

NRL PERSONNEL MANAGEMENT DEMONSTRATION PROJECT

Presentation to

Office of Personnel Management

2002 Strategic Compensation Conference

Breakout Session: **Pay Banding**

27 August 2002

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Topics

- **Pay Banding Structure**
- **Setting Pay *within* the Contribution-based Compensation System (CCS)**
- **Pay Setting *outside* CCS**
- **Results**
- **Information**



Career Tracks/Levels, Scores and Traditional GS Grades

Grade Level 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 ARSAE

Scientific and Engineering Professional

I	II	III	IV	V
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Scientific and Engineering Technical

I	II	III	IV	V
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Administrative Specialist and Professional

I	II	III	IV	V
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Administrative Support

I	II	III
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CCS Score Range 1 21 34 ...39 47 59 66 80 89

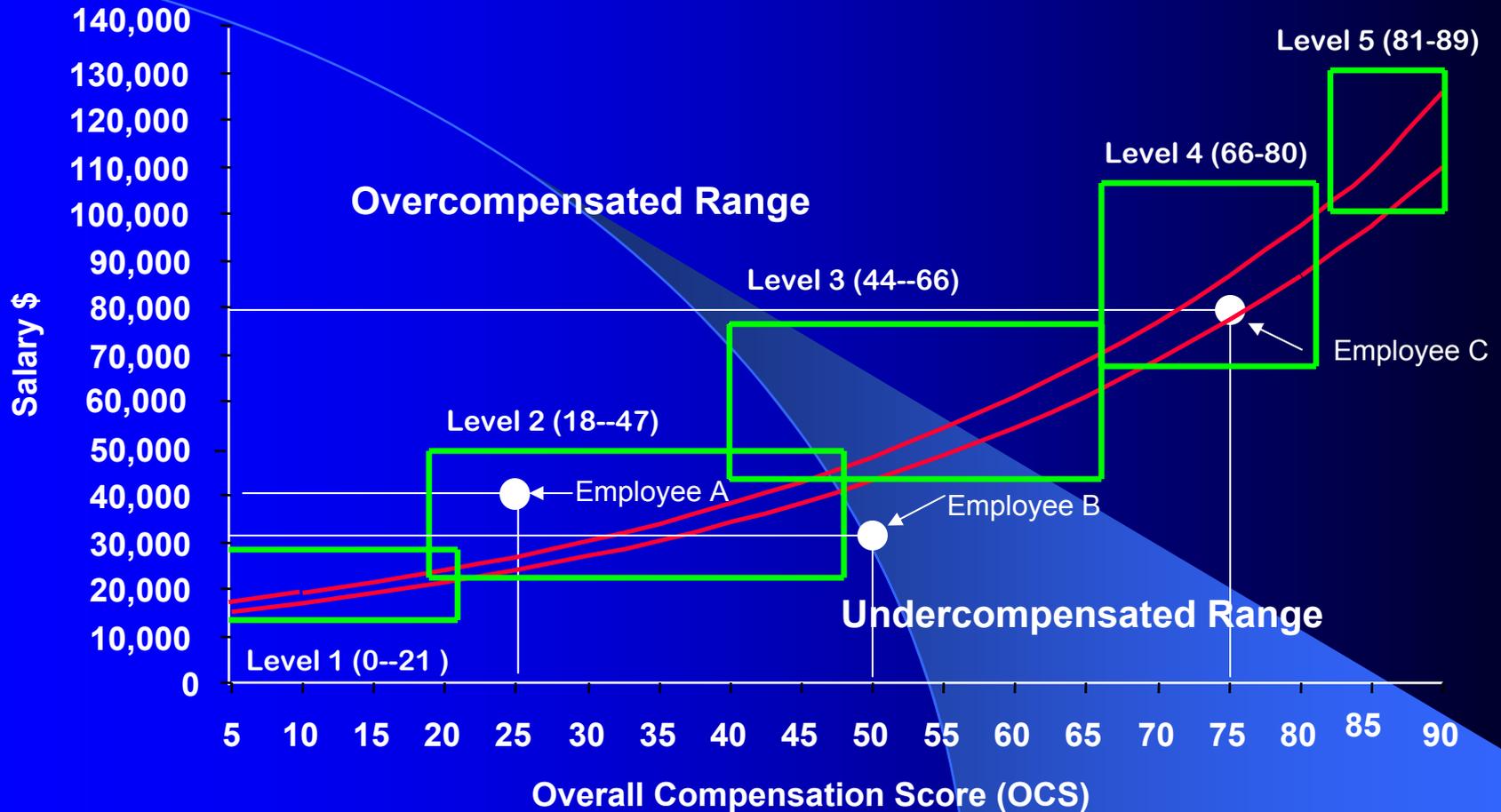


Advancing Through the Career Tracks

- *Not based strictly* on performance of assigned duties
- Everyone is considered as wanting to perform and performing their duties well
- Based primarily on scores reflecting employee contributions
- Employee contributions include:
 - Level of work accomplished
 - Value of contributions to organization's mission



