
A Cross-Cut Review of NIST Human Resources

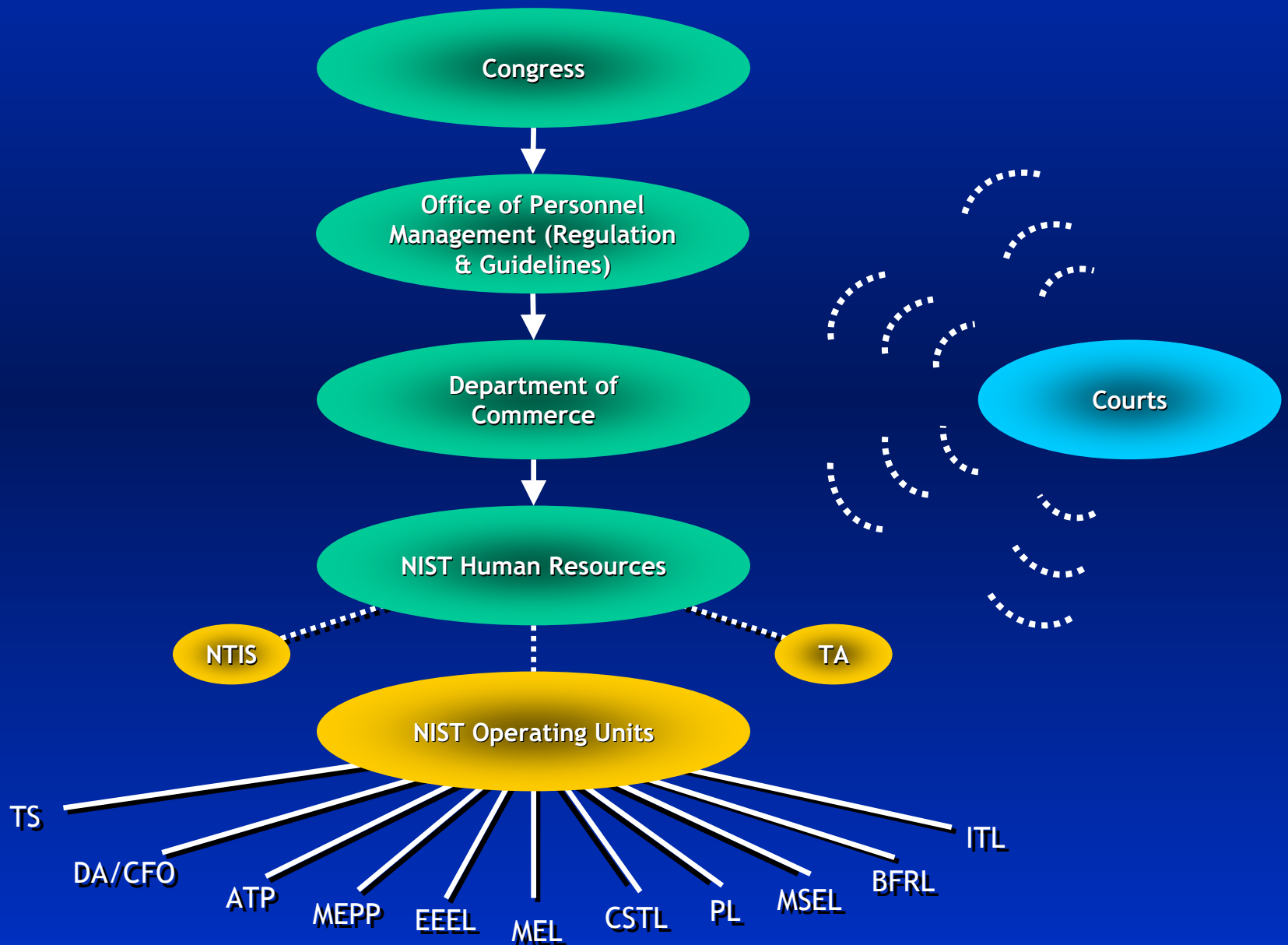
June 5, 2001

NIST

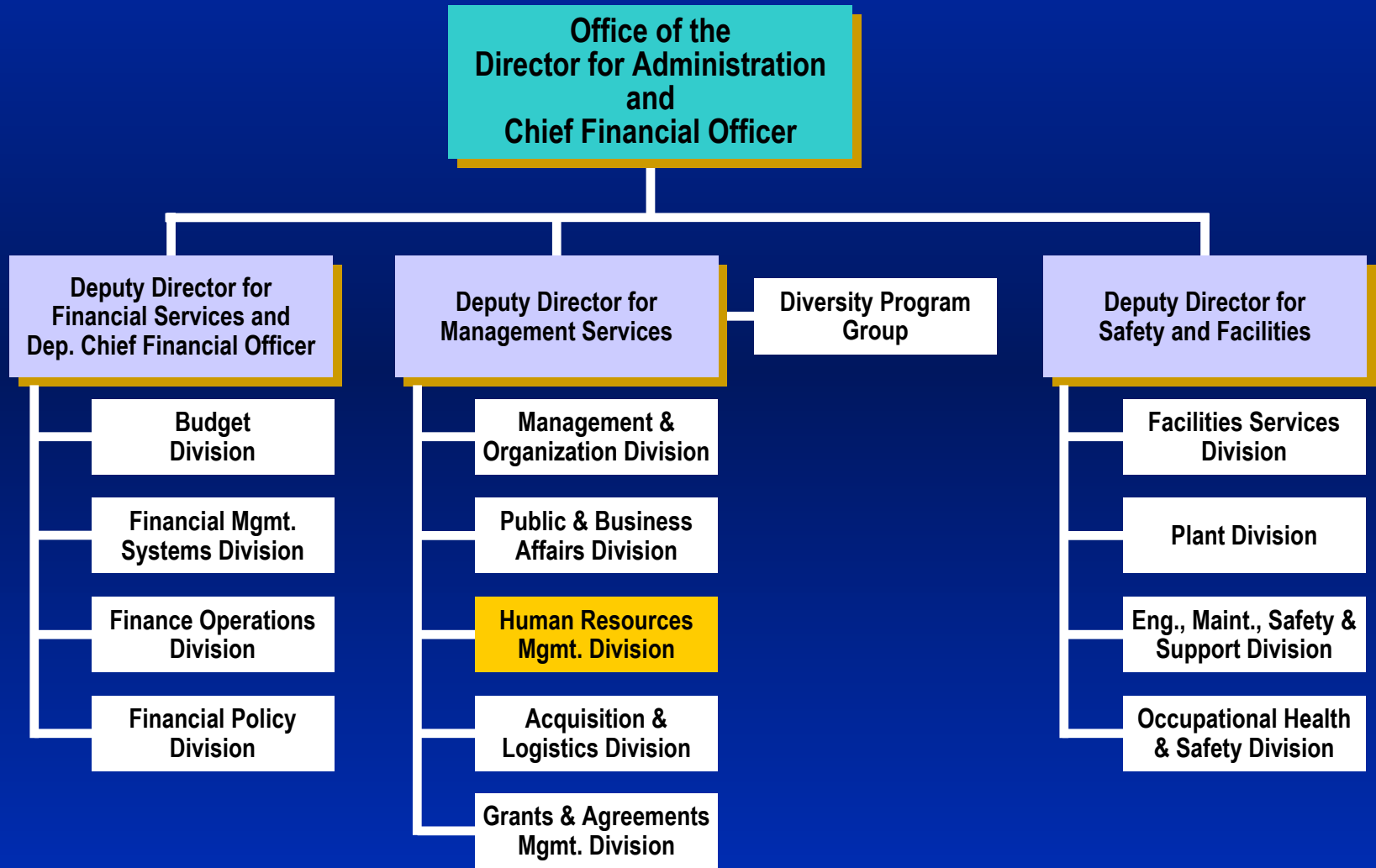
National Institute of Standards and Technology
Technology Administration, U.S. Department of Commerce



