" qualified require-

DEFENSE ACQUISITION UNIVERSITY

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The Defense Acquisition University is currently looking to hire many faculty positions, with a special need for professors of contract management.

Check out DAU's new career Web site at: <<http://careers.dau.mil>>. Job seekers can view jobs, opening/closing dates of job announcements, and actually apply for a position—all through the Web site's new interface.

ment and by changing the requirement from shortage category positions to positions for which there exists a shortage of candidates or there is a critical hiring need.

- **Science, Mathematics, and Research for Transformation (SMART) Defense Scholarship Program:** Allows individuals who have successfully completed an academic program for which a scholarship or fellowship was awarded to convert, without competition, to a career or career conditional appointment.
- **Civil Service Retirement System:** Allows federal agencies to re-employ federal retirees on a limited, part-time basis without offset of annuity.
- **Pilot Program to Help Secure Internships for Military Spouses with Federal Agencies:** This pilot program authorizes DoD to enter into an agreement and reimburse agencies who have established internship programs, for the authorized costs associated with the first year of employment of a military spouse.
- **Acquisition Workforce:** Supports the Secretary of Defense's plan to increase the size of civilian acquisition personnel by 9,000.

For additional information, visit the following Web site: <<http://armedservices.house.gov/pdfs/BillLanguage/FinalSummary.pdf>>.

Civilian Talent Management Program Begins Out-of-Cycle Slating for Key Positions

ARMY MEDIA RELEASE (DEC. 9, 2009)

The Army Civilian Talent Management Office (CTMO) has begun the process of working to fill strategically significant senior civilian positions, known as Army Enterprise Posi-

tions. The effort signifies a noteworthy progression for the program tasked with building a bench of diverse and agile senior civilians. These first slates are referred to as “out-of-cycle,” as CTMO continues to work to establish a regular rotation that will occur across the enterprise twice annually.

The CTMO was established in 2008 to fuse current and projected Army GS-15 level leadership requirements with an individual employee’s desires for reassignment and career growth. The program aligns the senior civilian management construct with that of colonels, generals, and the Senior Executive Service—providing a corporate-level view of Army leadership positions and the available pool of senior talent.

In May 2009, an Army-wide announcement was issued requesting that Army Enterprise Employees (AEE) (GS-15 equivalents) complete surveys regarding their mobility and preferences for reassignment. CTMO’s career advisors are working closely with commanders and senior leaders to identify current and projected vacancies for this first slating process. Career advisors within CTMO are tasked with understanding the command/directing reporting unit senior leader requirements for Army Enterprise Positions, as well as the reassignment preferences and professional development desires of AEEs.

For more information, Department of Army civilians can sign into the Army Knowledge Online portal, and then access the Civilian Senior Leader Development Office Web site: <<https://www.csldo.army.mil>>. (The CTM interim policy is also posted on the Web site.)

For more information contact Joanna Barnett, 703-602-9914.

Workers Compensation Guide For Deploying Civilians

HEADQUARTERS DEPARTMENT OF THE ARMY, OFFICE OF THE ASSISTANT G-1 FOR CIVILIAN PERSONNEL (NOVEMBER/DECEMBER 2009)

Appropriated Fund employees who are deploying now have a concise two-page summary of the benefits and procedures under the Federal Employees Compensation Act (FECA). The first page of the Workers Compensation Guide for Deploying Civilians describes the benefits, and the second page is to be given to the in-theater supervisor upon arrival so the supervisor will know what to do if the employee has a work-related injury or illness.

The two-page handout is now being distributed through the deployment platforms at Fort Benning, Ga., and at Winchester, Va. It has also been sent electronically to all civilians currently in Afghanistan and Iraq. Each Civilian Personnel Advisory Center (CPAC) that services the deployee is asked

to give a copy to the deployee to ensure that the name and e-mail of the employee’s Injury Compensation Program Administrator is added on the second page.

The Army Program Manager for Workers Compensation, Daisy Crowley, developed the guide after conducting telephone interviews with employees who had combat zone claims denied by the Department of Labor. Employees and supervisors need to know what constitutes a claim, how a claim should be filed, and what documentation is needed to support the claim.

