**DEPARTMENT OF THE ARMY**
**OFFICE OF THE ASSISTANT SECRETARY**
**MANPOWER AND RESERVE AFFAIRS**
**111 ARMY PENTAGON**
**WASHINGTON DC 20310-0111**

DAPE-CPH-NS

11 MAR 2010

MEMORANDUM FOR ALL ARMY EMPLOYEES

SUBJECT: Termination of National Security Personnel System (NSPS)

1. The National Defense Authorization Act for Fiscal Year 2010 repealed the authority for the NSPS and required all employees to be transitioned out of NSPS by no later than January 1, 2012. Our objective is to convert as many NSPS employees as possible during Fiscal Year 2010. Generally, NSPS employees will be converted to the General Schedule (GS) pay system. A small percentage of the workforce will be placed in acquisition or laboratory demonstration personnel systems.

2. When you convert out of NSPS, you will not lose pay. Conversion rules base your pay upon the non-NSPS grade of the duties that you perform. Prior to conversion, you will be advised of that grade as well as your pay and any special conditions that may apply, such as pay retention.

3. All employees returning to the GS system will be placed under the Army's Total Army Performance Evaluation System (TAPES) for performance management upon conversion. This system has remained the performance management tool for most Army non-NSPS employees. We recognize that some of you are not familiar with TAPES or the GS system. Basic information on the GS system (GS-101) is now available online at the website below. Training in performance management and TAPES will also be available over the next few months.

4. As guidance and requirements are updated, we will keep you informed through the Army NSPS web site at http://cpol.army.mil/library/general/nsps/. Please check there periodically for updates. In addition, your Commanders and Army human resource professionals can provide you regular updates.

5. Thank you for your service. I appreciate your dedication and resilience, and I ask for your continued support as we make this change.

THOMAS R. LAMONT
Assistant Secretary of the Army
(Manpower and Reserve Affairs)