

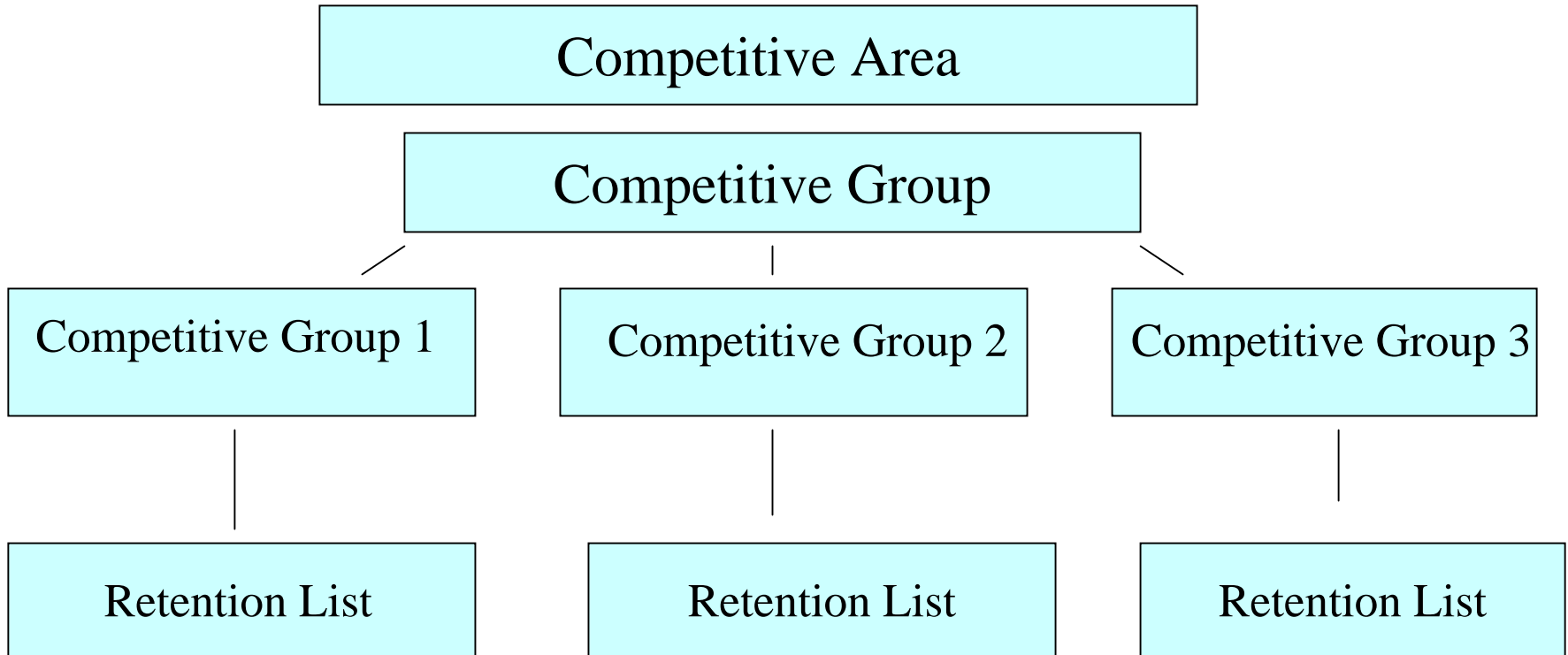
Reshaping the Workforce

- Increased flexibility to realign, reorganize, and reshape the workforce for organizational-based reasons
- Consistent with performance-based system
- New or revised concepts and procedures
 - Competitive area
 - Competitive group
 - Retention standing
 - Displacement procedures
 - Transfer of function
 - Pay retention

- Competitive Area
 - Geographical location(s)
 - Line(s) of business*
 - Product line(s)*
 - Organizational unit(s)
 - Funding line(s)*

- Competitive Group
 - Career group*
 - Pay schedule*
 - Occupational code or specialty
 - Pay band*
 - Trainee status

