



PERSONNEL AND
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

FORM 3 1071

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
CHAIRMAN OF THE JOINT CHIEFS OF STAFF
UNDER SECRETARIES OF DEFENSE
COMMANDERS OF THE COMBATANT COMMANDS
ASSISTANT SECRETARIES OF DEFENSE
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE
DIRECTOR, OPERATIONAL TEST AND EVALUATION
INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE
ASSISTANTS TO THE SECRETARY OF DEFENSE
DIRECTOR, ADMINISTRATION AND MANAGEMENT
DIRECTOR, PROGRAM ANALYSIS AND EVALUATION
DIRECTOR, NET ASSESSMENT
DIRECTORS OF DEFENSE AGENCIES
DIRECTORS OF DOD FIELD ACTIVITIES

SUBJECT: National Security Personnel System (NSPS) Compensation Architecture 2011

Pursuant to 9901.321-9901.322 and 9901.332-9901.333 of title 5, Code of Federal Regulations (CFR), this memorandum issues the pay band rate ranges and standard local market supplements (LMS) for NSPS at Attachments 1 and 2:

Attachment 1: NSPS pay band rate ranges for the Standard, Scientific and Engineering, Medical, and Investigative and Protective Services Career Groups, effective January 2, 2011

Attachment 2: NSPS standard LMS, effective January 2, 2011

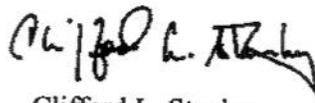
The pay band rate ranges at Attachment 1 remain the same as those in effect in 2010, consistent with the 2011 base General Schedule (GS) schedule, which does not change.

Standard LMS at Attachment 2 include adjustments to match GS locality pay percentages for 2011 in Hawaii, Alaska, and Other Non-foreign areas. Consistent with 2011 GS locality pay percentages, these are the only LMS changes. Area definitions for LMS are identical to the locality pay areas established by 5 CFR 531.603(b)

110312804

Pursuant to the National Defense Authorization Act for Fiscal Year 2010, the NSPS annual pay adjustment is to be the same as the annual pay adjustment for the General Schedule. Since there is no annual adjustment for the General Schedule in 2011, this is no general salary increase to NSPS base salary rates in January 2011.

If you have any questions, my point of contact is Mr. Craig Jerabek who may be reached at (703) 696-1735 or craig.jerabek@cpms.osd.mil.



Clifford L. Stanley

Attachments:
As stated