



AcqDemo Contributions

DoD Civilian Acquisition Workforce Personnel Demonstration Project
Program Office

December 2010



Program Director's Message

Welcome to our first edition of the AcqDemo Contributions newsletter! We hope you will find this information helpful as we navigate our way through conversion of approximately 14,000 NSPS employees who will be converting back to AcqDemo. I have enjoyed enabling workforce management and development programs within the Defense Acquisition business environment my entire civilian career and so I am honored to have this opportunity to lead the return of my favorite workforce community back to a personnel system designed for them. We have targeted May 22, 2011 for converting all eligible personnel and there is much to learn and do between now and then so stay tuned for regular update communications and future issues of this newsletter!

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Respectfully,
- Jim Irwin

Transition News

AcqDemo Program Office Stands Up!

The AcqDemo Program Office is part of the Human Capital Initiatives Office under the Office of the Under Secretary of Defense, Acquisition, Technology and Logistics. We are co-located with the Defense Acquisition University at Fort Belvoir, VA. Current staff members include:

Sandy Rawdon who has been detailed from her position of Deputy HRO with the Missile Defense Agency and is providing critical assistance in serving as the Policy Management Project Officer.

Patty Lindsey, who many of you may remember from our pre-NSPS years in AcqDemo has rejoined our staff to help us manage our vital Training and Communications programs.

John Brundage, also of pre-NSPS years in AcqDemo who is providing support to our transition efforts and coordinating our training requirements and training development efforts across the Department.

Our immediate mission is to affect a smooth transition from NSPS to AcqDemo. The National Defense Authorization Act for Fiscal Year 2010 (NDAA 2010) requires the Department of Defense (DoD) to transition all employees from NSPS to the personnel system that last applied or that would have applied if NSPS had never been established no later than January 1, 2012. AcqDemo conversion will occur on May 22, 2011.

The Program Office is offering this newsletter as one of the many methods for communicating with and engaging the acquisition workforce during the transition period and beyond. We are also establishing a new AcqDemo website soon with all the information you need about AcqDemo so watch for that announcement. In the meantime, there is still a lot of good information on the current website at <http://www.acq.osd.mil/dpap/ops/acqdemo.html>. For answers to questions about transition to AcqDemo, please contact your local transition team. For additional assistance, send a message to the AcqDemo Program Office helpdesk (AcqDemo.Helpdesk@dau.mil).

Transition News (cont.)

AcqDemo Program Office Develops Transition Guidance

With the valued “contributions” of AcqDemo community personnel like Jerry Lee, Tim Zeitler, and Lori Branch of the Army Acquisition Support Center and the NSPS Transition Office staff members like Paula Shipe, Toni McFadden, and Nancy Hill, the Program Office has developed a “Transition Guide for Transition Managers and HR Practitioners” modeled after the GS transition guide in support of the transition from NSPS to AcqDemo and a detailed transition readiness checklist. These documents are in final review with the Components and are intended to guide transition teams in preparing for and accomplishing the conversion set for May 22, 2011. Chapters will be available for download from the AcqDemo Program Office website as soon as they are finalized.

Closing out NSPS objectives

With the FY10 end of cycle NSPS reviews now taking place, employees and supervisors should be managing work performance with new FY11 NSPS objectives. These will remain in effect until transition in May 2011 when they will need to be updated to conform to the AcqDemo design. During the period of time between now and the transition date, employees and supervisors must complete all NSPS performance management requirements. This includes creating new performance plans and completing required interim assessments for the current cycle in the Performance Appraisal Application. The mandatory interim assessment typically scheduled for March/April timeframe may serve as the NSPS closeout assessment as we transition to AcqDemo; ask your local component/organization transition team for details.

NSPS employees scheduled to transition to AcqDemo who remain in NSPS through 2 Jan 11 will receive a NSPS rating of record from the FY10 rating cycle reviews and any resulting payout in January 2011. Employees who depart NSPS prior to Jan 2, 2011 will receive a rating of record but no payout.

AcqDemo vs. NSPS

What’s changing and what’s not? AcqDemo and NSPS share some common ground. The concept of banding GS grades together is a common feature. What is different is the banding scheme, in other words, which grades are banded together. Some things are not changing. For example, Benefits (retirement, health, life, etc.) remain the same under both systems. The chart below offers highlights of the comparison between AcqDemo and NSPS. These will be covered at length in the workforce training currently being prepared for delivery beginning in January 2011. In the meantime, see the Federal Register and the Operating Procedures at <http://www.acq.osd.mil/dpap/ops/library.html> for details on AcqDemo’s policies and guidelines.