Federal Human Resources



Organizational Chart

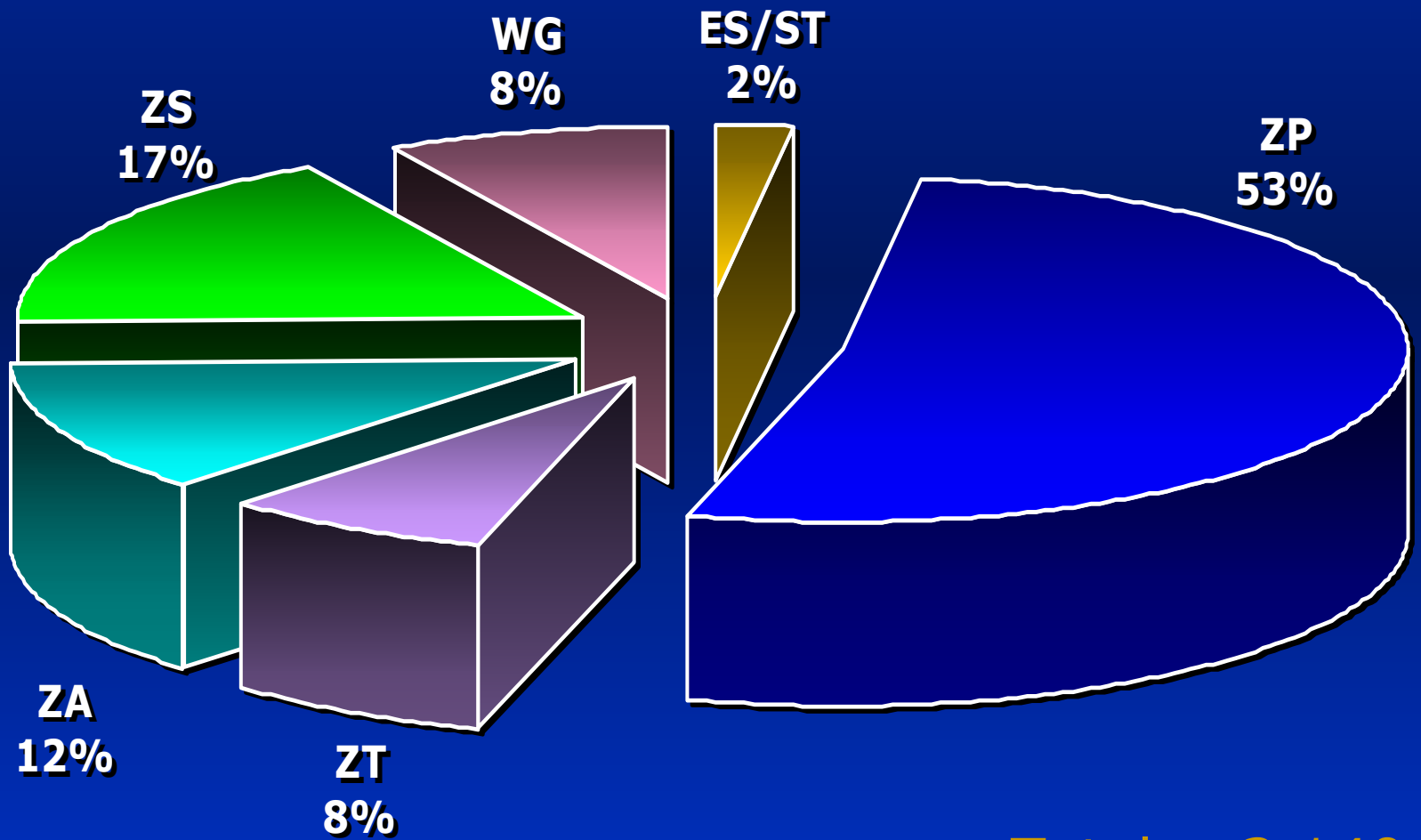




Career Paths at NIST

- ES/ST — Executive Service/
Senior Scientists
- ZP — Scientific and Engineering
- ZA — Administrative, Financial
- ZT — Technicians
- ZS — Support Staff
- WG — Wage Grade (Blue collar
fields)

