

Performance Management NSPS Frequently Asked Questions

Revised:

For Additional Information: 703-696-6301, Team 4; Employee Relations, DSN 426-6301

Q1. Is there a requirement for employees in Spiral 1.1 to be on standards for a minimum of 6 months to be eligible for the Jan 07 payout?

A1. The department structured 1.1 dates to enable the longest performance period possible and enough time for a meaningful mock payout opportunity. It was the intent that commands do everything they could, within reason, to get to at least six months. However, the minimum REQUIREMENT is 90 days as stated in the implementing issuances.

Q2. The provisions of Title 5, United States Code, Chapter 45, authorize the Secretary of Defense to grant a cash award of up to \$25,000 for a suggestion, invention, superior accomplishment, or other meritorious effort. This authority has been delegated to the Component Heads. Does the \$25,000 limitation still apply under NSPS?

A2. The provisions of 5 USC, Chapter 45, have not been waived under NSPS; therefore, the \$25,000 limitation on cash awards still applies.

Q3. If an employee retires or resigns after the end of the appraisal cycle, but before the payout, can he/she receive a payout?

A3. If an employee retires or resigns prior to the payout, the individual is no longer covered by NSPS and would not be eligible for an NSPS performance payout. At the Component's discretion, the individual may receive a monetary award under Title 5, USC, Chapter 45.

Q4. If a job objective could not be rated at the end of the rating cycle, what impact would that have if the objectives were weighted?

A4. The weight of the objective that could not be rated would be distributed evenly among the remaining objectives.