



PERSONNEL AND
READINESS

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

AUG 23 2011

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Directive-Type Memorandum (DTM) Draft-043 – National Security Personnel System Performance Management Policy During Transition

Reference: (a) DoD Directive 5124.02, "Under Secretary of Defense for Personnel and Readiness (USD(P&R))," June 23, 2008
(b) DoD Instruction 1400.25, Subchapter 1940, "National Security Personnel System (NSPS): Performance Management," December 1, 2008
(c) Section 1113 of Public Law 111-84, "National Defense Authorization Act for Fiscal Year 2010," October 28, 2009
(d) Chapter 43 of title 5, United States Code
(e) Part 430 and subpart D of part 9901 of title 5, Code of Federal Regulations

Purpose. This DTM:

- Provides guidance in accordance with the authority in Reference (a) concerning performance management policies provided in Reference (b) for DoD employees and positions that transition from the National Security Personnel System (NSPS) to the General Schedule (GS) or non-GS systems (e.g., Acquisition Demonstration Project) from July 3, 2011 through December 31, 2011.
- Provides guidance necessary to implement Reference (c), which repealed the statutory authority for NSPS and authorizes the Secretary of Defense to take actions necessary to provide for the orderly termination of NSPS and the conversion of employees and positions from NSPS.
- Is effective upon its publication to the DoD Issuances Website. This DTM shall expire effective January 1, 2012.

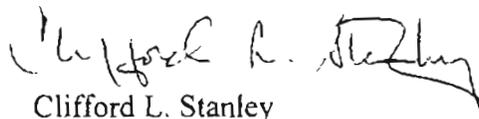
Applicability. This DTM applies to OSD, the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities within the DoD covered by NSPS (hereinafter referred to collectively as the "DoD Components").

Policy. The following DoD NSPS performance management policies apply to employees who will transition from NSPS to performance management systems authorized by chapter 43 of title 5, United States Code (Reference (d)) and part 430 of title 5, Code of Federal Regulations (Reference (e)) or other appropriate authority from July 3, 2011, through December 31, 2011, as a result of the termination of NSPS.

- Coverage continues pursuant to subpart D of part 9901 of Reference (e) up to 90 days after transition from NSPS staffing, classification, and pay systems, or December 31, 2011, whichever is earlier. Coverage under Reference (e) may terminate earlier than December 31, 2011, or 90 days after the date of transition if an employee's NSPS rating of record has been finalized and approved.
- The NSPS appraisal period end date is the day immediately preceding the date of transition from NSPS, or September 30, 2011, whichever is earlier. NSPS ratings of record will be recommended, reviewed, and finalized by not later than 90 days after the appraisal period end date or December 31, 2011, whichever is earlier.
- The effective date of the final NSPS rating of record will be no later than 90 days after the appraisal period end date (as identified in the second bullet of this section) or December 31, 2011, whichever is earlier.
- The pay pool manager may perform the review and reconciliation functions previously accomplished by the pay pool panel.

Responsibilities. The Heads of the DoD Components shall comply with the policy as established in this DTM.

Releasability. UNLIMITED. This DTM is approved for public release and is available on the DoD Issuances Website at <http://www.dtic.mil/whs/directives>.


Clifford L. Stanley

DISTRIBUTION:
 SECRETARIES OF THE MILITARY DEPARTMENTS
 CHAIRMAN OF THE JOINT CHIEFS OF STAFF
 UNDER SECRETARIES OF DEFENSE
 DEPUTY CHIEF MANAGEMENT OFFICER
 COMMANDERS OF THE COMBATANT COMMANDS
 DIRECTOR, COST ASSESSMENT AND PROGRAM EVALUATION
 DIRECTOR, OPERATIONAL TEST AND EVALUATION
 GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE
 INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE
 ASSISTANT SECRETARIES OF DEFENSE
 ASSISTANTS TO THE SECRETARY OF DEFENSE
 DIRECTOR, ADMINISTRATION AND MANAGEMENT
 DIRECTOR, NET ASSESSMENT
 DIRECTORS OF THE DEFENSE AGENCIES
 DIRECTORS OF THE DoD FIELD ACTIVITIES