DEPARTMENT OF DEFENSE
NSPS TRANSITION OFFICE
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ARLINGTON, VA 22209-5144

NSPS *Transition*

May 11, 2010

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

SUBJECT: Transition from NSPS to General Schedule – Deployed Civilians

On March 5, 2010, the NSPS Transition Office issued guidance entitled *Transition from NSPS to GS* which excluded certain categories of employees from the NSPS transition process. This memorandum supplements Chapter 1 section I.B of that document by specifically addressing the treatment of deployed civilians.

For the purpose of this guidance, "deployed civilian" is defined in USD memorandum of March 22, 2010 - Subject: Increased Annual Pay Limitations - and is summarized below. Specifically,

- 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 overseas within the area of responsibility (AOR) of Commander, U.S. Central Command (CENTCOM) or to an overseas location that has been moved from the CENTCOM AOR to the AOR of Commander, 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 they are deployed, are excluded from transition out of NSPS until such time as the employee's deployment is renewed or ends, or on December 31, 2011; whichever occurs first. When the deployment is renewed or ends, the employee will transition from NSPS on the date his/her permanent position transitions or on the first day of the first pay period following the renewal or end of deployment, whichever is later.

At least 30 days prior to the end of the initial deployment or the renewal of the deployment, the employee will be informed that:

- The date he/she transitions from NSPS will be no later than the date his/her permanent position transitions, or the first day of the first pay period following the end of deployment (i.e. the date the employee returns to his/her permanent position or the TDY assignment terminates, or December 31, 2011, whichever occurs earlier, and

- Changes in pay may occur as a result of the transition from NSPS.

Please contact Ms. Toni McFadden at 703-696-9161 or via e-mail at Toniann.mcfadden@cpms.osd.mil if you have questions regarding this determination.

John H. James, Jr.
Director

Attachment:
As stated

Attachment

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