



SIDE BY SIDE COMPARISON
Significant Distinctions Between the GS and PHHS

	GENERAL SCHEDULE (GS)	PUBLIC HEALTH HUMAN RESOURCES SYSTEM (PHHS)
Participating Employees	All FSIS employees	Non Bargaining Unit FSIS employees (Excluded from PHHS are: Senior Executive Service (SES), Senior Level (SL), Federal Wage System (WG), Schedule C, and bargaining unit employees)
Position Classification	Grades <ul style="list-style-type: none"> Jobs are classified at one of 15 Grades. There are 10 steps in each grade. 	Pay Banding <ul style="list-style-type: none"> Occupations are grouped into 4 broad career paths. Pay bands replace the 15 grades and 10 steps.
Performance Pay at Top of Pay Band	No Pay Increases above step 10	Performance Pay at Top of Pay Band <ul style="list-style-type: none"> Salary increases of up to 5% are distributed to recognize employees with “<i>outstanding</i>” performance ratings who are at the top of their pay band. Employees with “<i>superior</i>” or “<i>fully successful</i>” ratings who are at the top of their pay band will receive lump sum payments instead of a pay increase.
AGI	Annual General Increase (AGI) <ul style="list-style-type: none"> Automatic pay increase granted to all employees in January of each year based on labor market factors. 	Annual General Increase (AGI) <ul style="list-style-type: none"> Only granted to employees with a “<i>fully successful</i>” performance rating or higher. Paid out as a part of the annual performance pay increase in January.
Locality Pay	Annual Locality Pay Increase <ul style="list-style-type: none"> Automatically granted to all employees 	Annual Locality Pay Increase <ul style="list-style-type: none"> Only granted to employees with a “<i>fully successful</i>” performance rating or higher.



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Salary Increases	<p>Within Grade Increase (WGI)</p> <ul style="list-style-type: none"> Automatic step increase granted to employees <i>with supervisory certification of at least fully successful performance</i>. Waiting periods can be 1, 2, or 3 years. <p>Quality Step Increase (QSI)</p> <ul style="list-style-type: none"> QSI's may be given only to employees with an outstanding rating. 	<p>Annual Performance Pay Increase</p> <ul style="list-style-type: none"> There are no Within Grade Increases (WGI's) and therefore no waiting periods. Annual salary increases are tied to performance and are granted to all employees <i>with a "fully successful" performance rating or higher</i> Pay pools are used to distribute shares. Pay increases are allocated in January of each year. <p>Quality Step Increase (QSI's).</p> <ul style="list-style-type: none"> QSI's eliminated. Employees with outstanding ratings receive the largest annual performance pay increase. Those with superior or fully successful ratings also receive performance pay increases.
Awards	<p>Special Act or Service Award Performance Award</p>	<p>Special Act or Service Award – No Change Performance Award – No Change</p>
Increases for Employees in Career Ladder/ Developmental Jobs	<p>Developmental Pay Increases</p> <ul style="list-style-type: none"> Not available under GS system 	<p>Developmental Pay Increase</p> <ul style="list-style-type: none"> Employees in developmental positions who receive a rating of <i>"fully successful"</i> or higher may be given up to a 7% pay increase within their pay band to recognize faster than normal progress Employees are eligible to be considered for a developmental pay increase following the mid-year progress review.



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Performance Appraisal System	5 Rating Levels <ul style="list-style-type: none"> • Outstanding • Superior • Fully Successful • Marginal • Unacceptable 	5 Rating Levels – No Change <ul style="list-style-type: none"> • Outstanding • Superior • Fully Successful • Marginal • Unacceptable
Other Pay	Premium Pay	Premium Pay – No change
Pay Setting	New Hires <ul style="list-style-type: none"> • Pay must be set at step 1 of a grade. • Superior qualifications can be approved for exceptional skills. 	New Hires <ul style="list-style-type: none"> • Pay can be set at appointment <i>anywhere in the pay band</i>, based on qualifications and labor market factors.
Promotion	Grade Promotion <ul style="list-style-type: none"> • Movement to a higher grade. • Promotions equate to approximately a 6% increase in pay, unless a higher percentage is needed to reach the minimum of the next grade. 	Band Promotion <ul style="list-style-type: none"> • Movement to a higher pay band in the same career path or a band in another career path with a higher maximum rate of basic pay. • Promotions will be at least an 8% increase in pay unless a higher percentage is needed to reach the minimum of the next band.



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Merit System/ Due Process	Merit System Principles Prohibited personnel actions Whistleblower protections Anti-discrimination laws Administrative Grievance Procedures	Merit System Principles – No Change Prohibited personnel actions – No Change Whistleblower protections – No Change Anti-discrimination laws – No Change Administrative Grievance Procedures – Change. See reconsideration procedures below. Reconsideration Procedures – This process will be used (instead of the Administrative Grievance Process) in situations where employees would like to request reconsideration of their rating of record by someone other than their rating official.
Veteran’s Preference	Veterans’ Preference Principles	Veterans’ Preference Principles – No Change
Benefits	Health, Life, TSP, etc.	Health, Life, TSP, etc. – No Change
Retirement	CSRS FERS	CSRS – No Change FERS – No Change
Leave/Work Schedules	Annual, Sick, LWOP, etc. 5/4/9, Maxiflex, 8 hour, etc.	Annual, Sick, LWOP, etc. – No Change 5/4/9, Maxiflex, 8 hour, etc. – No Change