



DEPARTMENT OF THE NAVY

OFFICE OF THE SECRETARY
1000 NAVY PENTAGON
WASHINGTON, D.C. 20350-1000

MEMORANDUM FOR ECHELON I AND II COMMANDS

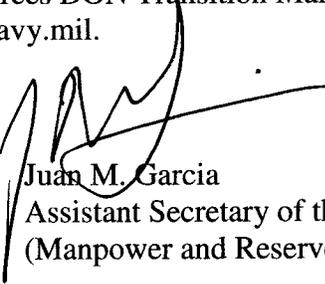
SUBJECT: Department of the Navy (DON) Interim Performance Management System for non-Bargaining Unit Positions Transitioning from the National Security Personnel System (NSPS) to the General Schedule (GS) – Updated

The DON remains committed to supporting organizational effectiveness by continuing to recognize and reward employees in meaningful ways and to support accountability and transparency in the process. Further, consistent with our commitment to our customers regarding engagement and collaboration, the Department of the Navy (DON) has updated policy and guidance for the DON Interim Performance Management System previously published on 20 April 2010.

The revised policy provides greater flexibility to Echelon I and II Commands in operationalizing the recognition and rewards framework. The revised policy also:

- Clearly delineates, as two separate processes, the ratings and rewards of employees
- Delinks the prescribed framework for recognition and rewards – the policy now includes defined principles for operationalizing Command-level framework
- Clarifies language and provides “crosswalk” guidance for determining career stage
- Modifies unacceptable performance management processes to point managers and supervisors to policies contained within 5 CFR 752 and 5 CFR 432 for guidance.

If there are any questions, please contact Sara Pranio, Specialist, Interim Performance Management, Office of Civilian Human Resources DON Transition Management Office, at (202) 685-6531 or by email at: sara.pranio@navy.mil.


Juan M. Garcia
Assistant Secretary of the Navy
(Manpower and Reserve Affairs)

Attachments:
As stated