

Policy changes affect civil service employees

AIR FORCE PERSONNEL CENTER— The 2004 National Defense Authorization Act put in to motion changes to civilian pay, overtime and leave. The legislation also launched the National Security Personnel System, the biggest overhaul of the government's civilian personnel system in decades.

Defense Secretary Donald H. Rumsfeld called the changes transformational and some of the changes include:

National Security Personnel System

The Secretary of Defense and the director of the Office of Personnel Management are now provided with the authority to establish a new human resources management system, including a new labor relations system, for Department of Defense employees.

The act also provides the SECDEF with the authority to establish separation and retirement incentives and additional staffing flexibilities. For more information on NSPS, visit the Department of Defense Civilian

Personnel Management's NSPS Homepage at <http://www.cpms.osd.mil/nsps/index.html>.

Senior Executive Service Pay

The act establishes a new performance-based pay system for members of the Senior Executive Service, ends locality-based comparability payments for senior executives, and changes the threshold for imposing post-employment restrictions on certain senior executives. See <http://www.opm.gov/oca/comp-memo/2003/2003-19>.

Modification of the overtime hourly pay cap

The act modifies the hourly overtime pay cap for certain federal employees who are exempt from (not covered by) the overtime pay provisions of the Fair Labor Standards Act.

For FLSA-exempt employees entitled to receive overtime pay, the hourly rate of overtime pay is either the greater of one and one-half times the minimum hourly rate of basic pay for GS-10 (including any applicable spe-

cial salary rate, locality rate of pay, or special pay adjustment for law enforcement officers), or the employee's own hourly rate of basic pay (including any applicable special salary rate, locality rate of pay, or special pay adjustment for law enforcement officers). The Office of Personnel Management is amending its regulations to reflect this new provision in the near future.

Military leave for mobilized federal civilian employees

Employees who perform full-time military service, as a result of a call or order to active duty in support of a contingency operation, are now entitled to 22 days of military leave each calendar year.

An employee is entitled to the greater of his or her civilian or military pay, not both. However, an employee may choose to take annual leave instead of military leave in order to retain both civilian and military pay. The amendment applies to military service performed on or after Nov. 24, 2003.

New avenue available for civilian information



AIR FORCE PERSONNEL CENTER—Civilian appropriated fund employees and prospective applicants can now get answers to questions about employment opportunities, benefits and entitlements, and more online at the Air Force's Customer Service Center.

A new database, located at www.afpc.randolph.af.mil/cst, includes questions and answers allowing users to find explanations personally rather than waiting on the phone or reviewing long documents on the various Web sites. For employment online inquiries, users who don't find an answer to their specific question can submit a query online through the "Ask-A-Question" tab at the top of the page.

People who need to speak to someone directly about their employment opportunities or benefits can call (800) 616-3775.