

DoD Civilian Acquisition Workforce Personnel Demonstration Project

Information Briefing on BROADBANDING

“A Proven Concept That Works”

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Program Manager: Anthony D. Echols

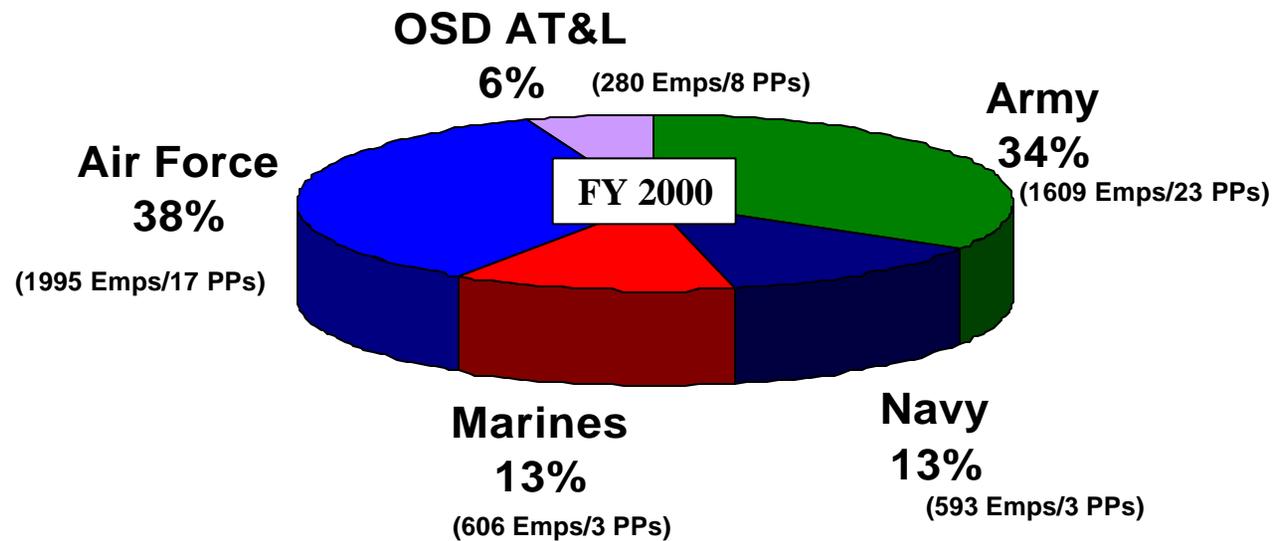
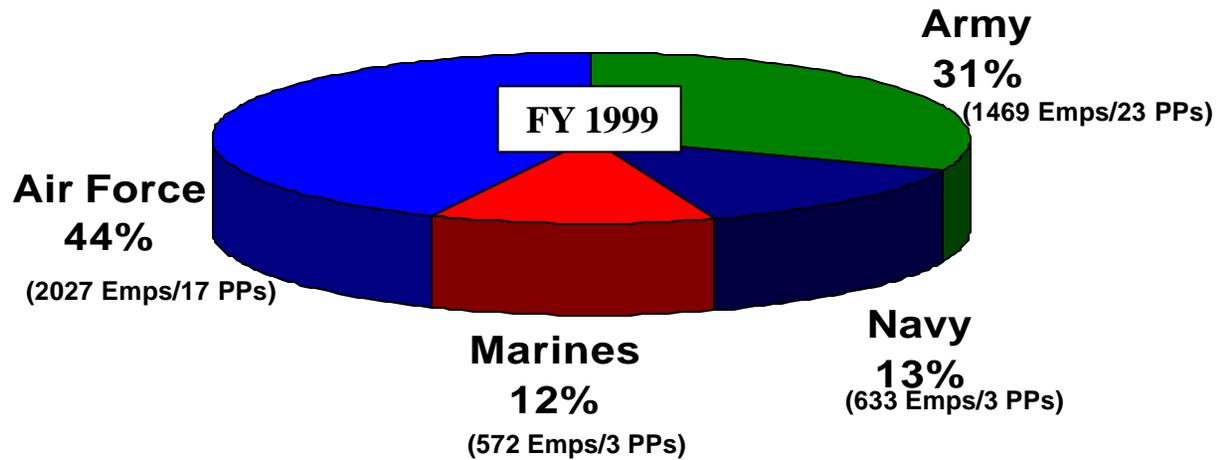
Agenda

