



DEPARTMENT OF DEFENSE
NSPS TRANSITION OFFICE
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NSPS
Transition

November 12, 2010

MEMORANDUM FOR NATIONAL SECURITY PERSONNEL SYSTEM (NSPS)
COMPONENT PROGRAM MANAGERS

SUBJECT: Transition from NSPS to Non-General Schedule Systems –
Deployed Civilians

The guidance provided in this memorandum addresses treatment of deployed civilians who will transition from NSPS to non-GS systems (e.g., the Acquisition Demonstration Project, Scientific and Technology Reinvention Laboratory demonstration projects, etc.).

For the purpose of this guidance, “deployed civilian” has the meaning given the term in the USD memorandum; subject Increased Annual Pay Limitations, dated March 22, 2010. As defined in that memorandum, deployed civilians are employees who perform work in direct support of, or directly related to, a military operation, including a contingency operation or an operation in response to an emergency declared by the President and who are assigned to an overseas area of responsibility of the Commander of the U.S. Central Command (CENTCOM) or an overseas location that has been moved from the U.S. CENTCOM area of responsibility to the area of responsibility of the Commander of the U.S. Africa Command (AFRICOM) (*see* Attachment). Typically, deployed civilians are assigned via temporary assignment or TDY assignment.

Both the deployed civilian’s permanent position and the temporary position to which deployed are transitioned from NSPS as follows:

- (a) Employees who deployed prior to the effective date of this memorandum and whose organizations or employment groups transition while they are deployed are excluded from transition until they return to their permanent position, renew, or extend their deployment, or until December 31, 2011, whichever occurs first. At least 30 days prior to the end, renewal, or extension of deployment, the employee must be notified that the date he/she transitions from NSPS will be either the first day of the first pay period following the end of deployment or December 31, 2011, if that is earlier than the date the employee returns from deployment. Employees will be informed, at this time, of changes in pay that may occur as a result of transition from NSPS.

- (b) Employees who deploy on or after the effective date of this memorandum must be notified of transition from NSPS not later than 30 days prior to being deployed. The notice must contain their transition date and changes in pay that may occur as a result of the transition. If the required notification does not occur 30 days prior to deployment, the transition must be delayed until the 30 day notice occurs. Whether or not an employee receives notification of transition from NSPS, they must transition from NSPS no later than December 31, 2011.

Please contact Ms. Toni McFadden at (703) 696-9161 or toniann.mcfadden@cpms.osd.mil if you have any questions regarding this determination.

Sincerely,

A handwritten signature in black ink, appearing to read "John H. James, Jr.", with a stylized flourish at the end.

John H. James, Jr.
Director

Attachment
as stated

COUNTRIES IN CENTCOM OVERSEAS AREA OF RESPONSIBILITY

1. Afghanistan
2. Bahrain
3. Egypt
4. Iran
5. Iraq
6. Jordan
7. Kazakhstan
8. Kuwait
9. Kyrgyzstan
10. Lebanon
11. Oman
12. Pakistan
13. Qatar
14. Saudi Arabia
15. Syria
16. Tajikistan
17. Turkmenistan
18. United Arab Emirates
19. Uzbekistan
20. Yemen

COUNTRIES IN AFRICOM OVERSEAS AREA OF RESPONSIBILITY
(Formerly in US CENTCOM Overseas Area of Responsibility)

1. Djibouti
2. Eritrea
3. Ethiopia
4. Kenya
5. Seychelles
6. Somalia
7. Sudan