



## Major changes brought about by NDAA 2008:

- NSPS will follow government-wide rules for:
  - labor-management relations
  - disciplinary and adverse actions and employee appeals of adverse actions
  - staffing and employment
  - workforce shaping (reduction in force, furlough, and transfer of function)
- Excludes Federal Wage System (blue collar) employees from coverage under NSPS
- Extends and expands exclusion from NSPS coverage for certain DoD laboratories through October 1, 2011
- Requires advance Congressional notification for OPM/DoD jointly-prescribed NSPS regulations
- Mandates that all employees with a performance rating above “unacceptable” or who do not have a current performance rating receive no less than sixty percent (60%) of the annual Government-wide General Schedule pay increase. In accordance with the statute, the balance will be allocated to pay pools for the purpose of increasing rates of pay based on performance at the Valued Performer and higher levels
- Requires that all NSPS employees with a performance rating above “unacceptable” or who do not have a current performance rating receive locality pay in the same manner and extent as General Schedule employees