



Adjustments and clarifications made to lend consistency based on lessons learned and best practices include:

- Allows for NSPS coverage of employees appointed for less than 90 days
- Provides a Conversion/Movement Out Process for employees moving to GS positions to ensure consistent pay setting practices for NSPS employees
- Allows employees to request reconsideration of an individual job objective rating, in addition to the ability to request reconsideration of the overall final rating of record
- Grandfathers GS pay retention timeframes for employees covered by GS grade or pay retention rules at the time of their conversion to NSPS