NSPS	AcqDemo
<u>Career Groups</u> Standard Scientific & Engineering Medical Investigative & Protective Services	<u>Career Paths</u> Business Mgt & Tech Mgt Professional Technical Management Support Administrative Support
Pay bands (YA-2, YB-1, YC-3, etc.)	Broadbands (NH-III, NJ-II, NK-II, etc.)
Appraisal cycle, 1 Oct – 30 Sep	Appraisal cycle, 1 Oct – 30 Sep
Performance Plan	Contribution Objective Plan
Selective Contributing Factors	Standard Factors for All Employees
Pay pool panel reviews of performance	Pay pool panel reviews of contribution(s)
Performance Review Authority	Personnel Policy Review Board
Merit system principles	Merit system principles

AcqDemo Broadband Ranges

Under AcqDemo, paybands are referred to as broadbands. Under the AcqDemo design, occupations with similar characteristics are grouped together into three career paths with broadband levels. There are no separate supervisory broadbands in AcqDemo like there were in NSPS. The broadband pay ranges conform to the GS equivalent grades shown for each broadband level. The minimum and maximum salaries for each band are adjusted to reflect any Government-wide pay increase. The broadband pay ranges for 2010 are listed on the chart below. Locality pay is not included.

Broadband Pay Ranges for 2010

BUSINESS AND TECHNICAL MANAGEMENT PROFESSIONAL (NH)			
I \$17,803 - 31,871 (GS 1-4)	II \$27,431 - 65,371 (GS 5 - 11)	III \$60,274 - 93,175 (GS 12 - 13)	IV \$84,697 -129,517 (GS 14 - 15)
TECHNICAL MANAGEMENT SUPPORT (NJ)			
I \$17,803 - 31,871 (GS 1-4)	II \$27,431 - 48,917 (GS 5 - 8)	III \$41,563 - 65,371 (GS 9 - 11)	IV \$60,274 -93,175 (GS 12 - 13)
ADMINISTRATIVE SUPPORT (NK)			
I \$17,803 -31,871 (GS 1-4)	II \$27,431 - 44,176 (GS 5 - 7)	III \$37,631 - 59,505 (GS 8 - 10)	

FAQs

We will be populating this area with questions we receive from you and responses developed by the AcqDemo Program Office. Since this is our first edition, we have offered some common concerns we are hearing about so far but please feel free to submit others you may have to the AcqDemo Helpdesk listed above.

Q: Will employees transitioning to AcqDemo from NSPS lose any money?

A: As provided for in the 2010 National Defense Authorization Act, there is no loss or decrease in pay for employees transitioning from NSPS .

Q: When I transition to AcqDemo, how will my career path and broadband level be determined?

A: Your position will be classified by applying AcqDemo career path and broadband level factor descriptors to the duties and responsibilities of the position and the qualifications required to perform those duties and responsibilities. This will result in a title, series, career path and broadband level determination.

Q: What training will be available for the workforce in converting to AcqDemo?

A: The Program Office is already scheduling senior leader orientations to the leadership of converting organizations during December 2010/January 2011. This will be immediately followed by training for the Human Resources and local implementation managers on more specific policy and process instructions. Then, beginning in January 2011, we will begin training the workforce.

Q: Where can I find out additional information about AcqDemo?

A: Please visit the current AcqDemo website at <http://www.acq.osd.mil/dpap/ops/acqdemo.html> for additional information on the AcqDemo history and design and watch for future issues of this newsletter. We will be launching a new website shortly and will announce the new link when it is ready.

FAQs (cont.)

Q: Since NSPS is repealed, why do I still have to work with my supervisor to develop performance plans and job objectives?

A. NSPS is being terminated but Department employees are expected to have annual performance plans regardless of their personnel system as it is important to understand how work aligns with mission and organizational priorities and a performance management basis must be established. Your accomplishments on those final NSPS objectives as we transition to AcqDemo may be considered in your first AcqDemo evaluation following the cycle end date of September 30, 2010.

Q: How will we receive more information about conversion?

A: A variety of training and communications materials will be available to assist employees, HR practitioners, managers, and supervisors during the transition period. Look first to your local transition team for news specific to your organization. Next, bookmark the [AcqDemo website](#) and visit it often for transition updates. Lastly, *AcqDemo Contributions*, the AcqDemo Project Office's newsletter containing important updates on transition plans, will be a monthly publication and posted at the website.

Feedback

Please let us know what else you want to hear about! Email ideas for future articles and updates to our AcqDemo Helpdesk (AcqDemo.Helpdesk@dau.mil)

- *Patty Lindsey*, Editor, AcqDemo Contributions