

For: All FSA Supervisors

FY 2011 Rating-Based Performance Time Off Awards (TOA's)

Approved by: Associate Administrator for Operations and Management



1 Overview

A Background

A performance management and awards program is critical to the success of any organization. Performance management should effectively differentiate between high and low performance, and the awards system should acknowledge and reward top performers with appropriate recognition.

Because of FSA budgetary constraints in FY 2012, monetary awards will **not** be provided for FY 2011 rating-based awards, including quality step increases (QSI's). Instead, FSA will grant TOA's for employees who have received "Outstanding" and "Superior" performance ratings during FY 2011. The rating period is October 1, 2010, through September 30, 2011.

B Purpose

This notice provides:

- supervisors with the tools to recognize the workforce fairly and equitably for the level of performance
- FSA policy on:
 - FY 2011 performance rating-based TOA's for "Outstanding" and "Superior" ratings
 - the **requirement** for all employees to obtain a valid Employee Personal Page (EPP) password
- detailed procedures for issuing TOA's through EmpowHR and submitting TOA's to the timekeeper for entry within WebTA
- the effective date to begin processing 2011 TOA's.

Disposal Date	Distribution
July 1, 2012	All FSA supervisors; State Offices relay to County Offices

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1 Overview (Continued)

C FSA's TOA Policy

TOA's are granted to employees in the form of time off from work **without** loss of pay or charge to leave. Full-time employees may:

- be granted up to 80 hours of time off during a leave year
- **not** be granted more than 40 hours for a single achievement.

TOAs must be used within 26 pay periods (1 calendar year) from the EPP effective date.

Part-time employees or employees with uncommon tours of duty may be granted up to the average number of hours worked in a pay period or the employee's scheduled tour of duty. This figure should be prorated for these employees.

D Coverage

TOA's:

- apply to all FSA Federal and non-Federal employees nationwide, including temporary employees under a performance plan
- do **not** apply to the following:
 - individuals in the Senior Executive Service
 - STC and COC members
 - individuals excluded from coverage by statute, OPM regulation, or Departmental determination, including SED's.

E TOA's and Transfer Between CO and GS

If an employee is transferred between the CO and GS systems and have unused TOA hours, TOA hours will be dropped by NFC. To restore TOA hours, the Servicing Personnel Office (SPO) will process another TOA, in the amount of the unused hours, for the employee after their transfer is complete.

Note: SPO will **only** transfer another TOA if employee is transferring **within** FSA.

F Effective Date

The effective date to begin processing TOA's is **January 10, 2012**.

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2 Performance Rating-Based TOA's

A General Information

According to 5-PM, rating-based awards are based on employee performance accomplishments over the course of the rating cycle, as documented on the employee's Rating of Record. All covered employees rated "Outstanding" and "Superior" **must** be given a rating-based award as recognition for their performance. Employees rated "Fully Successful" or below are **not** eligible for TOA's for FY 2011.

B Allocating Performance Rating Based TOA's

Recommending and approving officials **must** ensure that meaningful distinctions are made when giving TOA's. Employees rated "Outstanding" **must** receive 2 times the amount of time off as employees rated "Superior". Allocation will be divided as follows:

- employees receiving "Outstanding" ratings shall be rewarded 40 hours of time off
- employees receiving "Superior" ratings shall be rewarded 20 hours of time off.

Note: Amount of hours may be reduced if the award will exceed the 80 hour per leave year limitation.

3 Processing TOA's Using EmpowHR

A Recommending Responsibilities

Only the supervisor may be the recommending official for a rating-based TOA. Recommending individuals using EmpowHR shall take the following steps to nominate an employee for TOA. See paragraph 5 for making recommendations **without** using EmpowHR.

Step	Action	
1	Prepare TOA recommendation in EmpowHR (Manager Self Service – Tasks - Awards).	
2	IF the recommendation...	THEN EmpowHR forwards TOA recommendation...
	is within supervisor's approval authority (up to 10 hours time off)	directly to SPO for processing.
	exceeds supervisor's approval authority	<ul style="list-style-type: none">• to the supervisor's supervisor for approval• to SPO for processing after approval.

B Supervisor Review and Approval/Disapproval

After receiving notification from the approving official, the recipient's supervisor shall:

- inform the employee of the decision
- if TOA was approved, let the employee know TOA will show up on their EPP after SPO processing (Exhibit 1).

