

NSPS Design & Implementation Plan

DoD Employee Presentation

15 April 2004

Background

- **SecDef directed a 3-week strategic review of NSPS**
- **Six integrated teams formed with broad DoD, OPM & OMB participation and briefings by DHS and GAO:**
 - OIPT
 - Process
 - Requirements
 - Program
 - Personnel
 - Communications
- **“Where are we” letter to all civilian employees**

Consensus on Way Ahead

- **Full partnership with OPM**
- **Mission-first but also employee-centric with broad collaboration**
- **Administrative Procedures Act (APA) for implementation of regulations**
- **Defense Acquisition Management model with spiral implementation approach**
- **DoD Governance through Senior Executive and OIPT**
- **Aggressive but event-driven schedules**
- **Communicate, communicate, communicate**

Full Partnership with OPM

- **OPM to participate in development of regulations**
- **Regulations to be jointly signed by SecDef and Director of OPM**
- **DoD to design, publish, execute and change internal DoD procedures within regulations**
- **OPM to provide assistance / expertise throughout the program**

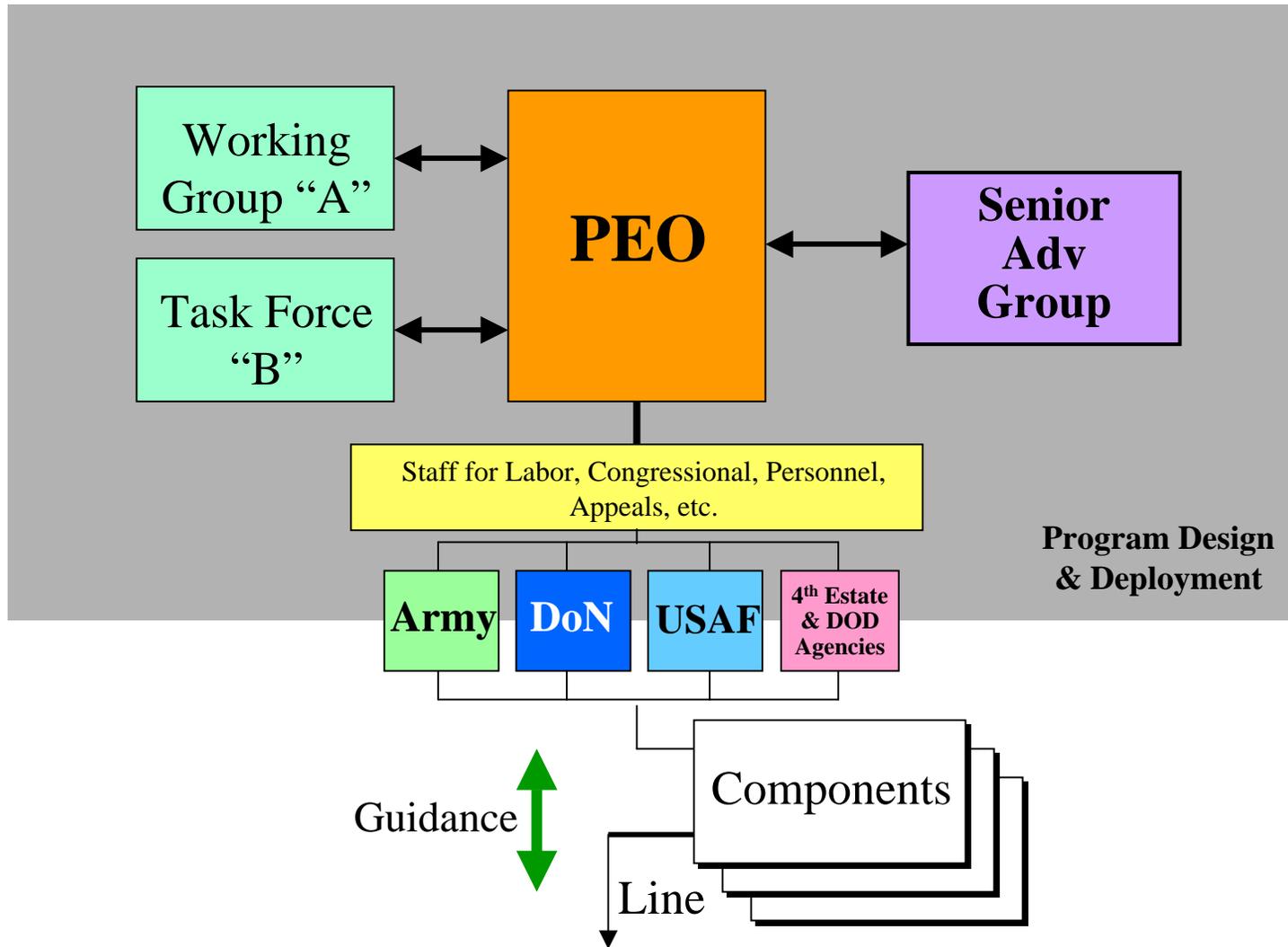
Mission-First, but Employee-Centric

- **DoD / OPM working group to develop Labor Relations framework**
- **Parallel DoD working group with OPM and MSPB to develop Appeals proposal**
- **Third DoD / OPM working group to develop Human Resources and Pay-for-Performance proposals**
- **All three products need to support national security mission**
- **Consultation with unions and non-represented employees at each step of process:**
 - Concept, interim regulations, final regs – more often as necessary
- **Identify performance measures**
- **Develop list of independent parties and provide access at appropriate times**
- **Outline / publicize benefits of change**

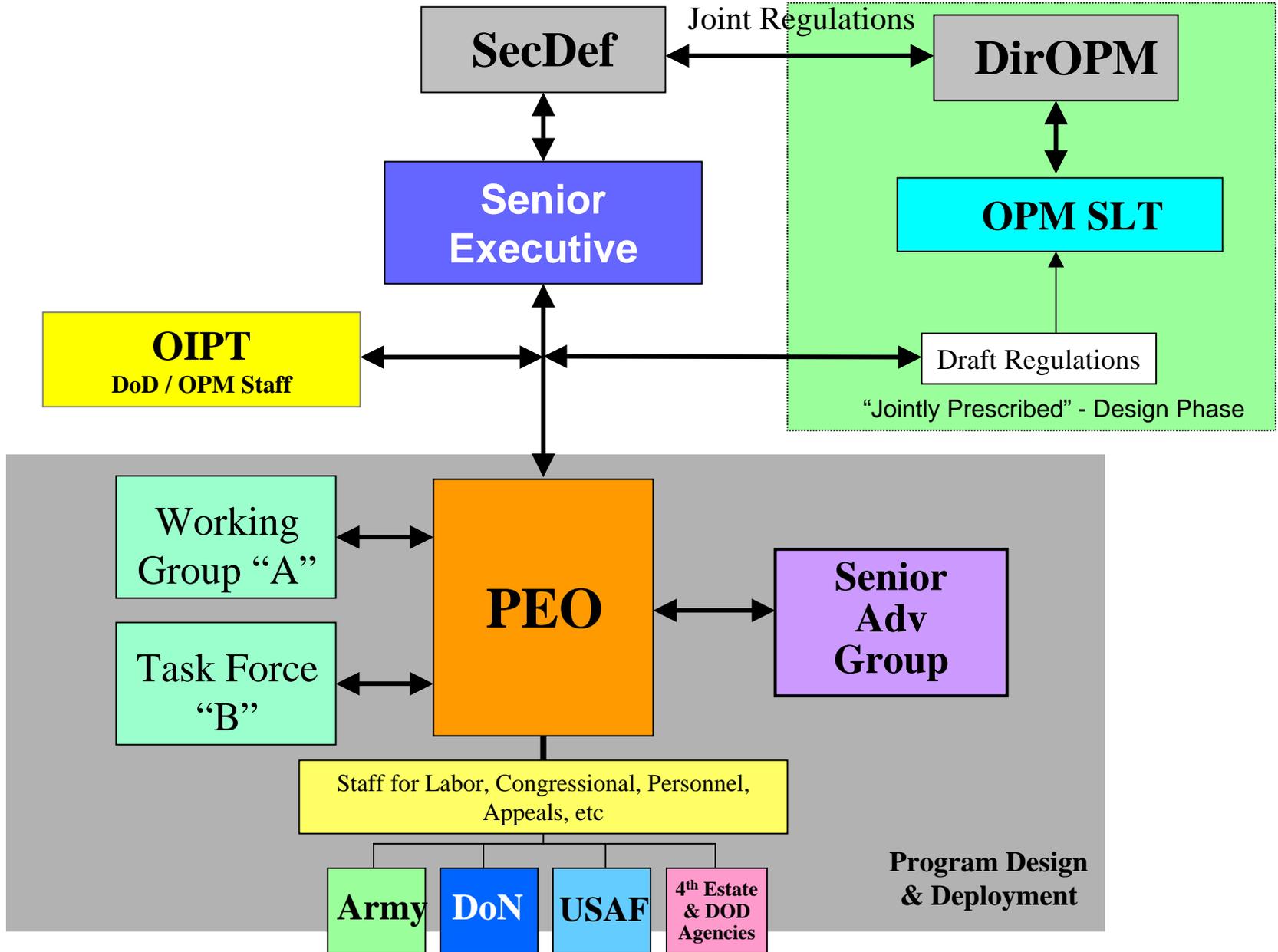
APA for Implementation of Regulations

- **Rulemaking using the Federal Register system and publication in the Code of Federal Regulations after approval by SecDef and Director OPM, and review by OMB**
- **Provides broad confidence in the integrity of the system**

