



REPLY TO  
ATTENTION OF

DAPE-CPZ-NS

DEPARTMENT OF THE ARMY  
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1  
300 ARMY PENTAGON  
WASHINGTON, DC 20310-0300

29 DEC 2009

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Filling NSPS Vacancies During the NSPS Transition Period

1. The National Defense Authorization Act for Fiscal Year 2010 includes a provision to repeal the authority for the National Security Personnel System (NSPS) and requires the transition of employees out of NSPS to be completed, with no loss or decrease in pay, as of 1 January 2012. At Enclosure 1 is the Department of Defense (DoD) guidance for filling NSPS vacancies during the transition to non-NSPS statutory pay and personnel systems. Enclosure 2 is Army supplemental guidance presented as a two-column chart on the same subject. These policies should allow a balanced approach as we transition out of NSPS; while we are continuing to use those NSPS flexibilities allowed, in accordance with DoD guidance, we are also minimizing the accession of employees into pre-existing NSPS positions.
2. Further guidance on other matters relating to the transition is anticipated, and we will provide additional information as we receive it.
3. My point of contact for this action is Ms. Lee Ann Eudaily, (703) 325-1734, DSN 221-1734, or [leeann.eudaily@us.army.mil](mailto:leeann.eudaily@us.army.mil).

FOR THE DEPUTY CHIEF OF STAFF, G-1:

  
SUSAN DUNCAN  
Assistant G-1 for Civilian Personnel

2 Encls

1. DoD Guidance
2. Army Supplemental Guidance

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SUBJECT: Filling NSPS Vacancies During the NSPS Transition Period

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DEPUTY CHIEF OF STAFF FOR INTELLIGENCE, ATTN: DAMI-CP

OFFICE, ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND RESERVE  
AFFAIRS), ATTN: SAMR-PO

OFFICE OF THE GENERAL COUNSEL, ATTN: SAGC (MS. JOHNSON)

OFFICE OF THE JUDGE ADVOCATE GENERAL, ATTN: DAJA-LE (MS. NUGENT)