

From: Davis, Jeannie A USA CIV (US)
Sent: Wednesday, July 20, 2011 6:11 PM
Subject: Guidance for Transitioning NSPS Physicians and Dentists to the General Schedule (GS) System (UNCLASSIFIED)
Attachments: Order of Processing Guide NSPS Physicians and Dentists and Aggregate Limit Indicator and Premium Pay Limit Indicator Update Guidance for NSPS to GS Transitions

All, below and attached is guidance from the NSPS Transition Office for the transition of physicians and dentists from PDPP to GS and subsequently to NSPS.

We have been working with commands that employ NSPS physicians and dentists and will continue to do so, to determine a schedule and effect the transition of these positions.

1. Transition Schedule from NSPS to GS. NSPS physicians and dentists will transition from NSPS to GS by not later than November 20, 2011. Upon completion of the transition to GS, eligible physicians and dentists will convert to the Physicians and Dentists Pay Plan (PDPP) in accordance with the processes identified in DoDI 1400.25, Volume 543, dated August 18, 2010.

2. Pay Upon Transition from NSPS to GS. Under NSPS, physicians and dentists do not receive a Physicians Comparability Allowance (PCA) or most types of premium pay; those types of pay are/were generally accounted for in setting their base salary upon entry into NSPS. Since eligible physicians and dentists will convert to the Physicians and Dentists Pay Plan (PDPP) after they transition from NSPS to GS, these types of pay will not be separated from their NSPS adjusted salary at the time of transition to GS. NSPS physicians and dentists also do not receive standard local market supplements, but may receive targeted local market supplements. Upon transition to the GS system, these employees will have their NSPS adjusted salary reallocated between GS base pay and any applicable GS special salary rate or locality pay supplement, in accordance with GS pay administration rules as described in the Transition from NSPS to GS Guide dated July 30, 2010. Due to the generally higher NSPS adjusted salaries for these employees, most transitioning physicians and dentists will be placed on pay retention in the GS system in conformance with the National Defense Authorization Act for Fiscal Year 2010 (NDAA 2010) requirement that employees shall not suffer a loss of or decrease in pay as a result of transition from NSPS due to system repeal.

See DoDI 1400.25, Volume 543, August 18, 2010, for guidance regarding conversion from GS to PDPP.

3. Processing. DoD Components are encouraged to use the same effective date to (a) transition NSPS physicians and dentists to GS and (b) convert transitioned physicians and dentists from GS to PDPP (two personnel actions).

Follow the attached [Order of Processing Guide](#) to sequence the processing of the two actions with the same effective date. The transition from GS to PDPP may be effected on a date different from the date used to effect the transition from NSPS to GS.

4. [Aggregate Limit Indicator and Premium Pay Limit Indicator Guidance](#) for NSPS to GS Transitions. Please follow the attached Aggregate Limit Indicator and Premium Pay Limit Indicator Update Guidance and screen shots when transitioning NSPS physicians and dentists from NSPS to GS.

Classification: UNCLASSIFIED

Caveats: NONE