Plotting OCS and Basic Pay on the Normal Pay Range (NPR) S&E Professional Career Track



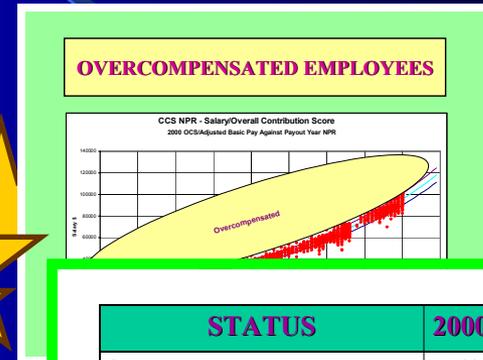
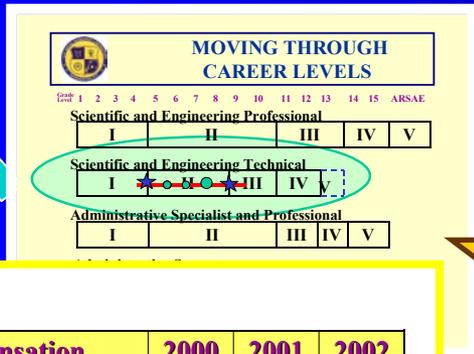


CCS Compensation Adjustment Categories

BASIC PAY RANGE	GENERAL INCREASE	MERIT INCREASE	CONTRIBUTION AWARD	LOCALITY PAY	CAREER PROMOTION
Over – Comp.	May be reduced or denied	No	No—unless on maintained pay	Yes—full	No
Normal Pay Range	Yes—full	Yes—up to 6% not to exceed upper rail for current score or max career level rate	Yes—over \$10K requires DOR approval. Max = \$25K	Yes—full	Yes—to target career level. Must be within top 3 scores & not greater than 10% below top salary of current level.
Under-Comp.	Yes—full	Yes—not to exceed mid-rail or max career level rate. DOR approval over 20%	Yes—over \$10K requires DOR approval. Max = \$25K	Yes—full	Up to 20% increase.



CCS Results



Compensation	2000	2001	2002
Merit Increases Granted	1,559	1,497	1,557
–Highest Merit Increase	\$12,005	\$14,101	\$13,215
–Lowest Merit Increase	\$ 14	\$ 4	\$ 7
–Average Merit Increase	\$ 2,140	\$ 2,203	\$ 2,215
–Merit Increases > 6%	196	153	167
Career Promotions	9	18	0
–Average \$	\$ 2,960	\$ 4,106	\$ 5,000
Accretion of Duties Promotions	46	38	41

STATUS	2000	2001	2002
Overcompensated Employees	166	103	86
–General Increase Denied	20	25	24
–General Increase Reduced	36	44	34
–General Increase Granted	110	34	28
Separated Before Next Assessment (Turnover Rate)	36 (21.7%)	27 (26.2%)	TBD
Final Range Next Assessment	60	29	TBD
Remained Overcompensated in Next Assessment			
–For 2 years		65	39
–For 3 years			34

**1.31 WGI'S
AHEAD OF
COMPARISON
GROUP**



Pay Setting Outside CCS External Hires

- **Initial Basic Pay for new employees**
 - Full pay range of career level available
 - Appointee qualifications
 - Market comparison
- **Transfers from other Federal agencies**
 - Based on whether action is a promotion, reassignment, etc.
- **Those reporting after 1 July are ineligible for CCS pay increases/awards**



Pay Setting Outside CCS Internal Staffing Actions

- **Competitive Promotions**
 - May be up to 20% greater than current pay
- **Voluntary Change to Lower Pay or Level**
 - Pay set at any point in career level up to current basic pay
- **Involuntary Change to Lower Pay or Level**
 - Adverse or Performance-based
 - Reduced by at least 6% and set within new career level
 - Other
 - Pay preserved up to the maximum pay for new career level
- **Reduction-in-Force Action**
 - Pay is matched
 - Maintained pay
- **Reassignment**
 - Pay normally remains the same



Market Salary Reference

- **Comparison of NRL salary structure with that of the competitive job market**
- **Goal is to be competitive with the NRL market average range (+-10% of market average)**
- **Watson Wyatt, Mercer, Abbott Langer salary surveys referenced**
- **Supervisors work with HR Specialists to determine appropriate salary for each position**
- **Approved by DOR**
- **Staffing Allowance for Information Technology (IT) positions**



For More Information

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- **WWW Homepage**

- <http://amp.nrl.navy.mil/hr-demo/>

- **Direct link to Lab Demo Home Page**

- Federal Register, CCS Results, Tutorial, Video