- ◆ Background: Statutes & population profile
- ◆ Broadbanding
 - ◆ Overview
 - ◆ How has broadbanding helped?
 - ◆ What adjustments were made since adoption?
 - ◆ What are some major program challenges, impacts, & considerations?
- ◆ Summary

Background

- ◆ Statutory authority for Acquisition demo
 - ◆ 5 U.S.C. 4703
 - ◆ FY 96 National Defense Authorization Act, § 4308, as amended
- ◆ Cannot alter leave, benefits, political activity
- ◆ Must adhere to EEO and merit principles
- ◆ Cannot entail prohibited personnel practices
- ◆ HRM changes evaluated over 5 years

AcqDemo Population Profile



Total Employees
FY 1999: 4701
FY 2000: 5083
PPs = Pay Pools

Overview of Broadbanding

3 Career Paths and 4 Broadbands

Broadband	Business and Technical Mgmt Professional	Technical Mgmt Support	Administrative Support
I	GS 1 - 4	GS 1 - 4	GS 1 - 4
II	GS 5 - 11	GS 5 - 8	GS 5 - 7
III	GS 12 - 13	GS 9 - 11	GS 8 - 10
IV	GS 14 - 15	GS 12 - 13	

Contribution is measured on 6 factors:

- ◆ Problem Solving
- ◆ Teamwork and Cooperation
- ◆ Customer Relations
- ◆ Leadership and Supervision
- ◆ Communication
- ◆ Resource Management

Benefits of Broadbanding

Gives supervisors authority to:

- ◆ Set pay – compete with private sector for talent
- ◆ Classify positions:
 - ◆ Generic position requirements document (PRD)
 - ◆ PRD written at top of broadband
 - ◆ Candidates qualify at bottom of band
- ◆ Move employees seamlessly
- ◆ Compensate employees for their contributions

Changes/Adjustments

- ◆ Flexibility for Managers/Employees
 - ◆ Lets managers manage, with HR staff as advisors
 - ◆ Facilitates employee progression
 - ◆ Gives employees more influence over outcomes

Changes/Adjustments (cont.)

- ◆ Significant cultural shift
 - ◆ Longevity-based to contribution-based
 - ◆ Payouts more like private sector

- ◆ After 18 months
 - ◆ Acceptance level continues to be positive
 - ◆ Employees perceive link between contribution and pay

Broadbanding's Challenges

- ◆ All employees receive “buy-in”
- ◆ Movement to supervision without concurrent pay increase
- ◆ Employees who are capped - training
- ◆ Employees who contribute above expectations
- ◆ Employees who do not meet expectations

Broadbanding Considerations

- ◆ No QSI or WGI – higher floors for contribution rating increases (CRI) and contribution awards (CA)
- ◆ General pay increase (GPI) at risk – denied/reduced GPI rolls to CRI & CA
- ◆ Authority to set pay – new hires
- ◆ Seamless movement within bands
- ◆ Strategic HRM plans - manage the workforce

Summary

- ◆ Adopting New Concepts
 - ◆ Link pay to contributions
 - ◆ Require managers to be managers
- ◆ Under consideration
 - ◆ Assessment model
 - ◆ Simplified training
 - ◆ Project expansion

Getting in Touch

DoD Civilian Acquisition Workforce
Personnel Demonstration Project

2001 North Beauregard Street, Suite 750
Alexandria, Virginia 22311

Program Manager: Anthony D. Echols
(703) 578-2755

Anthony.echols@osd-acm.dau.mil

Web Site: <https://apps.rdaisa.army.mil/acqdemo>