DEPARTMENT OF THE NAVY

NAVAL ACQUISITION CAREER CENTER
P O BOX 2033
MECHANICSBURG, PA 17055-0784

Notice to Employees

7/28/2010

MEMORANDUM

From: Director, Naval Acquisition Career Center
To: Naval Acquisition Development Program Employees

Subj National Security Personnel System (NSPS) Performance Management Notice to Employees

1. You are now covered by the DoD National Security Personnel System (NSPS). NSPS is a pay for performance system that uses a pay pool concept to distribute pay based on performance. The information below describes:
   a. The Pay Pool to which you are assigned.
   b. The Pay Pool composition.
   c. The identity of the Pay Pool Officers, their roles and responsibilities.
   d. The NADP Pay Pool Business Rules
2. Pay Pool Name and ID. You are a member of the NAVFAC Pay Pool. The Pay Pool identification number for this pay pool is NV76397213.
3. Pay Pool Composition. This pay pool is comprised of all NAIP, NAAP1 and NAAP2 employees within NAVFAC.
4. Pay Pool Officials. Your pay pool is overseen and operated by a performance review authority, a pay pool manager, and pay pool administrator. Identified below are the pay pool officers. If during the appraisal cycle, a job change occurs, the new incumbent of the identified position will assume the role identified in this notice. In the event the identified position remains vacant for an extended period of time, your pay pool manager will communicate to you an alternate until the identified position is filled.

   A. *Performance Review Authority (PRA):*
   Mr. Hugh C. Smith, Director NACC, is designated as the PRA.

   B. *Pay Pool Manager (PPM):*
   Mr. Ronald Fevola, Acquisition Intern Program Division Head, is designated as the PPM.

   C. *Pay Pool Administrator (PPA):*
   Ms. Shelly Best, NSPS Coordinator, is designated as the PPA.
5. Pay Pool Business Rules: Your pay pool business rules are located on the NADP website under the NSPS Information tab.

R.M. Fevola
Career Management Branch Head