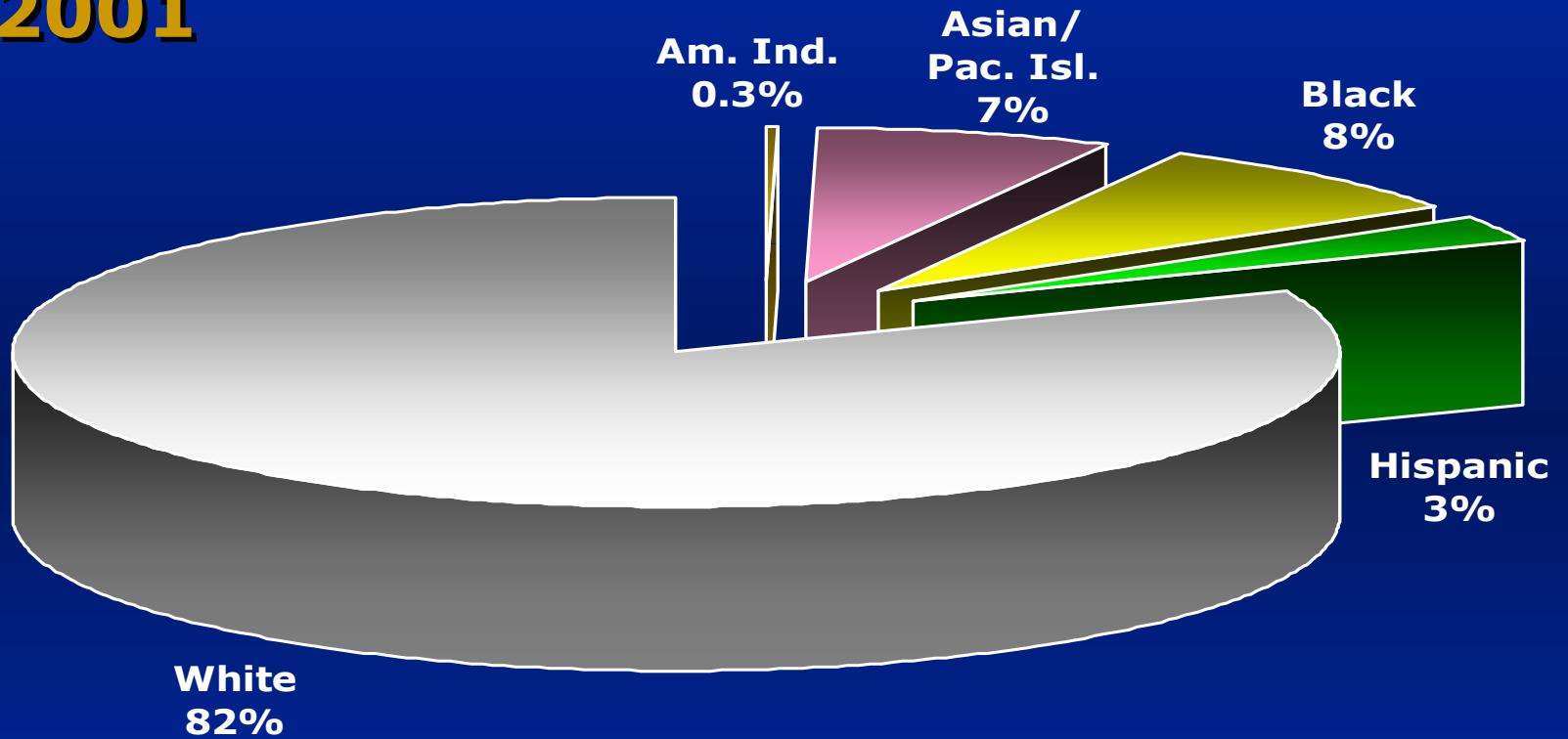
Population Profile by Career Path



Total = 3,140

Population Profile by Race/Gender

2001

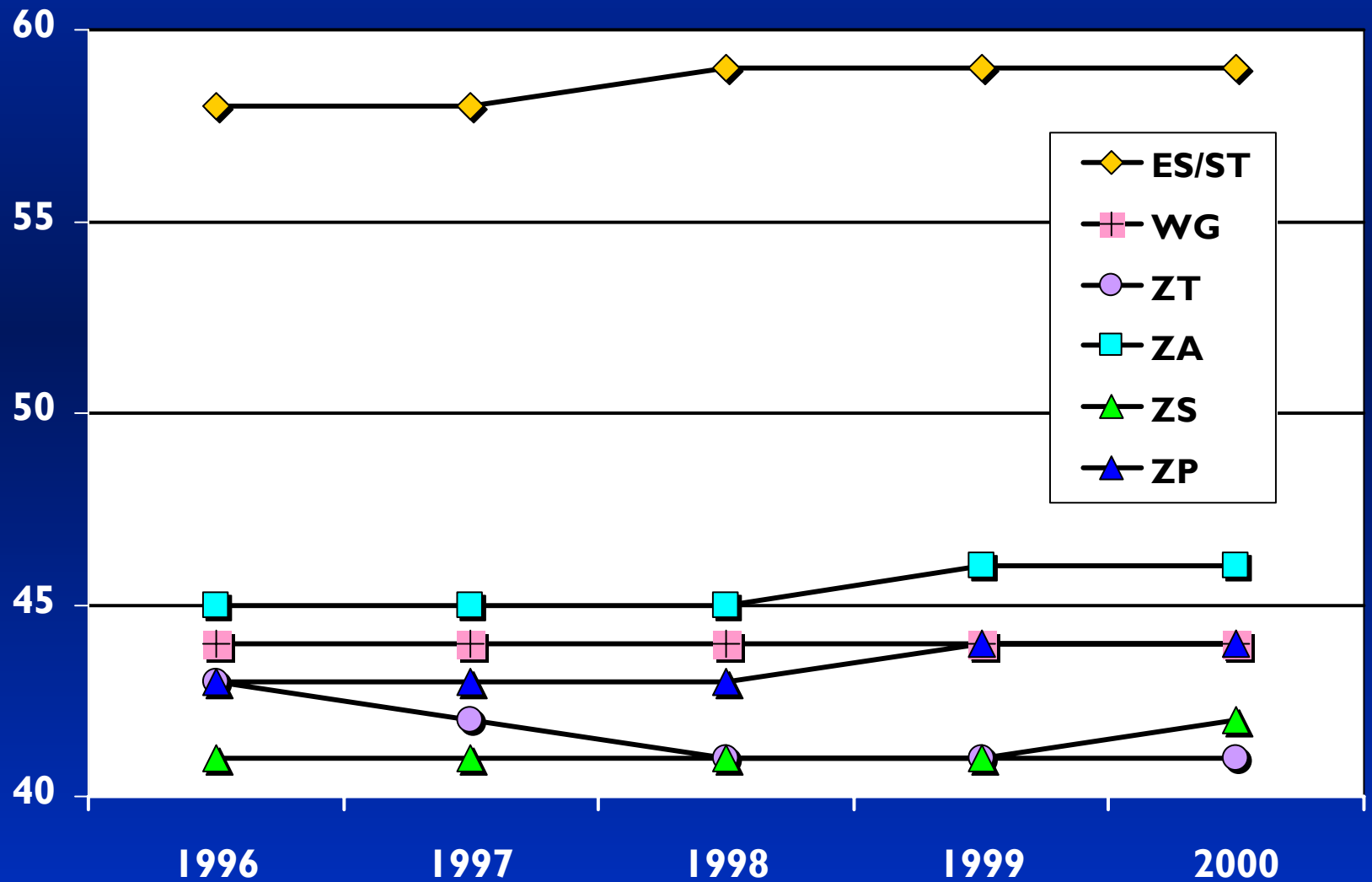


	Am. Ind.	Asian/Pac. Isl.	Black	Hispanic	White
Male	6	162	134	44	1664
Female	5	62	129	43	891

