

COMMERCE DEMONSTRATION PROJECT

PURPOSE:

The Department of Commerce Demonstration Project is designed to strengthen the contribution of human resources management in mission execution and excellence by:

- Recruiting, developing, utilizing, rewarding, and retaining high-performing employees
- Making line managers more responsible and accountable for human resources management, and
- Improving the effectiveness and efficiency of human resources systems.

PROJECT FEATURES:

The project tests an integrated pay for performance system under the Office of Personnel Management's oversight and approval that includes:

- a simplified and automated position classification system
- linking pay and performance
- greater flexibility in setting pay to hire and promote highly qualified candidates
- greater flexibility in rewarding high performers through bonus and pay increases
- ability to address poor performers through pay system
- supervisory performance pay

PARTICIPANTS:

7,265 Commerce employees in the following bureaus nationwide:

- Technology Administration (TA) - 25 employees
- Bureau of Economic Analysis (BEA) – 500 employees
- National Telecommunications and Information Administration (NTIA) – 80 employees
- National Oceanic and Atmospheric Administration (NOAA) - 6,300 employees
- Office of the Secretary (six offices within CFO/ASA) - 360 employees

MILESTONES:

- May 2, 1997: Proposed project plan published in Federal Register
- December 24, 1997: Final project plan published in Federal Register
- March, 1998: Project implemented
- March 29, 2003: Project extended for 5 additional years
- October 1, 2006: Expansion of 3,000 NOAA employees completed