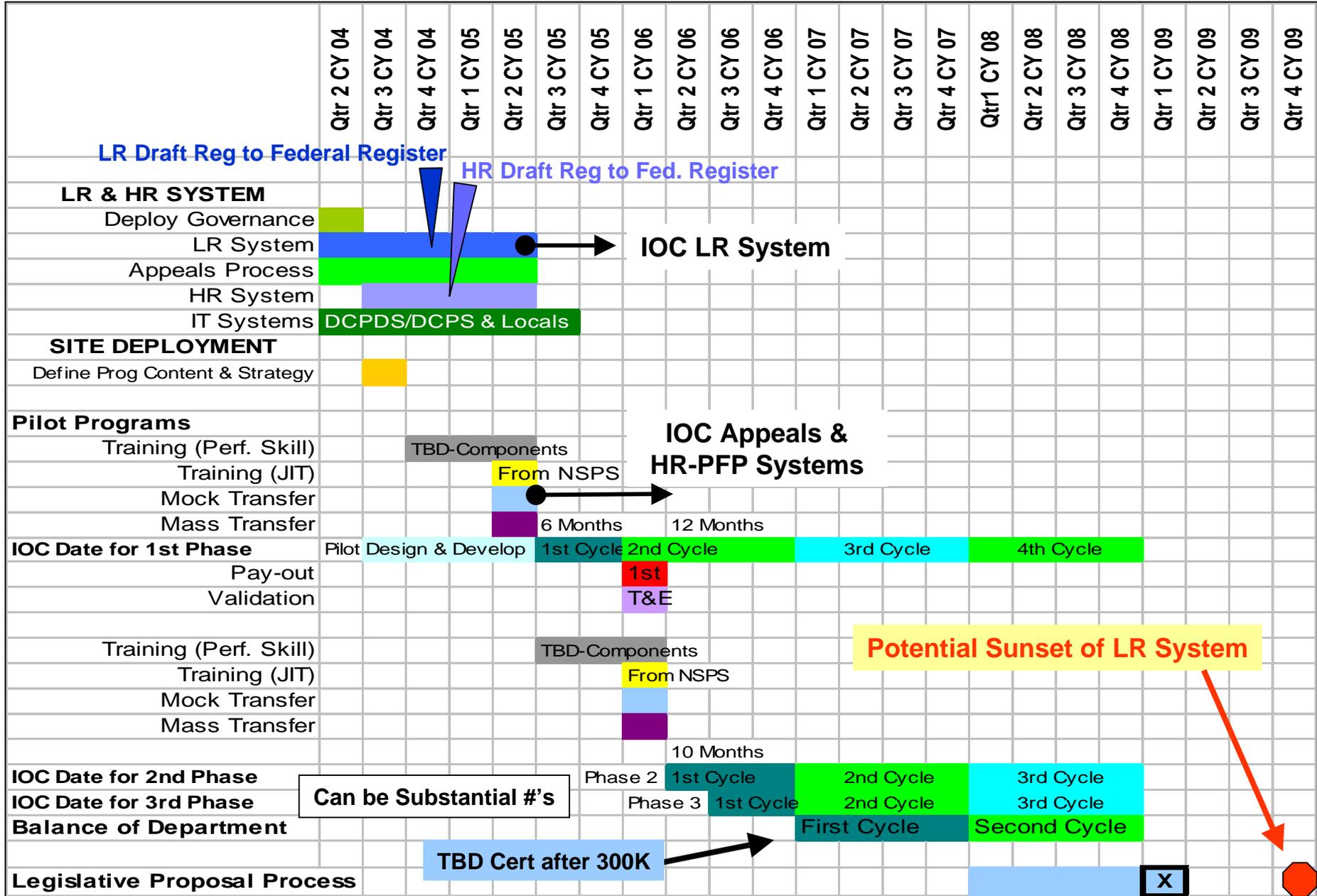
PEO-Centered Organization



Governance Structure



Notional Quarterly Schedule for Full Implementation



Communicate, Communicate, Communicate

- **Continuous communication with employees, Hill, press and stakeholders**
- **On 13 April SecDef challenged DoD senior leadership to communicate the new messages of NSPS**

Summary

- **Revised design and implementation process started**
- **Meets full intent of Congress**
- **Full partnership with OPM**
- **Involvement of all stakeholders**
- **Event driven**