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3 Processing TOA’s Using EmpowHR (Continued)

C Approval Official Responsibilities

The approving official shall review TOA recommendation and make 1 of the following decisions.

If approving official...	THEN...
approves the recommendation	<ul style="list-style-type: none"> • EmpowHR forwards recommendation to SPO for processing • notify (either verbally or by e-mail) the recipient’s supervisor and recommending individual of action.
modifies and approves the recommendation	<ul style="list-style-type: none"> • note changes • EmpowHR forwards recommendation to SPO for processing • notify (either verbally or by e-mail) the recipient’s supervisor and recommending individual of action.
disapproves the recommendation	<ul style="list-style-type: none"> • EmpowHR forwards recommendation to SPO where it will be canceled • notify (either verbally or by e-mail) the approving official.

4 Processing TOA’s Not Using EmpowHR

A Recommending Responsibilities

The recommending individual shall take the following steps to **nominate an employee for TOA**.

Step	Action
1	Prepare TOA recommendation on AD-287-2.
2	If recommending for a rating-based TOA, use the writeup accompanying the rating.
3	Sign AD-287-2.
4	Forward AD-287-2 and all supporting documents to the recipient’s supervisor.

After receiving notification that TOA has been approved from the approving official:

- inform the employee of the decision
- let the employee know TOA will show up on their EPP after SPO processing.

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5 Additional Information

A Contacts for Notice Questions

If there are any questions about this notice, contact either of the following:

- Catherine Baker by either of the following:
 - e-mail to **catherine.baker@wdc.usda.gov**
 - telephone at 202-401-0687

- Kedra Watts by either of the following:
 - e-mail to **kedra.watts@wdc.usda.gov**
 - telephone at 202-401-0678.

B Contacts About Processing TOA's

If there are questions about processing TOA actions, contact the appropriate SPO, as follows.

IF supervisor is located in...	THEN contact...
Washington, DC	HRD, ELRBB, BAPMS - AWARD by any of the following: <ul style="list-style-type: none">• mail to: FSA, HRD, ELRBB, BAPMS – AWARD Stop Code - 0595 1400 Independence Ave SW Washington, DC 20250-0595• FAX at 202-205-9146• e-mail to either of the following:<ul style="list-style-type: none">• catherine.baker@wdc.usda.gov• kedra.watts@wdc.usda.gov• telephone at 202-401-0687.

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5 Additional Information (Continued)

B Contacts About Processing TOA's (Continued)

IF supervisor is located in...	THEN contact...
<ul style="list-style-type: none"> • APFO • Kansas City, MO • St. Louis, MO 	<p>HRD, ELRBB, BAPMS by any of the following:</p> <ul style="list-style-type: none"> • mail to: <ul style="list-style-type: none"> FSA, HRD, ELRBB, BAPMS Beacon Facility - Mail Stop 8398 9240 Troost Ave Kansas City MO 64131-3055 • FAX at 816-926-6156 • e-mail to either of the following: <ul style="list-style-type: none"> • dana.candler@kcc.usda.gov • patricia.gepford@kcc.usda.gov • telephone at either of the following: <ul style="list-style-type: none"> • Dana Candler at 816-926-6117 • Patricia Gepford at 816-926-6259.
State and County Office	State Office, Administrative Division.

EPP

A Connecting to NFC’s EPP

To access EPP, go to <https://www.nfc.usda.gov/> and under “Application Launchpad”, CLICK “My EPP” icon. On the Employee Personal Page Warning Screen, read message and then CLICK “I Agree”.

On the Employee Personal Page Log In Screen, follow the directions to log into EPP using 1 of 3 options:

- enter user ID and password and CLICK “Log In”
- CLICK “Not a Registered User? Signup Now”
- CLICK “eAuth Login”.