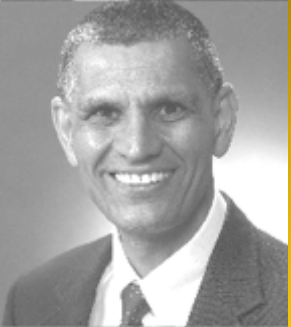
Total = 3,140



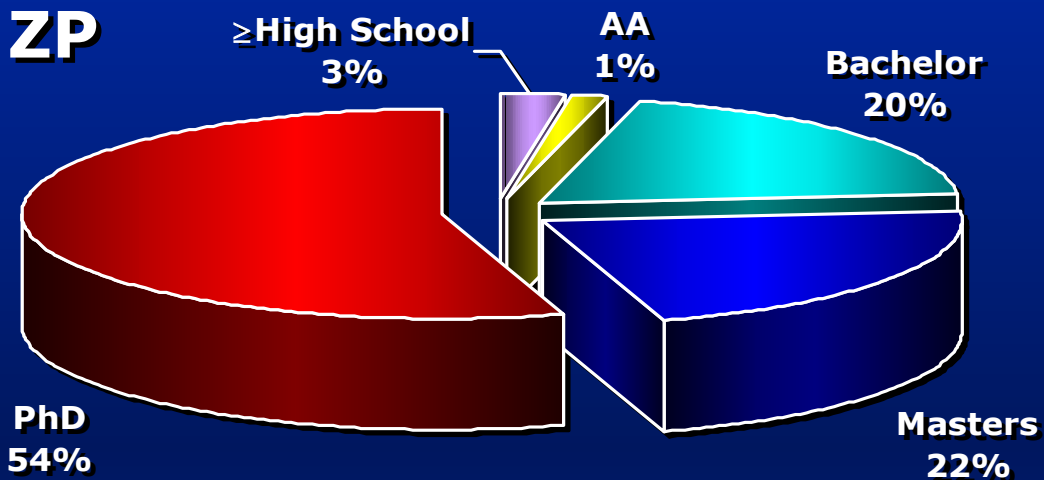
Average Age Distribution Profile



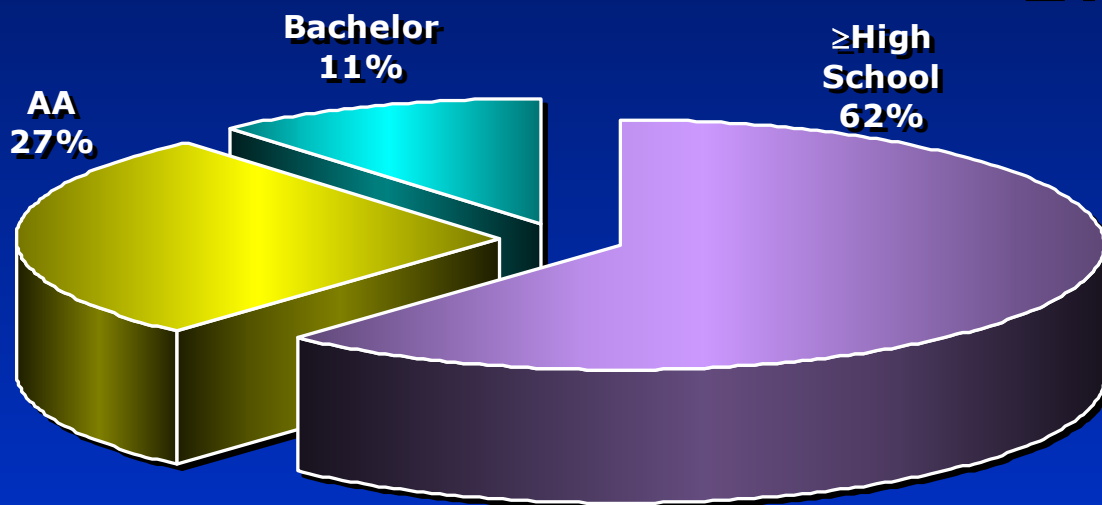
Workforce Education



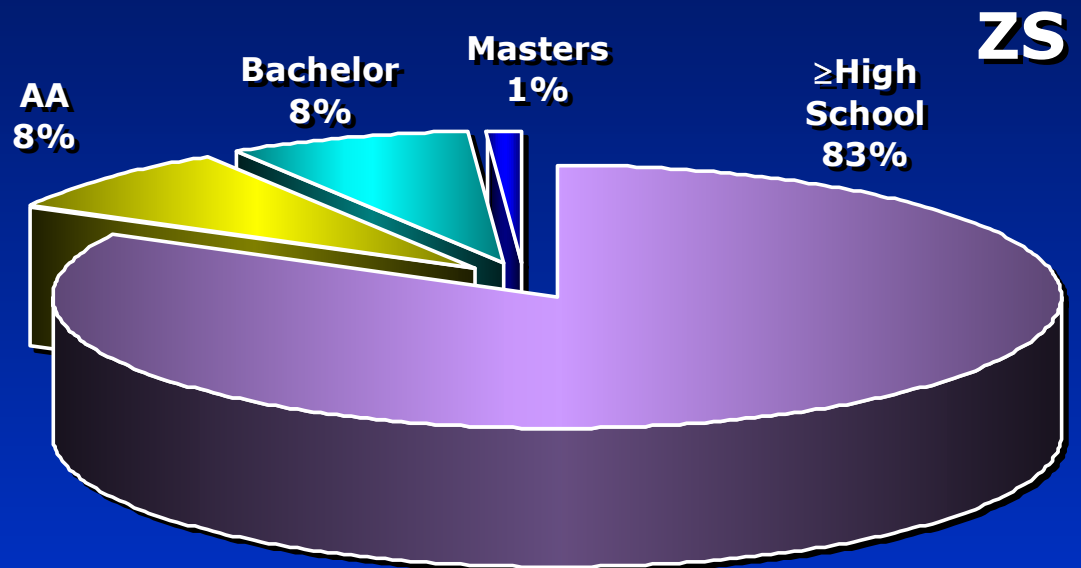
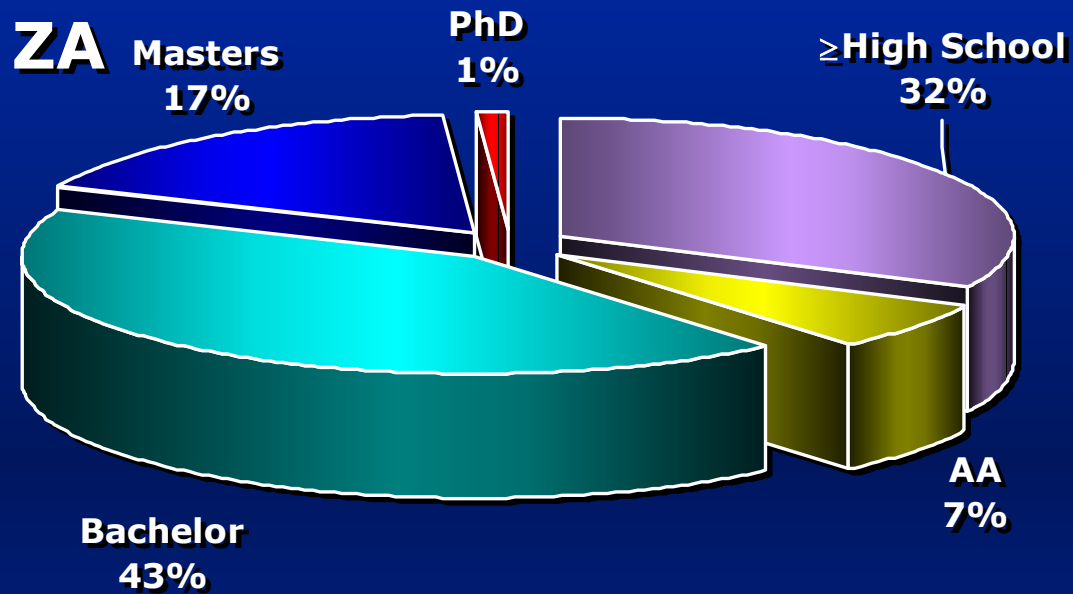
ZP