To read or download the new guide (designed by Kevin Besser from Army Materiel Command), go to Civilian Personnel Online (CPOL), Benefits and Entitlements, at <<http://cpol.army.mil/library/benefits/>>.

Liquidation Of “Old Compensatory Time” for Federal Civilian Employees

HEADQUARTERS DEPARTMENT OF THE ARMY, OFFICE OF THE ASSISTANT G-1 FOR CIVILIAN PERSONNEL (NOVEMBER/DECEMBER 2009)

Unused compensatory time off earned prior to May 14, 2007, and remaining in a separate “old compensatory time” account will be liquidated if not used by pay period ending May 22, 2010. The unused compensatory time off will be liquidated at the overtime rate at which the compensatory time off was earned.

As background, on March 15, 2007, the Office of Personnel Management issued final regulations regarding the time limit for using compensatory time off in lieu of overtime pay. Sections 550.114(e) and 551.531(e) of title 5, Code of Federal Regulations, outlines the administration of compensatory time off to an employee’s credit as of May 14, 2007. A memorandum from the Office of the Under Secretary of Defense with additional information on the subject may be found at <<http://cpol.army.mil/library/nonarmy/072409-DoDCompTime.pdf>>.

New NSPS Transition Office Announced

DEPARTMENT OF DEFENSE NEWS RELEASE (JAN. 20, 2010)

The Department of Defense announced today the establishment of the National Security Personnel System Transition Office and the selection of John H. James Jr. as the director.

James will report to the deputy under secretary of defense for civilian personnel policy and lead the NSPSTO in managing the development of the plan to transition employees from NSPS to pre-NSPS personnel systems. The fiscal 2010 National Defense Authorization Act, Public Law 111-84, repealed authorities for and mandated the transition of NSPS

employees to appropriated non-NSPS civilian personnel systems.

He will oversee the design and implementation of an enterprise-wide performance management system, hiring flexibilities, and a DoD Workforce Incentive Fund—authorities granted to the secretary of defense under the National Defense Authorization Act (NDAA) 2010.

Department personnel are committed to proceeding deliberately and cautiously, without unnecessary delay, and with the least disruption to organizations, mission, and workforce. Employees will not experience decrease in pay during the transition.

Defense Logistics Agency National Security Personnel System Vacancies Transition to GS

DEFENSE LOGISTICS AGENCY NEWS RELEASE (DEC. 31, 2009)

Dianne Ryder

Beginning Jan. 4, the Defense Logistics Agency will announce all vacant positions as General Schedule.

The Agency's senior leaders desire a quick transition out of NSPS, but at the same time will ensure that the process does not adversely impact agency employees or mission.

"Consistent with that philosophy and the [Department of Defense] guidance, we will honor all NSPS position offers already made and ensure that employees understand that [their positions] will later convert to GS or other pay system where appropriate," Anita Lewis, DLA's NSPS program manager, said.

The agency is continuing with these NSPS actions to honor DLA's commitments made to employees selected under NSPS regulatory flexibilities, she said. Another reason for honoring these commitments is to avoid mission disruption resulting from re-advertising these jobs using GS regulations, she said.

Agency employees can expect to see some changes in the near-term to the way DLA fills vacant NSPS positions, Lewis said.

"The announcements will adhere to all GS regulatory requirements such as those related to time limitations, temporary and term appointments, time-in-grade requirements in the qualifications standards, etc."

As additional information becomes available regarding the transition process, DLA's Human Resources Policy Office will continue to publicize them. Employees are encouraged

to access the Human Resources Web site <www.hr.dla.mil/nspstogs/repeal.html> for additional information regarding DLA's transition to GS.

Further information regarding vacancies can be found at: <www.hr.dla.mil/cntctus.htm>.

Select Bases to Implement New Civilian Application Procedure

AIR FORCE PERSONNEL CENTER PUBLIC AFFAIRS OFFICE (JAN. 14, 2010)

April Rowden

RANDOLPH AIR FORCE BASE, Texas—As early as mid-February, the rollout of a civilian hiring test initiative will require current Air Force civilian employees to follow new procedures when applying for jobs at select bases.

