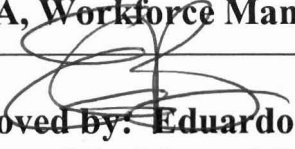| NOAA Demonstration Project Operating Issuance	01-2007
NOAA, Workforce Management Office	Subject: Setting Pay for Presidential Management Fellows
Approved by: Eduardo Ribas Director, Workforce Management Office	Date: 7/27/2007

Effective Date: Effective Upon Release Until Canceled or Superseded

References
- Department Human Resources Bulletin, #027, FY06, dated August 1, 2006
- DOC Demonstration Project Operating Procedures

Purpose
This issuance provides NOAA managers with pay setting flexibility when setting pay for Presidential Management Fellows (PMF) who are covered by the DOC Demonstration Project as outlined in the Department Human Resources Bulletin, #027, FY 06, dated August 1, 2006 and the DOC Demonstration Project Operating Procedures.

Background
On August 1, 2006, the Department issued Human Resources Bulletin #027, FY06, Presidential Management Fellows Program. This bulletin provides agencies who are participating in the DOC Demonstration Project or Alternative Personnel Management System with the flexibility to set pay anywhere within the pay band to which the Fellow is appointed.

In NOAA, there are a number of organizations that currently participate in the DOC Demonstration Project while others continue to be covered by the GS system. It is the intent in NOAA to ensure there is pay equity and fairness among the PMF community for employees hired in demo organizations and non-demo organizations, while maintaining pay setting flexibilities provided by the DOC Demonstration Project.

On April 20, 2007, a recommendation was made at the NOAA Steering Committee meeting, comprised of members in organizations covered by the DOC Demonstration Project, to permit managers to use the pay setting flexibilities provided by the DOC Demonstration Project and the DOC HR Bulletin when setting pay for PMFs. The NOAA Steering Committee approved the recommendation and requested this recommendation be cleared by the NOAA Human Capital Council. On June 27, 2007, the NOAA Human Capital Council cleared the recommendation.