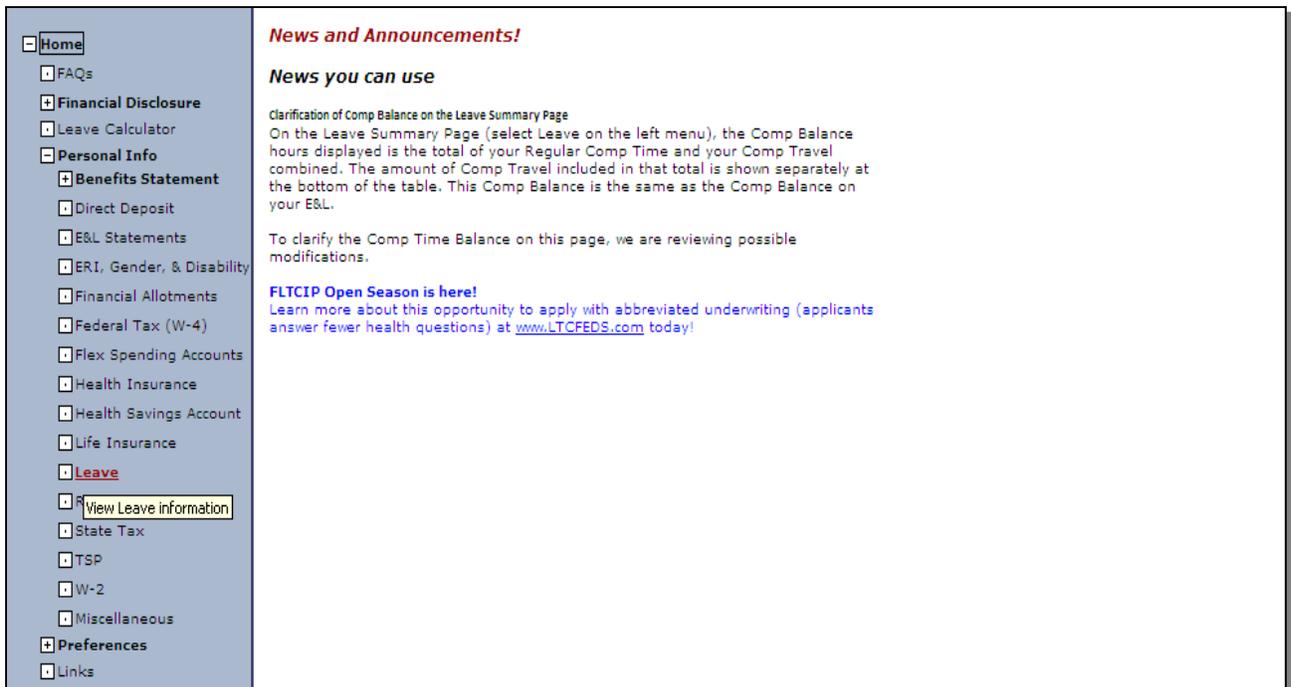
Note: For user ID or password assistance, contact EPP Help Desk directly, as follows:

- CLICK either “Forgot Your User ID?” or “Forgot Your Password?”
- e-mail osc.etix@usda.gov
- telephone at toll free 800-767-9641
- telephone at 504-426-6435.

B Viewing Leave Balances in EPP

To view TOA balances, under “Personal Info”, “Leave”.

Note: To ensure privacy, close all other tabs on the screen.



EPP (Continued)

B Viewing Leave Balances in EPP (Continued)

Print the page and give it to your timekeeper, along with a copy of SF-50, to be entered into WebTA.

- Home
- FAQs
- Financial Disclosure
 - Leave Calculator
- Personal Info
 - Benefits Statement
 - Direct Deposit
 - E&L Statements
 - ERI, Gender, & Disability
 - Financial Allotments
 - Federal Tax (W-4)
 - Flex Spending Accounts
 - Health Insurance
 - Health Savings Account
 - Life Insurance
 - Leave
 - Res [View Leave information](#)
 - State Tax

Leave Summary as of Pay Period 10 ending 5/21/2011.									
	Prior Year Carry-Over	Accrued YTD	Used YTD	Balance	Used PP	PT Hours Unapplied Balance	Category	Max Carryover	Projected Use-or-Lose
Annual	112.00	60	41.50	130.50			6	240.00	
Sick	89.00	40	115.00	14.00	3.00				
Comp									
Home									
Shore									
Religious									
Credit				8.00					
Comp Travel									

Get answers to your leave questions from [OPM's Leave Program Fact Sheets Page](#).

Time-Off Awards			
PP, Year Awarded	Hours Awarded	Hours Used	Balance
05, 2011	2	1	1
07, 2011	2	0	2
11, 2011	4	0	4