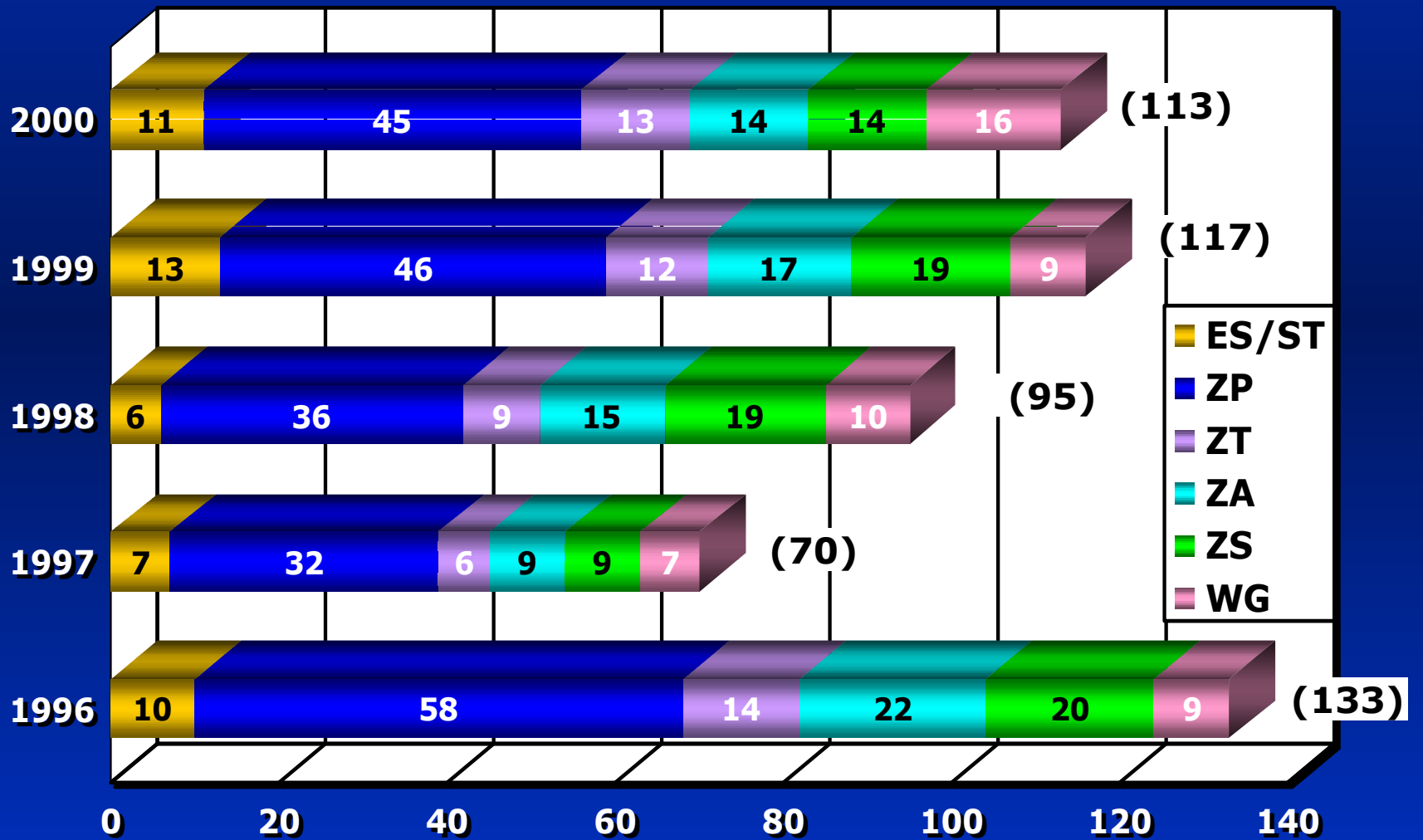
ZT



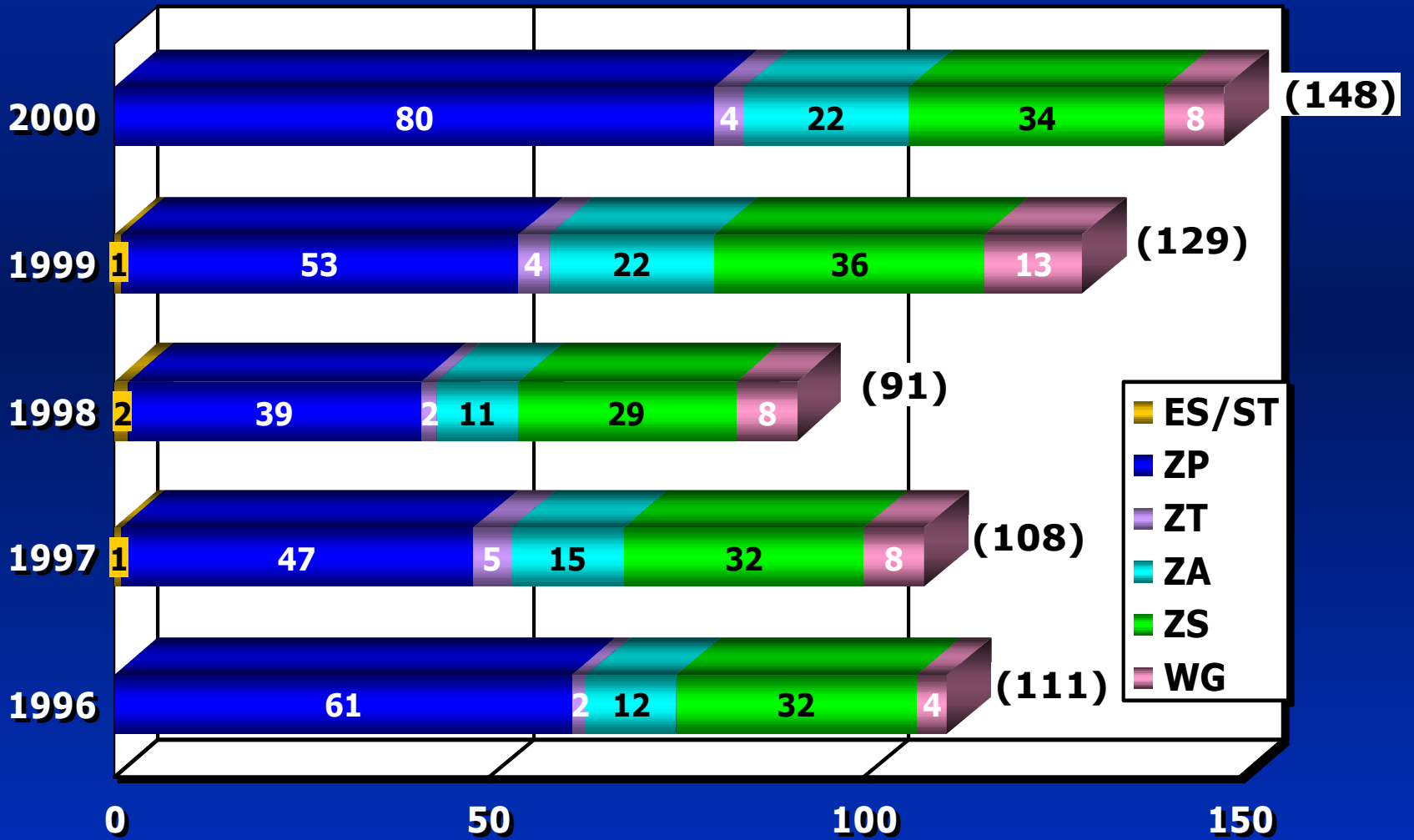
Workforce Education (cont'd)



