



*Part II*



*TRANSITION*

**Pay Setting Upon Conversion**





# Pay Setting Upon Conversion

## *Salary Below Step 1 of GS Grade*

If the employee's adjusted salary falls below step 1 of the assigned GS grade, the employee will be **placed on step 1** upon conversion.





## Pay Setting Upon Conversion

### *Salary Between Step 1 and 10*

If the employee's adjusted salary falls between step 1 and step 10 of the assigned GS grade, the employee will be **placed on lowest the step that equals or exceeds** that salary.

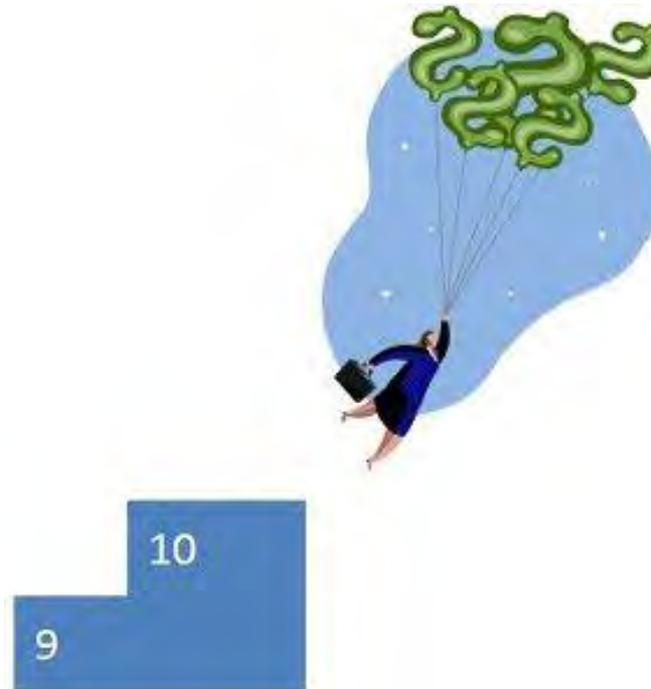




# Pay Setting Upon Conversion

## Salary Above Step 10

If the employee's adjusted salary exceeds step 10 of the assigned GS grade, the employee will be **placed on pay retention** upon conversion.





# Pay Setting Upon Conversion

## *Pay Retention*

Regulations for GS pay retention can be found in 5 CFR part 536.

- GS pay retention regulations will be followed except when necessary to comply with Section 1113(c)(1), NDAA, 2010.

*For example, NSPS employees retain their adjusted salary (which includes Local Market Supplement) even though GS employees may not receive locality payments while they are retaining pay.*

- *Transition from NSPS to GS* guide, Chapter 3, section II, part B depicts details regarding pay retention after conversion including:

- Pay retention limits
- Provisions for Temporary/Term appointments
- Terminating events
- Affect on pay increases

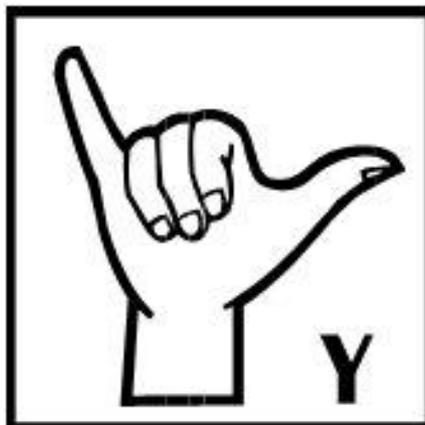


# Pay Setting Upon Conversion

## *Pay Rate Determinant*

A new Pay Rate Determinant (PRD) "Y" has been created for employees placed on pay retention after conversion to protect their retained pay when normal pay retention rules do not apply (e.g. when the employee is on a time-limited position at time of conversion to GS).

- Circumstances that require the use of PRD "Y" are listed in the *Transition from NSPS to GS* guide, Chapter 4, paragraph III.D.





# Pay Setting Upon Conversion

## *Other Pay*

NSPS rules no longer apply once the employee has transitioned to GS.

"Other" pay that may be affected by the change in rules include:

- Foreign Language Proficiency Pay (FLPP)
- Foreign Area Allowances
- Premium Pay
- "3 Rs" (recruitment, relocation and retention incentives)



***These changes may result in an increase OR a decrease in overtime or other premium pay that the employee can receive!***



# Pay Setting Upon Conversion

## *After Conversion*

After conversion to GS, employees are subject to the requirements of the GS system to include time-in-grade restrictions, qualification and/or training requirements, pay setting rules, etc.

- If an NSPS employee received ACDP pay increases, and converts into a career ladder position, his/her adjusted salary prior to conversion may be used (in part) to determine when he/she has met time-in-grade for non-competitive promotion to the next grade.

*In other words, the employee may not have to wait a full 12 months after conversion to be deemed eligible for promotion to the next grade in the career ladder.*

- GS pay setting rules apply if employees are being returned to their temporary assignments after conversion to GS.

*The employee is not guaranteed the same salary he/she was earning on the temporary assignment prior to conversion.*



# Pay Setting Upon Conversion

## *Last Equivalent Increase*

The employee's Date of Last Equivalent Increase (DLEI) is based on events which occurred while under the NSPS pay system.

- The *Transition from NSPS to GS* guide, Chapter 3, Appendix 3-C lists the NSPS events that are considered an equivalent increase.
- DLEI is not changed or otherwise affected by conversion to GS.
- It is possible that the employee becomes eligible for a Within-Grade Increase (WGI) immediately upon conversion to GS. When this happens, the conversion is processed first, then the WGI is processed as a separate action (but with the same effective date).





## Additional Training Sources

GS 101

<http://www.cpms.osd.mil/nsps/gs101/index.htm>

NSPS Transition Simulator

[http://www.cpms.osd.mil/nsps/transition\\_simulator2010.html](http://www.cpms.osd.mil/nsps/transition_simulator2010.html)

Performance Management (Web-based Training)

[http://www.cpms.osd.mil/NSPS/PM\\_WBT/index.htm](http://www.cpms.osd.mil/NSPS/PM_WBT/index.htm)