***New**



Examples of competitive areas:

- ABC Air Force Base, TX, Aircraft Maintenance Flight, F-16
- QRF Naval Base, CA, Production Department, SSN 688 Class Shaft Seal Housing Refurbishment
- RDT&E, Operational Systems Development, Advanced Cryptologic Systems Engineering

Examples of competitive groups:

- Scientific and Engineering Career Group, Professional Pay Schedule, Pay Band 2
- Standard Career Group, Supervisor and Manager Pay Schedule; Occupational Series 0201
- Medical Career Group, Medical Professional, and Medical Supervisory Pay Schedules



Employees with Performance and/or Conduct Problems (SC600.4.5.3.)

- No change from today
 - Final decision to remove – An employee who prior to the effective date of the RIF has received a final written decision of removal for performance or other reasons does not compete for retention
 - Final decision to reduce in band - An employee who prior to the effective date of the RIF has received a final written decision for reduction in band for performance or other reasons competes for retention from the position to which reduced



Retention Factors

CURRENT		NSPS
Tenure		Tenure
- Career		- Career
- Career conditional		- Employees on initial probation
- All others		- All others
Veterans' Preference		Veterans' Preference
- 30% disabled veterans (must be compensable, service-connected)		- Same
- All other veterans		- Same
- All nonveterans		- Same
Creditable Service		Performance Rating
- Civilian	Augmented by performance	- Average of the employee's 3 most recent ratings in 4 years
- Military		
Performance Rating		Creditable Service
- Average of the employee's 3 most recent ratings in a 4-year period		- Civilian
		- Military

- Performance score
 - Average of the employee's three most recent ratings of record during the 4-year period prior to established cut-off date
 - Cut-off date is at least 90 days prior to the RIF
 - Includes only annual and special purpose ratings of record
 - May include modal rating based on employee's assigned competitive group
- Missing ratings
 - New employees – modal rating
 - Specially-situated employees – combination of modal rating(s) and/or previous ratings during 4-year period

- Mass conversion
 - Employees will be assigned a “passing” rating for each rating of record on file, up to a maximum of three
 - These ratings will be replaced one per year as employees receive NSPS ratings of record
- Transfer from another agency/Movement within DoD
 - Employees will be assigned a “modal” rating for each rating of record on file, up to a maximum of three
 - These ratings will be replaced one per year as employees receive NSPS ratings of record

- Displacement
 - Movement of fully-qualified employee to a position held by an employee of lower retention standing on same retention list

- Release Order
 - All employees in abolished positions will be identified on the retention list
 - Employees with the lowest retention standing will be released first
 - Merges “bump and retreat” into the same process

- Temporary appointments
 - Temporary employees must be released in appropriate numbers to place career employees in the same competitive group
- Time-limited actions
 - Employees compete from their permanent position of record
- Position offers
 - Least possible reduction in pay band (only one pay band lower)
 - Position lasts for at least 90 days

- Offers of vacant positions
 - Components may offer vacant positions
 - If choose to do so
 - Must be based on retention standing
 - Satisfy an employee's RIF assignment rights if within the Competitive Area, even if outside the Competitive Group
- Employees entitled to written notice at least 60 days prior to RIF

- TOF occurs when work is moved from one competitive area to another or when an entire competitive area is moved to a new commuting area
- Significant changes
 - Work must cease to exist in losing competitive area, but may already exist in new competitive area
 - Losing competitive area determines number/ type of positions encompassing the transferring work (no longer needs to be grade-controlling)

- Prevents a reduction in base salary that would otherwise occur by
 - Preserving the employee's former base salary within the employee's new pay band; or
 - Temporarily preserving the employee's former base salary when this rate exceeds the maximum of the employee's new pay band
- Authorized for 2-year period after RIF, reclassification or other appropriate circumstance
- Employees on pay retention
 - Not eligible for increases to base salary
 - May receive performance bonus
 - Will receive local market supplement (LMS) increases