

TALKING PAPER

ON

NATIONAL SECURITY PERSONNEL SYSTEM (NSPS)

- NSPS permits the Secretary of Defense, in regulations prescribed jointly with the Director of the Office of Personnel Management (OPM) to establish a new civilian personnel system
 - NSPS does not apply the Air Force Research Laboratory before October 1, 2008
- SES members', except political appointees, total annual compensation may be up to the Vice President's salary
- Civilian employees' rates of compensation shall be adjusted at the same rate (as practicable), and in the same proportion, as are rates of compensation as the military
- The overall amount allocated for civilian employees compensation for FY04-08 under NSPS will not be less than if the employee's were not in NSPS
- The planning, development, and implementation of NSPS will be in collaboration with employee representatives
- National Bargaining
 - The SECDEF may bargain with a labor organization at an organizational level above the level of exclusive recognition; the bargaining will not be subject to review
 - Will supersede all other collective bargaining agreements of the labor organization
 - The National Guard Bureau and the Army and Air Force National Guard are excluded
- Appellate Procedures
 - SECDEF may establish own appeals process including due process after consulting with the Merit Systems Protection Board (MSPB); employees may have the right to petition the full MSPB for 7 years
- Separation and Retirement Incentives
 - Not more than 25,000 employees may be eligible for early retirement, and/or offered a \$25,000 separation incentive payment to voluntarily separate

- Reemployed Annuitant
 - An annuitant receiving a CSR annuity becomes employed with the DoD, their annuity shall continue
- Additional Provisions /No limitations for:
 - Qualification requirements for, recruitment for, and appointments
- Methods of assigning, reassigning, detailing, transferring, or promoting employees
- NSPS Phase in
 - 300,000 DoD civilian employees; more once SECDEF determines DoD has a performance management system in place meeting specific criteria
- Highly Qualified Experts
 - SECDEF may appoint up to 2,500 personnel, for a period NTE 5 years, from outside the civil service and uniformed services to positions in the DoD without regard to Title 5
- Special Pay & Benefits for Certain employees outside the U.S.
 - Civilian DoD employees assigned jobs determined be hazardous to life or health shall receive:
 - Allowances, benefits and special retirement accrual benefits and disability comparable to members of the Foreign Service or CIA