

Gs Employee Pay Scale For 2210 Series

Most federal employees (59.1%) are paid on the General Schedule (GS), a pay scale that consists of 15 pay grades in which an employee's pay increases are to be based on performance and length of service. Some Members of Congress, citizens, and public administration scholars have argued that federal employee pay advancement should be more closely linked to job performance than it currently is on the GS. With these concerns in mind and with explicit congressional authorization, the Department of Defense (DOD) began developing the National Security Personnel System (NSPS) in 2003 as a unique pay scale attempting to more closely link employee pay to job performance. This report focuses on the transition of employees from NSPS to non-NSPS pay systems. It does not address the operation of NSPS or other pay schedules. The report discusses how the transition is scheduled to occur and analyzes congressional options for oversight or legislative action.

The Department of Defense (DOD) is currently phasing in the first pay-for-performance system implemented in a large federal department. The system, known as the National Security Personnel System (NSPS), was initially intended to cover all DOD employees, but has since been modified to cover most DOD employees. The system has faced legal challenges from unions and employees who claim it is inconsistently applied and causes undeserved pay inequities. NSPS continues to face difficulties, including the elimination of plans to place 145,000 blue-collar workers in the system. NSPS, however, will be used as an example of both opportunities and challenges that agencies face when they create pay systems that more closely link employee performance to pay. Like other performance-based pay systems, NSPS makes job performance a preeminent factor in determining employee pay. Under the NSPS structure, employee performance is more directly linked to pay than in the General Schedule, the pay scale that covers most civilian federal employees. A supervisor and an employee who use NSPS are to work together to create an annual appraisal plan that can accurately reflect an employee's performance. A supervisor then uses the appraisal later to evaluate an employee. At the end of each appraisal year, ...

Each year the federal government hires thousands new employees. If you are interested in working for the federal government the Summer 2004 issue of the Occupational Outlook Quarterly is the publication for you. This beautiful illustrated official government handbook describes the types of jobs available in the Federal civil service, the qualifications required, and how to apply for those jobs.

The paper provides an overview of the main elements of pay systems that are typically used to remunerate government employees and, with reference to the experience of developed and developing countries, discusses structural issues frequently arising in the formulation of government pay policies: (1) the role of fringe benefits in the compensation system; (2) the pros and cons of a greater merit orientation in the pay system and of special pay schemes designed to remunerate staff at the professional and managerial level; and (3) factors determining internal pay differentials with special emphasis on the compressing effect of flat amount cost of living adjustments.

This study examines civil service pay and classification in Bangladesh, India, Nepal, Pakistan and Sri Lanka, and developments in level and structures of employment and of pay there from 1977 to 1987. In that period, civil service pay came under increasing pressure in South Asia, leading to a weakening of the civil service's traditional role as the leading employer in terms of pay, conditions and job security.

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