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Subject: Update on Tiebreaker process
Date: Tuesday, March 14, 2023 2:09:23 PM

Dear Cat and team-

As we previously notified you, Vickki Johnson, Deputy CHCO, will be serving as the CHCO's designee for the purposes of Section 9(E)(3) of the December 17, 2020 compensation agreement (i.e., tiebreakers). Given the extraordinary volume of tiebreakers and the limited time window in which they will need to be resolved (in order for us to ensure that we meet the PP13 implementation date), the Bureau has determined that Vickki will be provided additional management-side employees to conduct initial reviews of the crediting recommendations from the JCC, the employee's experience information, and the employee's position description. Those management-side employees will provide a recommended resolution to Vickki. Vickki will still review the compensation team's initial crediting, the crediting recommendations from the JCC, the employee's experience information, the employee's position description, and independently make final determinations on each individual tiebreaker. All final tiebreaker decisions will be rendered simultaneously, in part to ensure consistency across Vickki's decisions.

This approach is consistent with similar staffing determinations that occur routinely in federal human resources work. For example, although an agency's CHCO signs each SF-50, they generally do so with the benefit of recommended actions from staffing experts or other individuals who have conducted first-line reviews and recommended appropriate outcomes.

Please let us know if you have any questions.

Thanks,

Brian