



National Association of FSA County Office Employees

PT RECLASSIFICATION 101

President
Joel Foster
joel.foster@nascoe.org

As we near the end of PP 14 and the beginning of PP 15, there have been inquiries about PT Reclassification and the new Program Analyst position. This is our attempt at PT Reclassification 101.

Vice President
Kayla Mattson
kayla.mattson@nascoe.org

PM-3071 established the Group Retention Incentive and made it clear the 6% incentive would be expiring in PP 14 of 2024. This notice did not address recruitment issues as it was only for Grade 9 and below employees on board as of PP 12 of 2023. Employees hired after PP 12 have not been receiving the 6% incentive. It was clearly defined as being **temporary** in nature that was set to expire.

Secretary
Taylor Stucki
taylor.stucki@nascoe.org

PM-3083 announced the PT Reclassification as of PP 15 of 2024. This notice creates the Program Analyst (PA) position with promotion potential to a CO-9 or higher for Lead PA or PA in Charge. This is not a promotion of the Program Technician position, but rather the creation of a new position called Program Analyst that more accurately reflects the duties of the position.

Treasurer
Jessi Colgrove
jessi.colgrove@nascoe.org

PM-3083 is a **permanent** solution for several retention and recruitment issues that have plagued the agency for several years. Unlike PM-3071 that only provided a 6% incentive to employees on board at the time of implementation, PM-3083 is applicable to all current and future employees who are classified as CO Program Analysts (PAs).

Past President
Marcinda Kester
marcinda.kester@nascoe.org

Due to the PA position becoming effective immediately upon the 6% incentive expiring, this will minimize the appearance of the increase in net pay from PP 14 to PP15. We encourage employees to look at their pay on their applicable 2024 Pay Tables [General Schedule \(opm.gov\)](https://www.opm.gov) that does not reflect the 6% incentive as this is the true impact of the PT Reclassification.

The maximum promotion potential is now a CO-9 grade level versus the CO-7 limited by the PT position. This equates to a 22.3% increase in pay from a CO-7 to a CO-9 when looking at the same step. This is a significant increase that will help with the long-term goal of recruitment and retention.

The promotion policies as established by OPM are applicable to all agencies within the federal government. FSA has no authority to alter the promotion policies. Yes, these promotion policies do create situations that on the surface do not appear to be fair to all employees when there is an across-the-board reclassification. The stage of the employees' career will determine the net effect on pay. Employees with less years of service will receive an immediate larger increase in pay than those who are at CO7, Step 10. This situation existed during the last PT Reclassification in 1991 and still exists today.

Employees need to look at the long-term effect of the PT Reclassification into the Program Analyst position. The CO-7, Step 10 employee can now once again earn within-grade-increases. Employees thinking of leaving the agency for better pay now see a potential CO-9 versus a CO-7. FSA has become a more attractive job for new recruits with the potential higher pay.

It is natural to look at the immediate impact on an individual's situation. Due to the timing of the effective date of the PA position coinciding with the end of the 6% incentive along with the effect of the promotion polices, there will be employees seeing very little increase in pay. Depending upon their current position, such as a current Chief PT, they will experience a loss in net pay as they are already CO-9 and will no longer be receiving the 6% incentive after PP 14 like our GS-9 and below counterparts.

PM-3083 does eliminate the Key PT and Chief PT positions as those employees are being reclassified as CO-9 Program Analyst. NASCOE has voiced your concerns over the Key PT and Chief PT positions being eliminated.

DAFO has encouraged State Offices to evaluate the Chief PT positions in shared management situations to determine if they should be reclassified as Lead PAs. In evaluating the criteria in 27-PM, DAFO indicated there are only a handful of County Offices that would still meet the criteria of a Chief PT.

Key PTs are being reclassified as Program Analyst that includes a promotion from a CO-8 to a CO-9. The importance of the role of the Key PTs was discussed with FSA Management. It is their hope that by not limiting the role of the Key PT to the number of District Directors, this will create an opportunity for more Program Analysts to step into those leadership roles rather than being limited to a certain number of employees. Those employees can be rewarded for their expertise in other manners such as the awards recognition process.

We encourage employees not to look at the immediate impact on their individual situation. Due to the factors already discussed, the immediate increase in pay is not equal for every employee. The bigger picture is that PTs are now properly classified as a Program Analyst with a job description that has the promotion potential to a CO-9.

Best regards.



Joel Foster
NASCOE President