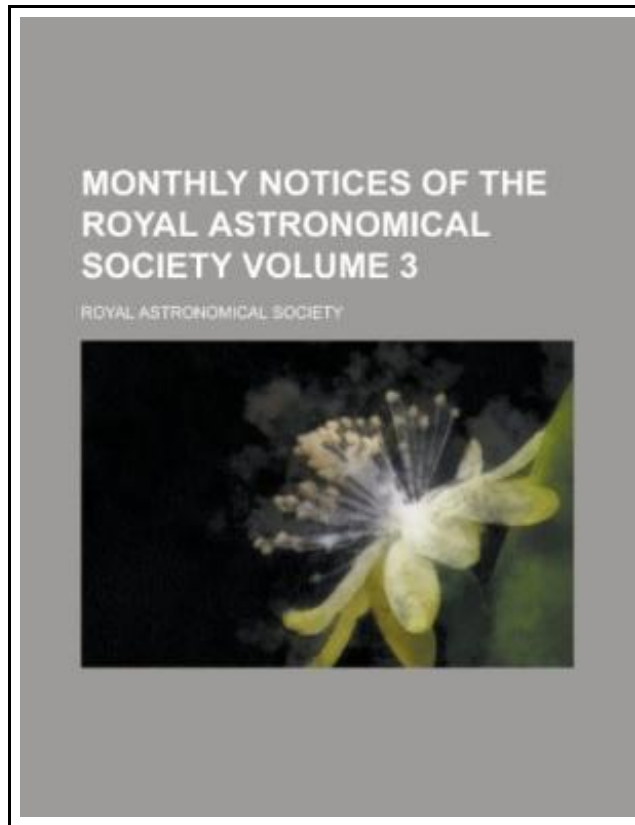


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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 70 pages. OCLC Number: (OCoLC)49994752 Subject: Personnel management -- United States. Excerpt: . . . Its encouraging to note that OPM has now pub-tion system led OPM, in the late 1980s, to oversee licly recognized the significant changes that have an extensive research effort to identify specific sys-occurred in the nature of work, but these changes tem problems and to plan appropriate remedies. have not come about suddenly. They have been Among the issues addressed was the pay gap. In brewing for years. Of course, the pace of the 1990, largely as a result of OPMs efforts, Congress change seems to be increasing, making it more dif-passed the Federal Employees Pay and Comparabil-ficult to keep up with the problem. And OPM has ity Act (FEPCA) with the intent of closing that gap made efforts to simplify the classification of many over a nine-year period by focusing on geographical jobs by modifying various classification standards, a locations rather than treating positions the same 15 move that has given Government managers needed way across the board. flexibility. But this has merely changed the guide-Nonetheless, in the years since the passage of lines used to classify jobs; the basis for those FEPCA, the pay gap that it addressed remains. Fol-guidelines - the statutory grade definitions in lowing passage of the pay act, a new presidential chapter 51 of title 5, U. S. Code - remains administration took charge, and asserted that the unchanged. Moreover, this has not changed the FEPCA methodology was flawed. The laws critics role of classification, which remains the primary contend, among other things, that FEPCAs con-determinant of an employees pay. Thus OPMs cept of comparability is fundamentally flawed, and efforts have not changed the system...



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