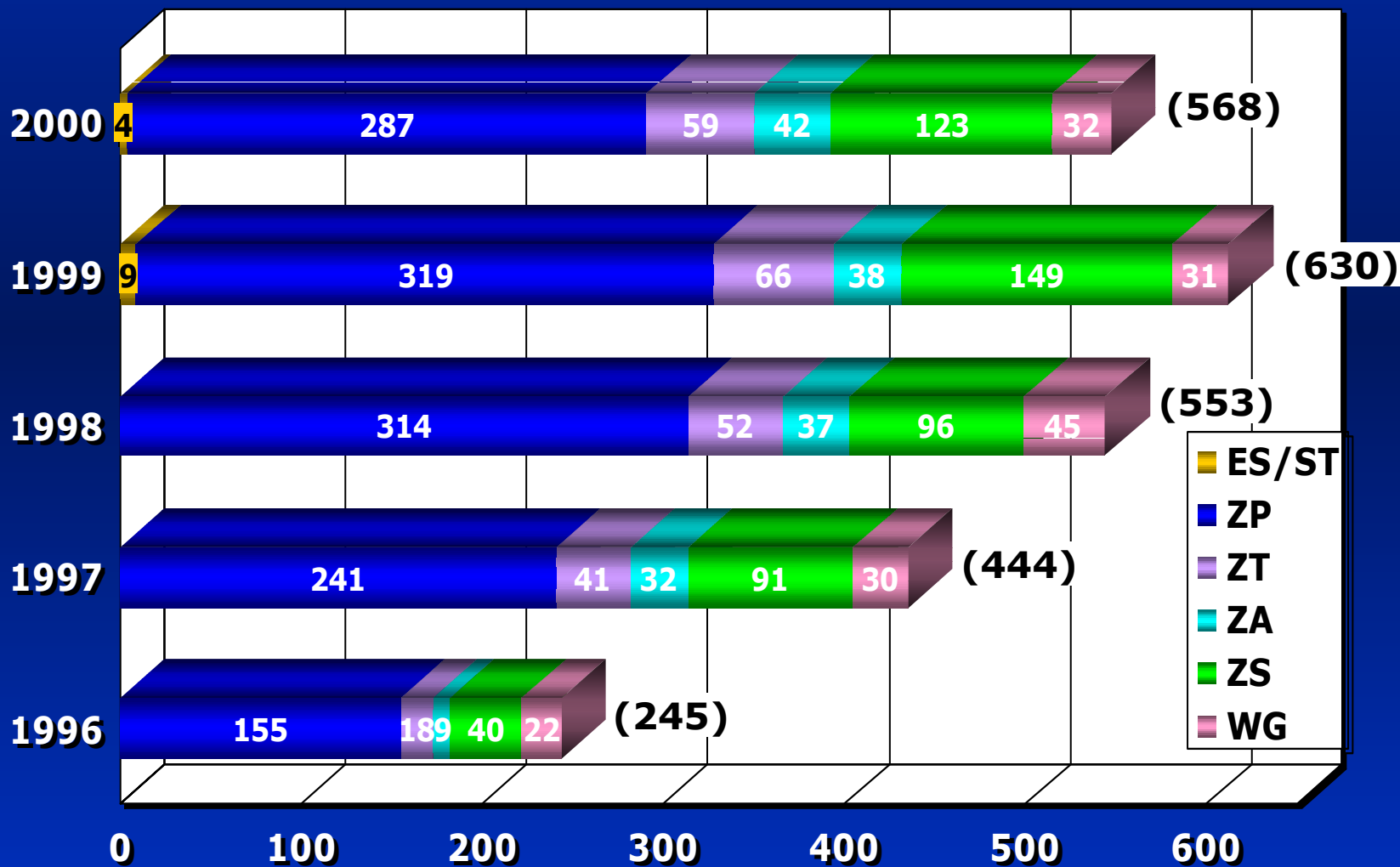
Retirements



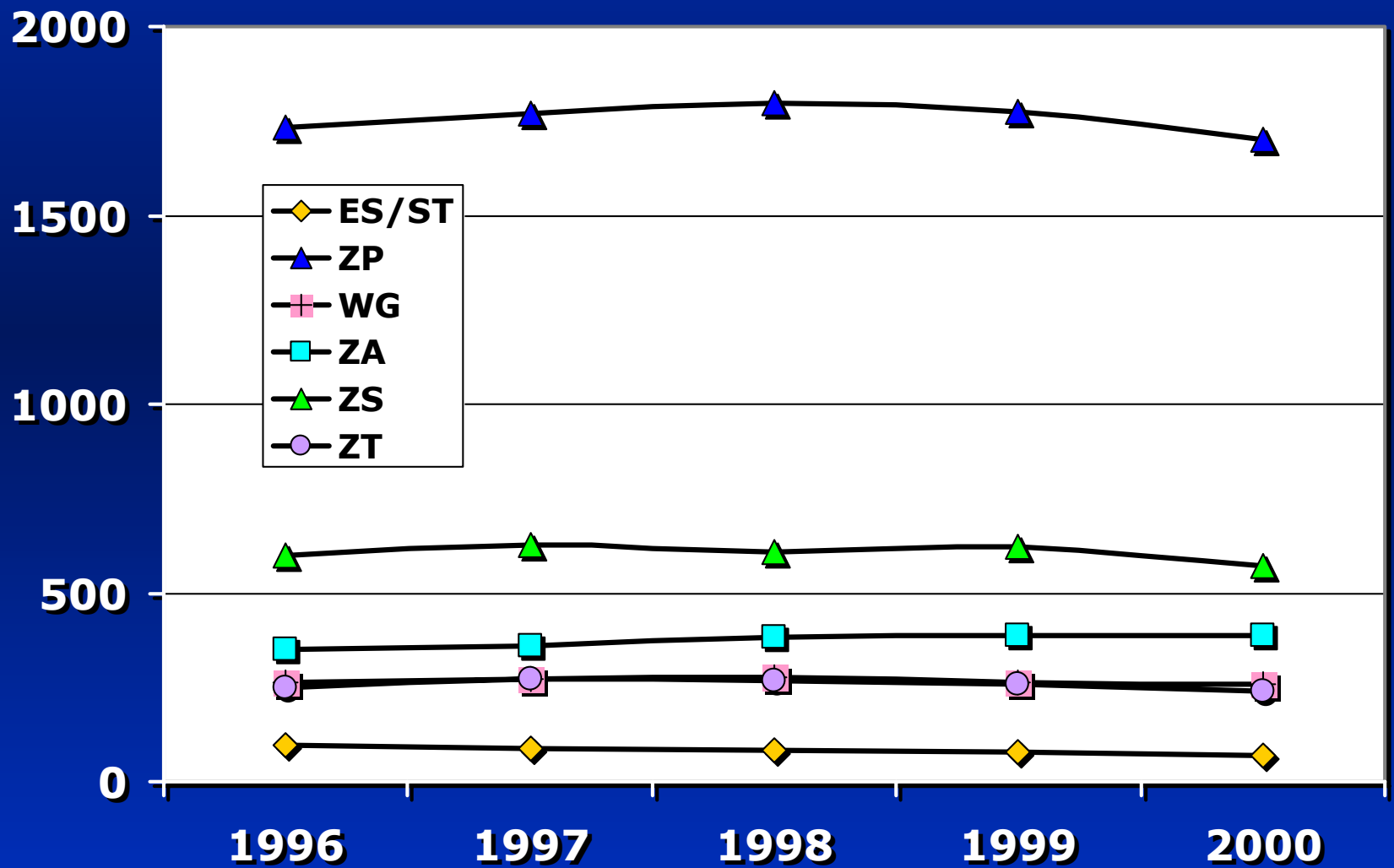
Separations



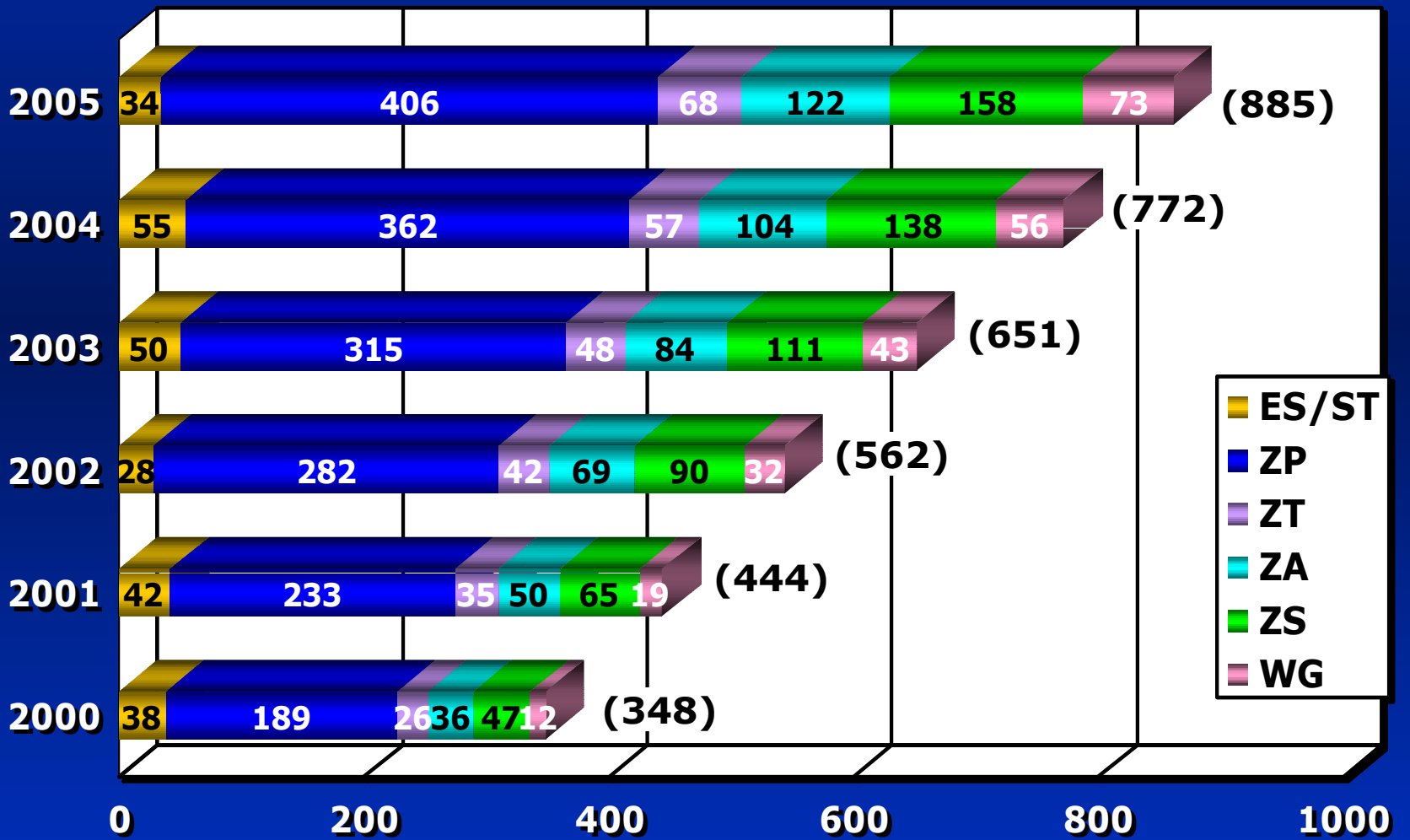
NIST Hires



Workforce Profile



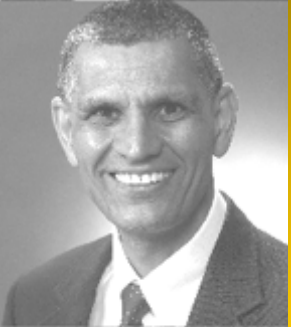
Eligible Retirements





Overview of Alternative Personnel Management System (APMS)

- Created by Congress FY1987 (NIST Authorization Act)
- Designed by NIST managers and staff in cooperation with OPM
- Implemented January 1, 1988 (Personnel Management Demonstration Project)
- Made permanent (Alternative Personnel Management System) March 7, 1996 by the National Technology Transfer & Advancement Act of 1995



Objectives

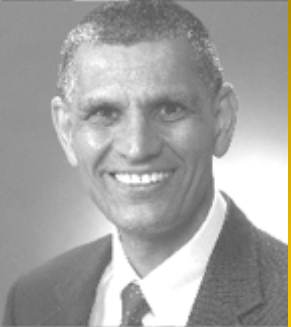
- Improve ability to hire
- Motivate and retain staff
- Strengthen manager's role
- Increase efficiency of personnel system
- Provide model for reform

Career Paths and Bands



CAREER PATHS	BANDS														
Scientific and Engineering (ZP)	I					II					III		IV		V
	\$15,701-39,949					\$29,966-56,194					\$44,352-72,089		\$63,211-97,108		\$87,864-114,224
S&E Technician (ZT)	I			II				III		IV		V			
	\$15,701-28,111			\$24,192-43,147				\$36,656-52,481		\$44,352-69,099		\$63,211-82,180			
Administrative (ZA)	I					II					III		IV		V
	\$15,701-35,051					\$29,966-52,481					\$44,352-69,099		\$63,211-97,108		\$87,864-114,224
Support (ZS)	I	II		III		IV		V							
	\$15,701-24,292	\$19,262-31,388		\$24,192-37,503		\$29,966-43,159		\$36,656-52,481							
Corresponding GS Grades	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

* Supervisors receive 3-6% differential



Performance Appraisal System

- Two level performance system:
Eligible; Unsatisfactory
- 100-point element-weight scale
- 100-point scoring scale:
40-100=Eligible
- Division Chiefs are pay pool managers



