

**From:** Brown Pete F NSSC  
**Sent:** Monday, February 02, 2004 8:44 PM  
**To:** #NSSC ALLHANDS HQGOV  
**Subject:** All Hands #375: National Security Personnel System-NSPS  
Folks

At this point I'm sure you have heard about the new National Security Personnel System (NSPS) for the Dept of Defense. I expect you have a lot of questions regarding when it will be implemented, how it's going to work, etc. The purpose of this e-mail is to share with you the information we have received to date on NSPS and to look ahead to what is likely to occur in the near future.

On 7 January 2004, the Department of Defense Civilian Personnel Management Service (DoD CPMS) advised Ms. Adams, the Deputy Assistant Secretary of the Navy for Civilian Human Resources (DASN CHR), that the Department of the Navy (DoN) would be in the first wave of the conversion to NSPS. CPMS is projecting that this first wave conversion will take place in June 2004 and would include general schedule, federal wage system, and demonstration project employees where not specifically excluded by law. An example of this exclusion are the Naval Surface Warfare Center and the Naval Undersea Warfare Center - these NAVSEA organizations are in what is called "Laboratory Demo" and will not convert to NSPS at this time.

This first wave is a fast-track implementation and CPMS is currently developing NSPS implementation policy and guidance for DoD. DASN CHR has established a DoN NSPS Project Management Office to advise CPMS on the specific provisions Navy believes should be included in that guidance and to prepare for DoN implementation of NSPS. A DoN Senior Advisory Board has been established to give major claimants a voice in this process. I am a member of that board. The DoN Senior Advisory Board is working to guide the NSPS implementation and to ensure that we benefit from our Navy experience with pay-banding and other demo projects as we roll out NSPS. We want to make the NSPS implementation as efficient, effective, and fair as possible. At NAVSEA, I've established a NAVSEA Implementation Team, with representatives from HQ, PEOs and our field activities, to assist me to implement NSPS across the Command and to support my role on the Senior Advisory Board.

Navy Leadership understands the need for communication plans, training plans and material, and HR system modifications and is working with OSD to complete that material. We, and you, need the NSPS communication and training plans so that we can inform and educate managers, supervisors, and employees on their respective roles and responsibilities in implementing and operating NSPS. The NSPS performance management system is significantly different from our current pass-fail system. As currently planned, that current system will be in place through June 2004.

In the interim, the following web address includes lots of good information and answers to general questions on NSPS: <http://www.cpms.osd.mil/> You might want to look through this information to see how NSPS is shaping up. As we receive further guidance and implementation direction, we will share it with you.

Pete Brown  
Executive Director

