



National Security Personnel System Conversion of Supervisory GS-14 Positions Fact Sheet November 2007

This Fact Sheet provides information on the conversion of supervisory GS-14 positions into National Security Personnel System (NSPS). For information on other NSPS subjects, please visit the NSPS web page at <http://www.cpms.osd.mil/nsps>.

Conversion of Supervisory GS-14 Positions

The Supervisor/Manager pay schedule was established to recognize supervision and management as a line of work and highlight the importance of supervision under NSPS. The NSPS supervisory design is deliberately different from the General Schedule supervisory design.

The NSPS Supervisor/Manager pay schedules and pay bands typically are structured to provide supervisors greater pay potential than the non-supervisory pay schedules and pay bands of the employees they supervise. Many of the supervisory pay bands include an additional five percent of base salary at the top of each band to provide greater pay progression potential.

While the majority of supervisors convert to the same pay band level as the employees they supervise, GS-14 supervisory positions are an exception for two reasons:

1. The large salary overlap between supervisory bands 2 and 3 - almost \$30,000, and;
2. Supervisory positions are classified at the GS-14 level for a variety of reasons:
 - The highest level of work personally performed.
 - Whether the position is responsible for immediate or intermediate supervision or manager functions.
 - The GS grades of subordinate employees.

Typically this means GS-14 supervisory positions convert in one of three bands:

1. Supervisory band 2 – When the principal purpose of the position is to supervise pay band 2 employees. Pay band 2 recognizes the value of these supervisory positions with a top salary that is \$21,000 higher than non-supervisory pay band 2 and almost \$6,000 higher than GS-14 step 10.
2. Supervisory band 3 – When the principal purpose of the position is to either:
 - 1) serve as a manager of a large and complex organization;
 - 2) supervise non-

supervisory pay band 3 employees; or 3) serve as a deputy to a former GS-15 position.

3. Non-supervisory band 3 – When the principal purpose of the position is to serve as a senior expert or program manager and the supervisory responsibilities are secondary to that purpose.

Specific guidance on how Components are making decisions regarding conversion of supervisory GS-14 positions should be directed to a servicing human resources office.

Is Additional Information Available on Conversion?

Yes. Resources include:

- **The NSPS Implementing Issuances** is available on the NSPS webpage: http://www.cpms.osd.mil/nsps/docs/implementing_issuances/1911Conversion.pdf
- **NSPS Conversion Fact Sheet:** detailed information about conversion to NSPS is available on the NSPS webpage: <http://www.cpms.osd.mil/nsps/docs/ConversionFINAL.pdf>.