Air Force civilians who want to apply for jobs at Goodfellow Air Force Base, Texas; Osan Air Base, Korea; or any of the United States Air Forces in Europe bases will apply for those vacancies through USAJOBS instead of the Air Force Civilian Employment Self-Nomination Application found on the Air Force Personnel Center's secure Web site.

This change applies to jobs staffed through AFPC, not those staffed through other Air Force agencies such as Air Force Materiel Command, Air Force District of Washington, or Air Force Reserve Command.

Air Force employees applying for positions at the pilot locations will need to submit an online resume for consideration. AFPC staff members will determine qualifications based on the resume, thereby replacing consideration by career briefs and job experience skills codes.

"One of the biggest advantages of this program is that it will allow you to better manage your civilian career," said Michelle Lowe Solis, director of the Civilian Force Integration Directorate at AFPC. "Air Force civilian employees will submit a tailored resume when applying online. This process, which mirrors the external application process, will provide our current civilians the opportunity to better describe their skills and achievements to the selecting supervisor."

After creating an account through USAJOBS, employees will have the ability to build and save up to five different resumes. Applicants then select which resume they want to submit based on the qualifications needed for the job vacancy. From there, an applicant can track when the application is received, when it's assessed for qualifications, and if it's referred to a selecting official.

Career Development

The pilot program aligns the Air Force with existing recruitment practices of other Department of Defense components successfully using resumes, including the Department of Army, Department of Navy, Defense Logistics Agency, Defense Finance and Accounting Service, and the DoD Education Agency.

“AFPC has been using USA Staffing, the software behind USAJOBS, to successfully employ external candidates since September 2007,” said AFPC’s Nancy Tackett. “Now that we’re implementing the same process for current Air Force civilians applying for positions at the pilot bases, we’re confident we’ll get positive feedback from applicants and hiring officials about the resume capabilities.”

Applicants can verify the announcement is available to current Air Force civilian candidates by looking for the “Current Permanent Air Force Employee” eligibility statement on jobs advertised in USAJOBS. Applicants should identify themselves as current Air Force employees in the assessment questionnaire included in the vacancy announcement.

At the conclusion of the pilot phase, Air Force officials will decide the timetable for transitioning all internal announcements to USAJOBS. A determination could come as early as this summer.

This and other changes, such as the recent modification in DoD hiring practices that allows employees from other DoD agencies to apply as internal candidates for most Air Force jobs, are part of the Office of Personnel Management Hiring Reform plan. The plan is intended to produce an understandable and easy-to-use hiring process, to ensure the right people are placed in the right jobs, and to help agencies accomplish their mission while respecting the merit system principles and veterans preference.

USAJOBS can be accessed by computer or smart phone using a username and password, 24 hours a day, seven days a week, at <www.usajobs.com/>.

For more information, current Air Force employees may call the 24-hour Air Force Total Force Service Center at 800-525-0102.

DoD Education Web sites

The Department of Defense offers a variety of training for its military and civilian employees. Besides the many online and classroom courses available through the Defense Acquisition University, training can also be obtained through these sites:

- Civilian Education and Professional Development Branch <www.cpms.osd.mil/lpdd/education/education_index.aspx>
- Defense Procurement and Acquisition Policy Acquisition Exchange Program <www.acq.osd.mil/dpap/ops/acquisition_exchange_program.html>

Department Of Defense New Idea Portal

The U.S. Department of Defense is looking for a few really good ideas—concepts that have the potential to advance the military’s missions. This program focuses on the development of leading-edge, research-oriented technology, culminating in the assembly of a pre-acquisition prototype or multiple prototypes suitable for field testing. The new portal, <www.DefenseSolutions.gov>, is a Web site through which innovative companies, entrepreneurs, and research organizations can offer potential solutions to DoD needs. Although anyone can submit an idea, this portal and the team behind it, primarily are designed to encourage companies to participate that have never considered doing business with the DoD.