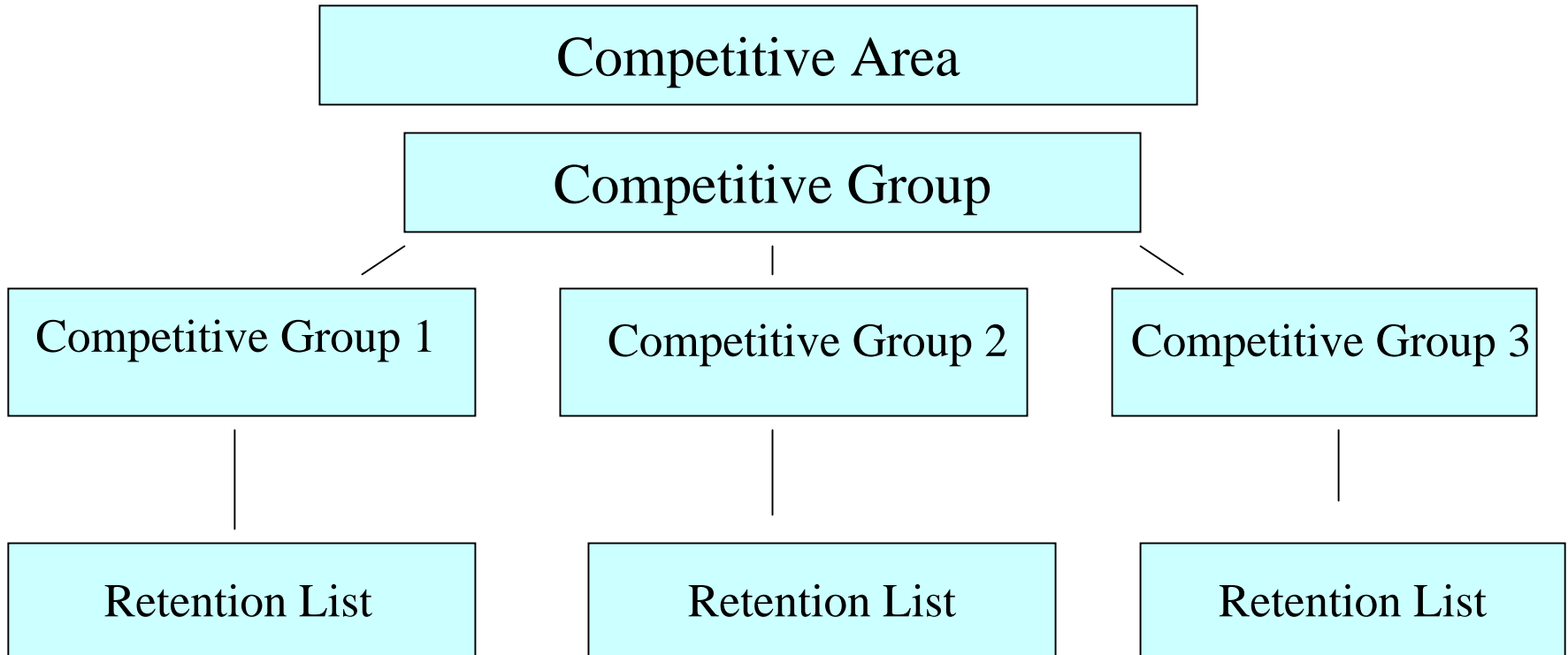


# Reshaping the Workforce

- 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.)

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