

**DEPARTMENT OF DEFENSE
PROPOSED NATIONAL SECURITY PERSONNEL SYSTEM**

Subpart D – Performance Management – 9901.401 – 9901.409

The Union proposes:

9901.401 - Purpose

No changes in initial performance plan during the entire rating period.

There should be a 30 day notice on mission changes for employee input on the process and method of training.

Employees receive 90 day probationary period to meet the standards after training.

9901.402 – Coverage

Subject to determination by Secretary....

Should be Director of OPM or someone with knowledge and experience with the DOD workforce.

9901.402 – Definitions

Self explanatory

9901.405 – Performance Management

C1 (4) Addressing poor performance **AND** affording the employee the opportunity for a Performance Improvement Plan (PIP) before termination or downgrade.

(5) Employees are assigned a rating of record period.

9901.406 – Setting/Communicating Performance Expectations

B. A 90 day probationary period should be in place prior to holding employee accountable for performance.

9901.406 – Setting/Communicating Performance Expectations (continued)

- C. Include input from employees i.e. survey, comment cards, etc.
- D. (1) takes the word “general” out and put “specific”
- E. remove “insofar as possible”_...discretion of management...and should include all employees in like positions.

9901.407 – Monitoring Performance/providing feedback

- B. include quarterly reviews – removing “one or more interim performance reviews

9901.408 – Developing Performance and addressing poor performance

- A. Leave the Performance Improvement Plan (PIP) procedures currently in place.
- 1-2 “which include but not limited to” removed...in a step by step process of minor offenses vs. major offenses.

9901.409 - Ratings and Rewards

- B. Should be a “direct supervisor” instead of “appropriate rating official”
...to employee (add) “30 days” prior to payout
- G. Remove “will be the sole method”..... add “negotiated grievance process”
- H. “Direct supervisor” **will** prepare additional appraisals (ie.change of rater, etc)
such appraisal is **not** a rating record if under 120 days.
- I. Established policy presently utilizing ratings and years in service should remain unchanged.

Subpart E. Staffing and Employment - 9901.501 – 9901.515

9901.501 – 9901.503 Okay

9901.504- Specific time frames for term, temp, etc. should be 1 year.

9901.511 – Appointing Authorities – Appointing Authorities be published in the Federal Register 30 days prior for public comment.

9901-512 – Probationary Periods - One year probation established should remain.

9901-513 – Qualification Standards - Continue using established qualification standards.

9901 -515 , 9901-516 – Continue current established methods/practices.