

Office of Human Capital PASS 2008 Improvements

	2007	2008
1.	The business rules <i>Not more than __ ratings below</i> ...heavily influenced PASS Final Rating.	Additional weight will be given to total points and the business rules will be significantly revised or removed.
2.	Only the top 2 rating levels received a salary increase.	2007 payout levels will be modified to include an additional payout level between Achieves Standards and Exceeds Standards that has a small salary increase as well as bonus amount (there will be 5 pay out levels for 2007 performance). 2008 Scoring System will have 5 PASS Final Rating levels.
3.	Supervisors required to rate subordinate's competencies 4 times per year (quarterly).	Supervisors required to rate subordinate's competencies 2 times per year (mid and end of year). Paper tracking sheets no longer required.
4.	Supervisors required to enter PSO data into the TPR database.	PSO Checklist will be put on an electronic device with auto load capabilities into TPR.
5.	High performing DFS TSOs not adequately recognized for their contributions.	2007 DFS bonus amount to be increased and tiered to provide better recognition. 2007 payout will include a High Performing Image Proficiency bonus (2 levels: \$300/\$500) for DFO and PAX TSOs.
6.	Security Manager's SOP quiz not reflective of job role and function.	The SM SOP Assessment will include more questions from the management SOP and fewer questions from the screening SOPs as well as reference style questions from the screening SOPs. In the second half of 2008 the SM will begin being assessed on their knowledge of critical MDs, ODs and other policy and/or procedures designated by OSO.
7.	New hires are tested almost immediately after receiving initial certification. New hires may have only 3 months to meet minimum PASS requirements.	New hire TSOs will not join PASS (i.e. there will be no testing) for 3 months. TSOs will need to be initially certified by January 1 in order to participate in PASS for that fiscal year. This ensures that all new TSOs have a minimum of 6 months to complete the PASS requirements.
8.	Image Quizzes images are very poor quality.	PASS Image Assessments are being moved to the TRX platform for 2008.



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