



Natl Inst of Standards & Technology

**~~NATIONAL BUREAU OF STANDARDS~~
PERSONNEL MANAGEMENT
DEMONSTRATION PROJECT**

Source: NBS Authorization Act for FY 1987

Beginning: January 1988

Duration: 5 Years

Oct 31
8/30/88
interview
notes

T-79
2-6

8/30/88



COVERAGE

GS		2650
GM	<i>Supervisory Merit pay (GS - 13-15)</i>	274
ST	<i>Scientific/Task Supervisor N.S.</i>	20
SES	<i>Lower</i>	91 ^{<i>116 new</i>} <i>(121 slots)</i>
Total		3035

Not Covered: Wage Grade (335) *(Uncovered)*



OBJECTIVES

- Improve Hiring
- Motivate and Retain Staff
- Strengthen Manager's Role all of the managers & Super
- Increase Efficiency of Personnel System



NBS COMPARED TO NWC/NOSC

Station Wappanawam (Chin Lake)
Naval Ocean System Center

NBS and NWC/NOSC

Career Paths/Competitive Areas
Pay Bands
Local Classification Standards
Classification by Managers
(NOSC; not NWC)
Pay-For-Performance
Flexible Entry Salaries
Recruiting Allowances

NBS Only

Total Compensation Comparability —
Agency-Based Staffing
Direct Hiring
Retention Allowances
Extended Probation
Modified Qualification Standards
New Occupational Series
Paid Advertising/Recruiting Services
Promotion-Performance Linkage
Supervisory Pay Differentials
Salary Ceiling at E.L. IV
Cash Payout upon Conversion
(Salary Increases at NWC/NOSC)
Sabbaticals
Evaluation by Contractor



Base + Benefits

TOTAL COMPENSATION COMPARABILITY

- 1. Compare Compensation for NBS Positions To Compensation for Similar Private Sector Positions.**
- 2. Determine Initial Deficiency in NBS Compensation.**
- 3. Each Year, Determine Net Increase in Deficiency.**
- 4. Each Year, Raise Pay Bands and Base Pay of All Employees Rated Fully Successful or Above by:**
 - A. Federal GS Increase, or**
 - B. Net Increase in Deficiency, and**
 - C. Any Part or All of Total Deficiency.**



DEFINITION OF "COMPENSATION"

Basic Pay;

Bonuses;

Allowances;

Retirement Benefits;

Health Insurance Benefits;

Life Insurance Benefits; and

Leave Benefits



POSITION CLASSIFICATION

- **Career Paths and Pay Bands**
- **Concise Standards**
 - **Duties and Responsibilities**
 - **Knowledge, Skills, and Ability**
- **Automated, Menu-Driven, Two-Page Position Descriptions**
- **Supervisory Authority**



NBS PERSONNEL MANAGEMENT DEMONSTRATION PROJECT

Career Path	Pay Bands															
Scientific and Engineering Pay Plan: ZP	Supervisory (+6%)															
	I	II				III			IV		V		3104/SES			
Scientific and Engineering Technician Pay Plan: ZT	Sup. (+6%)															
	I	II			III		IV			V						
Administrative Pay Plan: ZA	Sup. (+6%)															
	I	II				III			IV		V		SES			
Support Pay Plan: ZS	Sup. (+6%)															
	I	II	III		IV		V									
Non-Sup.																
Non-Sup.																
Corresponding GS Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	(3104/SES)



STAFFING

- **Agency-Based Hiring**
- **Direct-Hire**
- **Reduced Hiring Time**
- **Supervisory Authority for Paid Advertising**
- **S&E Probation up to 3 Years**
- **Recruitment Allowance**
- **Retention Allowance**
- **RIF Competitive Area: Career Path**



PAY PHILOSOPHY

- **Pay For Performance**
- **Competitiveness in Hiring**
- **Rapid Rise for Outstanding Performers
at Developmental Levels**



PAY FOR PERFORMANCE

- **Annual Pay Adjustment Based on Performance
(Replaces Within-Grade Increase)**
- **Cash Awards Based on Performance**
- **Promotion Linked to Performance**
- **No Comparability Increase for Below
Fully Successful**



S&E CAREER PATH PAY BAND IV (GS-13/14)

	O	C	FS	
\$60,683	4-6%	1-3%	0	100
\$55,976	6-8%	3-5%	1%	77.8%
\$48,915	8-10%	4-6%	2%	44.4%
\$39,501				0