



HR Practitioner NSPS Transition Bulletin CLASSIFICATION AND PAY SETTING



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1. References:

- a. National Defense Authorization Act for Fiscal Year 2010 (NDAA 2010), dated October 28, 2009.
- b. Department of Defense (DoD), NSPS Transition guidance, HR Practitioner, Conversion from NSPS to GS, dated January 22, 2010.

2. Purpose: This is the first in a series of transition bulletins the Army NSPS Program Management office will be providing for HR professionals to prepare for the orderly transition of NSPS employees to an appropriate legacy system as required by references 1a and 1b. Previous guidance on the transition has been provided through other forums and should be relied upon in conjunction with these bulletins.

3. Applicability: This bulletin applies to organizations and positions that will transition out of NSPS to the General Schedule (GS).

4. Classification:

- a. OPM classification standards are to be used when classifying current NSPS positions as GS, and when classifying new positions as GS. OPM classification standards are found at <http://opm.gov/fedclass/html/gsseries.asp>.
- b. Any new position description (PD) created must be verified as a Master GS PD by the classifier in the Fully Automated System for Classification (FASCLASS). The sequence copy for an employee may be built either as a GS or NSPS PD, depending on how the position is recruited.

5. Pay Setting: To begin aligning NSPS employee pay with the GS pay scale, managers should consider setting salary for NSPS new hires, reassignments, and promotions at an exact step of the GS equivalent grade of the position, after applying standard NSPS pay setting rules.

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