



Empowering Our  
Greatest Asset

# WHAT'S NEW IN CLASSIFICATION

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Department of Defense

# WHAT'S NEW IN CLASSIFICATION

- NSPS TRANSITION
- DOD HIRING REFORM EFFORTS
- CLASSIFICATION STANDARDS AND GUIDANCE

# WHAT'S NEW IN CLASSIFICATION

## NSPS TRANSITION

- In NDAA 2010 Congress mandated termination of NSPS by January 1, 2012
- DoD has undertaken a massive transition effort
- Starting with positions subject to GS grade and pay system
- Rules of gaining system applied in transition

# WHAT'S NEW IN CLASSIFICATION

## TRANSITION REQUIREMENTS

- Positions must be classified under GS
- Employees will transition out with no loss in pay
- Employees must be assigned to a performance management system

# THE TRANSITIONING WORKFORCE

## Transition Impact on Salary

Received pay increase	124,200
No increase – matched GS step	12,668
No increase – pay retention	335,117

GS-11 is average grade of converted employees

# WHAT'S NEW IN CLASSIFICATION

## DIFFERENT EMPLOYEE EXPERIENCES WITH GS

- Never worked under GS and need some information to understand the new system
- Worked under GS and are comfortable with their assigned grade, step, and pay
- Worked under GS and do not agree with their assigned grade, step, and pay

# WHAT'S NEW IN CLASSIFICATION

## DOD HIRING REFORM INITIATIVES

- To improve the quality of candidates selected for DoD positions
- Decrease fill time

# WHAT'S NEW IN CLASSIFICATION

## COMPETENCY FRAMEWORK WG

- Define functional and “soft competencies” that employees in career fields should possess
- Define functional career roadmaps that enables employee development
- Define roadmaps that will systematically develop talent to meet current and future DoD needs

# WHAT'S NEW IN CLASSIFICATION

## ASSESSMENT STRATEGY WG

- Develop DoD standardized assessment questionnaire library
- Determine Component interest in standardizing assessment questionnaires

## HIRING FLEXIBILITIES DESIGN TEAM

- Investigate, evaluate and propose features and concepts to improve the hiring process
- Propose changes to associated regulations

# WHAT'S NEW IN CLASSIFICATION

## SECURITY AND SUITABILITY WG

- Provide enhancements to existing suitability and security programs
- Assure adequate training for DoD Suitability Adjudicators

## POSITION MANAGEMENT AND CLASSIFICATION WG

- Develop standardized PDs for the Department

# WHAT'S NEW IN CLASSIFICATION

## OPM STANDARDS AND GUIDANCE

- JGS for Electronic Measurement Equipment Mechanic, 2602 (September 2009)
- JGS for Precision Measurement Equipment Calibrating, 3378 (June 2010)
- Flysheet for Grants Management Series, 1109 (December 2010)

# WHAT'S NEW IN CLASSIFICATION

## OPM STANDARDS AND GUIDANCE

- Flysheet for Explosives Safety Series, 0017 (February 2011)
- Clarifying guidance on classification of Freedom of Information Act (FOIA) positions (March 2011)
- PCS for Administrative Work in the Information Technology Group, 2200 (Updated May 2011)

# WHAT'S NEW IN CLASSIFICATION

## OPM STANDARDS AND GUIDANCE

- Establishment of Information Management Occupational Series
- Review of Security Administration Series, 0080
- Establishment of JFS for Professional Work in the Medical Sciences (17 series):
  - 0601 General Health Science
  - 0602 Medical Officer

# WHAT'S NEW IN CLASSIFICATION

## OPM STANDARDS AND GUIDANCE (CON'T)

0610 Nurse

0631 Occupational Therapist

0644 Medical Technologist

0660 Pharmacist

0690 Industrial Hygiene

# WHAT'S NEW IN CLASSIFICATION

## WHAT'S APPEALABLE

- Pay Category
- Title
- Series
- Grade

# WHAT'S NEW IN CLASSIFICATION

## WHAT MAY NOT BE APPEALED--

- PD ACCURACY
- OPM STANDARDS
- POSITIONS TO WHICH DETAILED OR TEMPORARILY PROMOTED
- CLASSIFICATION OF POSITIONS BASED ON POSITION-TO-POSITION COMPARISON
- THE RATE OF PAY

# WHAT'S NEW IN CLASSIFICATION

## WHO MAY APPEAL--

Any Employee Covered by Title 5

- General Schedule
- Federal Wage System
- Other (e.g., WD, WN, other plans with special rates)

# WHAT'S NEW IN CLASSIFICATION

## WHERE TO APPEAL--

GS Employees may appeal Pay Category,  
Title, Series, or Grade

To:

- FAS
- Directly to OPM
- Through FAS to OPM

# WHAT'S NEW IN CLASSIFICATION

## REQUIREMENTS FOR APPEALS

- Appellant's name, mailing address, and telephone number
- Employing activity, servicing personnel office and POC
- Current and requested classification

# WHAT'S NEW IN CLASSIFICATION

## REQUIREMENTS FOR APPEALS (CON'T):

- Copy of official PD
- Employee's accuracy statement
- Why classification is in error
- Designation of representative
- Signed appeal

# WHAT'S NEW IN CLASSIFICATION

## SERVICING PERSONNEL OFFICE WILL PROVIDE:

- Evaluation statement
- Subordinate PDs and evaluations
- Mission statement & organization chart
- Latest SF-50 showing PD number

# WHAT'S NEW IN CLASSIFICATION

## SERVICING PERSONNEL OFFICE WILL PROVIDE (CON'T):

- Copies of previous related appeal decisions
- Copies of applicable component developed standards
- Performance standards

# WHAT'S NEW IN CLASSIFICATION

## SERVICING PERSONNEL OFFICE WILL PROVIDE (CON'T):

- Supervisor's accuracy statement
- Reply to classification issues
- Supervisor's PD

And

- Copy of everything to the appellant

# WHAT'S NEW IN CLASSIFICATION

## ADJUDICATION PROCESS

- Receive appeal
- Review documentation
- Acknowledgement letter to appellant, HRO, HQ
- Conduct interviews

# WHAT'S NEW IN CLASSIFICATION

## CANCELLATION WHEN:

- Appellant requests in writing
- Appellant vacates position
- Position is abolished
- Duties and responsibilities significantly changed while case is pending
- Requested information not furnished within required time period
- OPM assumes jurisdiction

# WHAT'S NEW IN CLASSIFICATION

- Implementation Instructions
  - Suggestions
- Compliance Report
- Decision Letter Issued

# WHAT'S NEW IN CLASSIFICATION

## APPEAL ISSUES

- Employees must be assigned to a PD
- Employees must be assigned to an accurate PD
- Appeals of how positions functioned under NSPS
- Appeals of step placement
- Appeals of proposed PD
- Misinterpretations of loss of pay

# WHAT'S NEW IN CLASSIFICATION

## APPEAL ISSUES

- Appeals must go through HROs
- Classification is based on the position not the employee
- Resolution of internal classification issue/s

# WHAT'S NEW IN CLASSIFICATION

## CLASSIFICATION ISSUES

- NSPS deputies could be in same pay band as chief
- GS full deputies normally one grade below chief
- If two GS deputies, such positions will be two grades below chief