

Demos at a Glance

		Code 530 MCTSSA	Code 531 NSWC Corona	Code 533 NSWC PHD	Code 534 SPAWAR	Code 535 China Lake
ISSUE	EXAMPLE					
WGI Buyout - Lump Sum or Add to Base Pay?	Add to base	Buy-IN: Base pay	Add to base	Add to base	Pro-rated WGI & add to Base Salary	Add to base when it is an "involuntary" conversion (mass conversion, realignment, PPP, etc.)
Time of Buyout	At conversion, also GS empls entering later by lateral reassignment or transfer.	Buy-IN: At conversion to Demo.	At conversion, also GS empls entering later by lateral reassignment or transfer.	At conversion, also GS employees entering later by lateral reassignment or transfer.	At conversion to DEMO by transfer, mass realignment, promotion or reassignment	At conversion, but only when it is considered an "involuntary" conversion. Voluntary moves into Demo do not get the benefit of "WGI Buyout"
Supervisory Differential?	Discretionary; up to 10% base pay; any band III, IV or V except E&S V; paid on pay period basis, not added to base pay.	None	None.	None.	None	None
Supervisory Adjustment?	Discretionary; given at initial appt to supv posn; up to 10% base pay, added to base pay; cannot be above max rate of band; excludes E&S V.	None	None.	None.	None	Adjustments are considered at demo payout when determining pay for performance

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Supervisory Bonus?	No	No	No.	No.	None	Adjustments are considered at demo payout when determining pay for performance
Convert out as GM or GS?	GS	GS	GS	GS	GS	GS
Sabbaticals?	Yes	Yes	No.	No.	None, Employee may request LWOP for sabbatical type purposes	Not part of the Demo
Moves at Current Salary to Posns with Higher Pay Potential are Competitive or Non-Competitive?	Both, MSC Commander policy prohibits non-competitive actions.	1. Movement to higher broadband area is normally competitive. 2. Movement between broadbands is non-competitive and determined by contribution	Both. Demo permits for these actions to be non-competitive.	Both. Competition is required if an employee moves from one grade to a higher grade or to a position of the same grade and higher career ladder.	Both	Both
Mixed GS-13/14 Bands?	Yes, in Pay Plan DE.	NH III = GS-12/13 NH IV = GS-14/15	Yes, in Pay Plan NT.	Yes, in Pay Plan NT	DP has mixed GS-12/13 & mixed GS-14/15	No

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High-grade Controls Lifted Pursuant to Sec 1109?	Yes	Yes	Yes.	Yes	High grade controls lifted but tight internal review maintained.	Yes
DA Interns Included?	No	No	Yes.	Yes	Yes*	N/A
Local Interns Included?	Yes	No	Yes	Yes	Yes - New Professional Program and NCIP	Included when occupational series is included in the Demo
Use local recruitment to supplement ACCES?	Yes	Unknown - nothing found in MARCORSSYSCOM manual.			?	N/A
Pay Pool Components	1) Base Pay Increases = WGI, QSI & promotions 2) Bonus = performance awards	1. Contribution rating increase is added to base pay. 2. Contribution award is a lump sum payment that does not affect salary	1) Base Pay Increases = WGI, QSI & promotions 2) Bonus = performance awards	1) Base Pay Increases = WGI, QSI & promotions 2) Bonus = performance awards	Continuing Pts= WGI, QSI's & within-level promotions, ECI & Bonus Pay Bonus Pts = Cash awards	Increments/Bonuses - approximately 1/2 of GS step increase. May receive up to 4 increments and/or 4 bonuses
Voluntary Emeritus Program?	Yes	Yes	No	No	Yes	N/A
Extended Probationary Period?	Yes, 2 years, E&S, Technical and Business Support Occupational Families.	NO. However, it can be extended if the employee's position requires him/her to be away from supervisor due to additional training.	No.	No.	None	Only for those hired through the Navy Career Intern Program (NCIP) within occupational series covered by the Demo will be required to complete a 2 year probationary period.