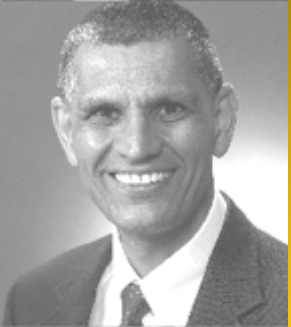
Recruitment & Retention

- Pay Flexibility
- Student Programs
- Post Docs
- Awards & Incentives
- Employee Development
- Recruitment/Retention Bonuses
- Family Friendly Environment
- Telecommuting



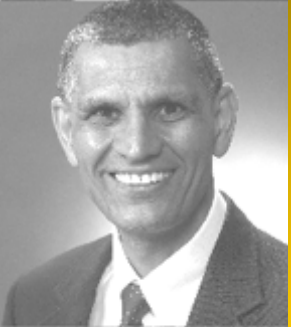
Student Programs

- Student Career Experience Program (Co-op)
 - 7 students per year
- Student Temporary Employment (summer hires)
 - 120 students per year
- Summer Undergraduate Research Program (SURF)
 - 33 students per year (64 students this year)
- Student Volunteers Program
- Professional Research Experience Program (Boulder)



Post Doc Conversions/ Departures

	1996	1997	1998	1999	2000
Total Appts.	(39-1994)	(38-1995)	(55-1996)	(49-1997)	(43-1998)
Termination/ Resign. at Appt. End	19	16	28	27	28
Conversion To Appt	13	15	17	14	13
Resignation Before Appt. End	7	7	10	8	2



Awards & Incentives

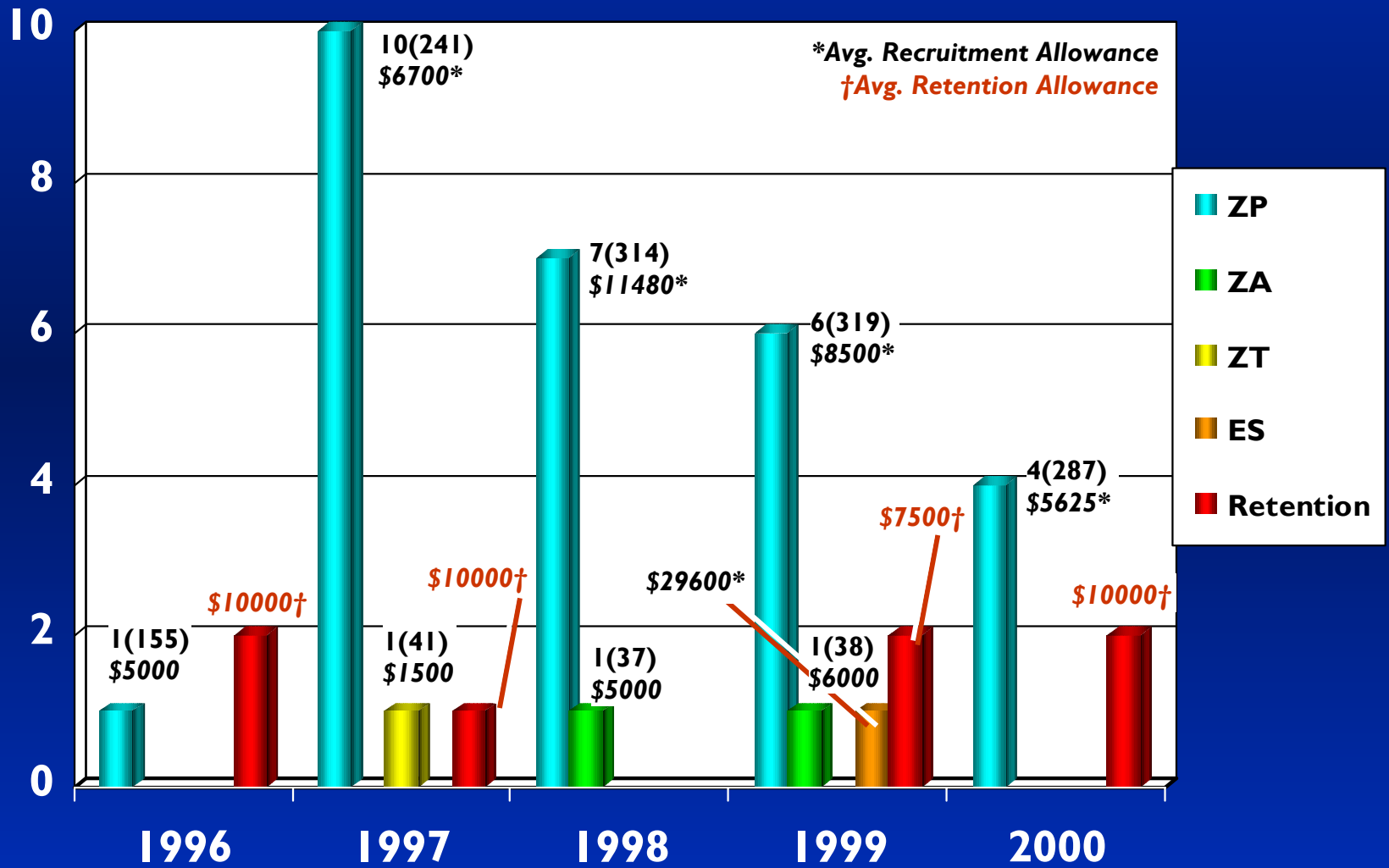
- Performance Bonus Awards
- Special Act or Service Award
- NIST Annual Awards
- Cash-in-Your-Account Award
- Time Off as an Incentive Award
- Presidential Rank Awards for Senior Executive Service (SES) Employees
- Making A Measurable Difference at NIST Award (new)
- Department of Commerce Medal Awards
- External Annual Award Recognition



Employee Development

- Support for college level courses
- Leadership & Management Development series
- Management Update series
- Encourage the use of Individual Development Plans
- 24 hours of continuous learning training/education per employee

Recruitment/Retention Bonuses



How Do We Compare With Industry?

	Washington Metropolitan Area†	NIST
Accountant	\$ 53,800.00	\$ 53,052.00
Electrical Eng.	\$ 83,200.00	\$ 85,382.00
Contract Spec.	\$ 58,300.00	\$ 58,521.00
Physicist*	\$ 93,700.00	\$ 84,460.00
Chemist*	\$ 78,500.00	\$ 84,446.00
Systems Analyst	\$ 69,100.00	\$ 84,090.00

**** All United States.***

Average salaries.

†Information provided by Watson Wyatt Data Services.



Strategic Goals for Managing Diversity



- Strategic planning
- Focus on improvement
- Leadership commitment
- Employee involvement
- Accountability, measures, and evaluation
- Linkage to organizational goals and objectives





Future Plans/Initiatives



- Leadership Management Development program
- NIST 2010
- Paperless Office



Panel Discussion



- Succession planning
- Recruitment and retention
- Increasing diversity
- Katharine B. Gebbie
 - Director, Physics Laboratory
- Hratch G. Semerjian
 - Director, Chemical Science and Technology Laboratory
- William O. Mehuron
 - Director, Information Technology Laboratory