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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 104 pages. Original publisher: Washington, D. C. : U. S. Government Accountability Office, 2005 OCLC Number: (OCoLC)61732992 Subject: Merit pay -- Government policy -- United States -- Evaluation. Excerpt: . . . Appendix I Key Themes from the Symposium observed that these SES members may in effect have their pay capped more quickly based on the placement in these smaller pay bands. Another participant commented that SES pay compression might return if agencies do not demonstrate the necessary rigor and discipline in applying their new SES performance management systems to ensure performance ratings and pay adjustments are consistent with the performance of the organizations and make meaningful distinctions in performance. The Director agreed that the long-term effect of SES pay compression remains to be seen. To help address the issue of market-based and more performance-oriented pay for the governments senior leaders, the National Commission on the Public Service suggested, in its 2003 report, that the challenge is to convince Congress that the pay cap undermines rewarding performance and to help build the rationale for tying government pay to relevant 3 markets across all three branches of government. For example, the Commission reported that in the judicial branch, the salaries for U. S. federal court judges are considerably less than those of deans and senior professors of top law schools. However, a participant observed that he felt the federal governments main pay system - the General Schedule - is already market based and performance oriented. Specifically, in setting the pay levels for federal employees, the participant stated that the Department of Labor conducts extensive market-based surveys for comparing the knowledge, skills, and responsibilities of federal positions with the private sector market. He also commented that the pay system is...

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