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Pay for Degrees?	Yes	Yes	Not part of Demo. Activity may pay for degrees as their policy permits.	Not part of Demo. Activity may pay for degrees as their policy permits.	Yes - GAP/UAP - Limited	Yes
CIPMS/DCIPs	Excluded	Excluded			Excluded	Included when occupational series is included in the Demo
Overseeing Body	Personnel Management Board	DOD with OPM Approval	NSWC Corona - Demo Steering Committee	NSWC PHD - Demo Steering Committee	SPAWARHQ - Demo Steering Committee	HRO-NAWCWD
Labor Participation?	Yes	No. MCTSSA has no labor union	No. No bargaining unit for Demo. Except police & FF.	Bargaining Unit employees are not excluded from Demo coverage. Inclusion must be negotiated at the local level with the exclusive representative.	No	No
Servicing CPOC	SE/SC	HRSC-SW	HRSC-SW	HRSC-SW	HRSC-SW	HRSC-SW

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What is unsatisfactory performance?	"Unsatisfactory" performance is based on a composite score that is less than 50 points for all elements, or a score on any critical element of less than 50%.	An employee is considered to be "contributing inadequately" when the contribution in any factor is at or less than the midpoint of the next lower broadband level (or factor score of zero for broadband level I employees) Also includes employees whose overall contribution score is more than 4 points below their expected score (based on base pay)	Unsatisfactory performance is failure in any element only after failure under formal development plan.	Unsatisfactory performance is failure in any element only after failure under formal development plan.	An Unsatisfactory year end rating (failed one or more critical elements)	5 rating - dependent on established performance plan, if employee does not meet fully successful level of any critical element on the plan. There is no formula established.
Name of Improvement Plan	Performance Improvement Plan	Contribution Improvement Plan (CIP)	Performance Improvement Plan	Performance Plan	Performance Improvement Plan	Performance Improvement Plan

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If performance is unsatisfactory then...	<p>1) Supervisor attempts to find an appropriate reassignment for the employee; if a reassignment is offered, the employee has the option to concur</p> <p>2) If employee concurs and fails the reassignment, adverse action is initiated</p> <p>3) If employee non-concurs with the reassignment offer, or there is no reassignment opportunity available, a formal PIP is issued</p>	<p>1. Supervisor informs employee in writing that unless the contribution increases to a score above the midpoint of the next lower broadband level, and is sustained at this level, the employee may be reduced in pay or removed.</p> <p>2. The written notification will include a CIP. CIPs are not always mandatory- there are 2 different situations to review</p>	<p>1) PIP is 1st for 69 Days. If they fail PIP then the Command proceeds with removal process.</p>	<p>Performance Plan is established when employee is determined unacceptable. The length of the performance plan is determined based on complexity of the position, the employee's need and the time required to fairly assess performance on all critical aspects of the position. If still unacceptable, manager has a choice of 1) removal, 2) placement in a lower pay band w/reduction in pay, 3) reduction in pay in same pay band, or 4) placement in lower pay band w/no reduction in pay.</p>	<p>Supervisor counsels employee. If no improvement employee is given informal warning and standards for period of 90 days to improve. If response is unsatisfactory employee is placed on a performance improvement plan</p>	<p>Problem Solving Teams are established to help employees bring their rating up to fully successful. PIP periods are normally 90-120 days. Will not receive comparability increases. Reassignment and voluntary CLG's are considered. If not able to place, adverse action is initiated.</p>
Rating Period	1 Jul - 30 Jun	1 Oct to 30 Sep	1 Jul - 30 Jun	1 Jul - 30 Jun	01-JUL - 30 JUN	1 Aug - 31 July
Minimum Rating Period	120 days	180 days Federal Register (24 April 2002) changed this to 90	90 Days	90 days	90 Days	120 days
Rating Pattern (5 CFR 430.208)	E		A (only pass/fail rating.)	A (only pass/fail rating)	Demo Unique Performance Appraisal Program	B