

Comment on Federal Register/Vol. 70, No. 29/ Monday, February 14, 2005, Part II
Department of Defense & Office of Personnel Management
5CFR Chapter XCIX and Part 9901 National Security Personnel System;
Proposed Rule

1. **Reference.** Pay and Pay Administration--Subpart C, page 7560, Rating Methodology, second column, lines 16 thru 21.

2. **Section Recommending Changing.**

“The final determination of the rating, number of shares, and payout distribution will be a function of the pay pool panel process and will be approved by the pay pool manager.”

3. **Recommended Change.**

“The final determination of the rating, number of shares, and payout distribution will be a function of the pay pool panel process and will be approved by the Activity Director/Commander unless this authority is delegated to individual pay pool managers.”

4. **Rationale.**

The recommended process provides maximum flexibility to Activity Directors/Commanders to control rating creep, deflated share values, and uniformity across pay pools. This process has been tested in some S&T Reinvention Personnel Demonstrations and has been shown to be a Best Practice.