



DEPARTMENT OF THE AIR FORCE  
WASHINGTON DC

Office Of The Assistant Secretary

2 April 04

MEMORANDUM FOR AF PERSONNEL

FROM: SAF/MR

SUBJECT: National Security Personnel System (NSPS)

As part of this year's National Defense Authorization Act, Congress authorized the Department of Defense (DoD) to reform its civilian personnel system to meet the national security needs of the 21<sup>st</sup> century. While this legislative authority establishes the general framework, we are actively engaged in developing the specific policies and procedures that will make NSPS a reality.

Towards that end, the Secretary of Defense has appointed the Secretary of the Navy, Mr Gordon England, as the point person -- in conjunction with the Under Secretary of Defense, Dr David Chu, to develop the strategy, design, and implementation plans for NSPS (Attachment). I will join Secretary England and Dr Chu in that effort as a member of the NSPS Overarching Integrated Product Team (OIPT) that will provide oversight and direction, while AF/DP has the lead to implement NSPS within the Air Force. A key component of this effort will be training for commanders, supervisors, managers, employees, and other officials.

As we begin this multi-year journey, one way you can stay informed and engaged is through our AF NSPS web site <https://www.dp.hq.af.mil/dpp/dppn/nsps/index.cfm>. Clearly, we have a unique opportunity before us to design the most flexible and responsive civilian personnel system possible -- allowing us to attract, retain, and reward our civilian employees. We solicit your support as we transition to NSPS.

  
MICHAEL L. DOMINGUEZ  
Assistant Secretary  
(Manpower and Reserve Affairs)

Attachment  
As Stated

APR 1 2004

An Open Letter to DoD's Civilian Employees:

The Department of Defense's civilian workforce is one of our country's most important national security assets. As we develop a process for designing and implementing the National Security Personnel System (NSPS), we want to ensure that all stakeholders in the new system -- including civilian employees, managers, and exclusive representatives -- have an opportunity to provide their thoughts, ideas, views and concerns.

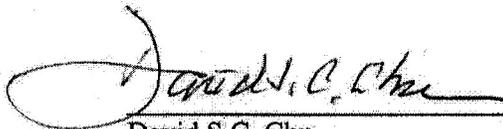
The task before us is to design a transformed system for the Department's 700,000 civilian employees that supports our national security mission while treating workers fairly and protecting their rights. But the NSPS is a means to that end, not the end itself. Secretary Rumsfeld has directed the implementation of NSPS to be inclusive and comprehensive.

DoD teams are working closely with the Office of Personnel Management, the Office of Management and Budget, and the Government Accounting Office. These teams will develop a comprehensive design and implementation process that will be presented to the Department's senior leadership in April. After internal approval, we will discuss the approach with Congress.

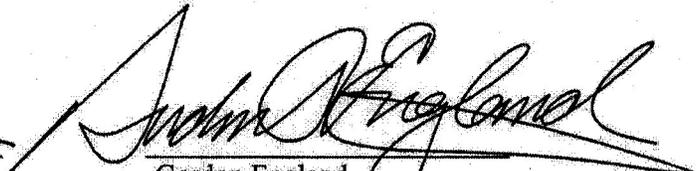
We are determined to take the time necessary to do the job right. As we work to refine the NSPS, the procedures and concepts will likely change over time. During this period of collaboration, you will have a variety of means by which to get information about NSPS. In the near future, please take time to do one or several of the following:

- Tune in to DoD's internal news outlets, including [Defenselink.mil](http://Defenselink.mil) and [DefendAmerica.mil](http://DefendAmerica.mil), featuring articles by the Armed Forces Press Service.
- Watch The Pentagon Channel or your local military television programming for announcements of upcoming "town hall" meetings and other Q&A sessions with DoD officials involved in NSPS design and development.
- Visit the NSPS website at [www.cpms.osd.mil/nsps](http://www.cpms.osd.mil/nsps) to receive the most recent and up-to-date information. The website also provides opportunity to offer comments and suggestions.

Be patient as the process is still being defined, but working together, we can make this a world-class system to support our world-class team of civilian employees at the Department of Defense. Thank you.



David S.C. Chu  
Under Secretary of Defense for  
Personnel & Readiness



Gordon England  
Secretary of the Navy