



## Crs Report for Congress: Pay-For-Performance: The National Security Personnel System: September 17, 2008 - RL34673

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BiblioGov. Paperback. Book Condition: New. This item is printed on demand. Paperback. 30 pages. Dimensions: 9.7in. x 7.4in. x 0.1in. The Department of Defense (DOD) is currently phasing in the first pay-for-performance system implemented in a large federal department. The system, known as the National Security Personnel System (NSPS), was initially intended to cover all DOD employees, but has since been modified to cover most DOD employees. The system has faced legal challenges from unions and employees who claim it is inconsistently applied and causes undeserved pay inequities. NSPS continues to face difficulties, including the elimination of plans to place 145, 000 blue-collar workers in the system. NSPS, however, will be used as an example of both opportunities and challenges that agencies face when they create pay systems that more closely link employee performance to pay. Like other performance-based pay systems, NSPS makes job performance a preeminent factor in determining employee pay. Under the NSPS structure, employee performance is more directly linked to pay than in the General Schedule, the pay scale that covers most civilian federal employees. A supervisor and an employee who use NSPS are to work together to create an annual appraisal plan that can accurately reflects an...



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