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https://www.dp.hq.af.mil/dpp/dppn//nsps//index.cfm

NATIONAL SECURITY PERSONNEL SYSTEM

"Above and Beyond….
A Bright New Future"

WHAT IS NSPS?

The Air Force is part of the Department of Defense's (DoD) National Security Personnel System (NSPS) that was established in the FY04 National Defense Authorization Act (NDAA). NSPS incorporated a new chapter into Title 5, U.S.C. - "Chapter 99", allowing the Secretary of Defense, jointly with the Director of the Office of Personnel Management (OPM), to establish a new civilian personnel system for all DoD employees.

WHY NSPS?

NSPS provides the Air Force the opportunity to build a responsive personnel system for the Department's national security mission while retaining civil service values and core protections.

WHEN WILL NSPS START?

DoD is currently working with stakeholders to establish an implementation timeline. More detailed information will be provided after DoD's implementation schedule is developed.

WHAT NSPS CAN CHANGE

NSPS allows flexible hiring procedures, streamlined classification, pay banding and pay-for-performance systems in place of the current systems. These new systems recognize the important contributions civil servants make to DoD and Air Force missions. NSPS continues to support a mutually effective labor management relationship and provides for a more responsive and timely appeals system.

PAY FOR PERFORMANCE

Annual appraisals will continue; however, employees' appraisal ratings will be based on their contributions to the organization's mission. Employees will move within their pay band level based on their performance; resulting in the strong connection of pay to the success of your organization's missions.

NSPS WILL NOT CHANGE

All of your current Merit System safeguards (protection from discrimination, selections based on merit, etc.), which are inherent values making our country strong will not change.

NSPS AND YOUR BENEFITS

There will be no changes to employee benefits (leave accrual, insurance and retirement). Retirement calculations will continue to be determined as they are today with any base salary increases counting towards an employee's "high three".

"*These reforms will provide senior managers greater flexibility in managing our dedicated civil service, empower them to compete for high quality talent, offer compensation competitive with the private sector, and reward outstanding service.*"

Secretary of Defense Donald Rumsfeld
November 7, 2003.

UNION INVOLVEMENT

DoD will collaborate with union representatives in planning, developing, and implementing NSPS. Management and unions have been provided an opportunity to work together to create a labor/management program accomplishing the mission and taking care of our most important resource - our people.

BOTTOM LINE

President Bush believes NSPS "advances the vital work of transforming the personnel system for civilian defense workers so we can put the right person in the right job to meet the challenges we face." The Air Force supports this new system for DoD civilians.

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