

- July 2020 – No Tier Strategic Communication Module
- Career Paths and Broadbands
 - Each career path consists of a number of broadband levels representing the phases of career progression that are typical for the respective career path. There are three distinct career paths where AcqDemo occupations with similar characteristics are grouped together to facilitate advancement, pay progression, and a more competitive recruitment of quality candidates at differing rates.
 - Occupations with similar characteristics are grouped together into three career paths. The career paths are designated as Business Management and Technical Management Professional, Pay Plan NH; Technical Management Support, Pay Plan NJ; and Administrative Support, Pay Plan NK
 - The broadband levels replace the current General Schedule (GS) fifteen-grade structure. The fifteen GS grades are arranged into three or four broadband levels within a career path in accordance with recognized advancement expected within the occupations assigned to the career path
 - Each broadband level provides for a basic pay range that represents the various phases of career progression within each career path. Each broadband level defines the minimum and maximum rates of basic pay for that broadband. Broadband level pay ranges were derived from base pay rates under title 5 United States Code (U.S.C.) Section 5303 of the banded GS grades.
- Factor, Factor Descriptors, and Discriminators
 - The broadband factors and descriptors are used to classify positions at the appropriate broadband level and to measure an employee’s contribution to the mission of the organization. Taken together, these factors and descriptors capture the critical content of jobs in each career path. The three factors are:
 1. Job Achievement and/or Innovation
 2. Communication and/or Teamwork
 3. Mission Support
 - **Factors:** The three factors are the basis for classification, assessing contributions and performance. They represent the primary type of work and contribution typically found in positions classified to a specific career path and broadband level. The same three factors (job achievement and/or innovation, communication and/or teamwork, and mission support) apply to all career paths and broadband levels.
 - **Descriptors:** Descriptors are narrative statements that are written at increasing levels of complexity, scope, and employee contribution. They correspond with the broadband levels, and their associated ranges of basic pay, for classification and appraisal purposes. Descriptors are not to be used individually to determine position classification or assess contributions, but rather are to be considered as a group to derive a single evaluation of each factor.
 - **Discriminators:** The discriminators refine the descriptors to help define the type and complexity of work; degree of responsibility; and scope of contributions that need to be ultimately accomplished to reach the highest basic pay potential within a broadband level for an employee’s position and contributions.

- Tactical, Operational, and Strategic Positions
 - Factors descriptors are written at the top of the broadband (Very high descriptors available to only the top bands in each career path are written at the mid-level).
 - As you move up the broadbands, the factor descriptors and discriminators move from a tactical expectation at the bottom of the band to a strategic expectation at the top.
 - An employee's contributions to the mission and the employee's position will drive what OCS can be attained.
 - The Career Guides offer a snapshot of career progression so an employee who seeks higher levels of contribution a strategic way of increasing his or her OCS and subsequently compensation.