



National Security Personnel System
Pay For Employees in Entry/Intern/
Developmental Positions
Fact Sheet
July 2006

This Fact Sheet provides specific information and examples of NSPS conversions for employees assigned to Entry/Intern/Developmental (Developmental) positions under the General Schedule (GS) system. For more information on other NSPS subjects, please visit the NSPS web page at <http://www.cpms.osd.mil/nsps>.

What NSPS Means for Employees in Developmental Positions

- Employees are compensated and rewarded based on individual and organizational performance and contribution.
- Employee performance payout is influenced by the performance rating, number of shares assigned, and base salary.
- Employee pay increases may be in the form of an increase to base salary, a bonus, or a combination of both in addition to the annual performance payout.

What is Accelerated Compensation for Developmental Positions (ACDP)?

- ACDP is a pay-setting provision which may be used to recognize the development and attainment of job-related competencies of employees participating in Component training or developmental programs. ACDP only applies to employees in Pay Band 1 as shown in the chart below.
- ACDP may be used to provide an increase to employee base salary, a bonus, or a combination of these. This provision provides management flexibility to increase the pay of employees in developmental positions at rates which match or exceed career ladder promotion rates under the General Schedule (GS) system.
- ACDP requires a rating of record of Level 3 (Valued Performer) or above (or, if the employee does not have a rating of record, he or she must have performed under an approved performance plan for at least 90 days in a pay status).
- ACDP payment is in addition to annual performance payout. It generally shall not exceed a 20% increase and is granted at management's discretion.

Pay Schedules & Pay Bands Eligible for ACDP

Career Group	Pay Schedule	Pay Band
Standard	Professional/Analytical	YA-1
Scientific & Engineering	Professional	YD-1
Medical	Professional	YH-1
Investigative & Protective Services	Investigative	YK-1

Examples of Pay Increases for Employees in Developmental Positions

Example 1: Prior to conversion to NSPS, an employee is in a developmental position at the GS-5, GS-7, or GS-9 level with a full performance grade of GS-11 or higher. The employee will convert to Pay Band 1 in one of the pay schedules listed in the chart above and is eligible for promotion to Pay Band 2 or 3, depending on the target grade of the former GS position.

Under NSPS, this employee is:

- Eligible for ACDP
 - An increase to base salary, a bonus, or a combination of both.
- Eligible for a noncompetitive promotion to at least Pay Band 2
 - Upon promotion, pay is increased by a minimum of 6%.
 - Increase must not be lower than the pay band's minimum rate and cannot be above the maximum rate.
 - Typically, promotion pay increases are between 6% and 12%.
 - Greater increases may be appropriate if necessary to pay the employee a rate that is competitive in the labor market, given the employee's duties and responsibilities, competencies, and anticipated performance.

Example 2: Employee is in a developmental position and, at time of conversion to NSPS, the employee's current grade and full performance grade are in the same pay band (e.g., GS-12 position leading to a GS-13 full performance position and assigned to Pay Band 2 of the Professional/Analytical Pay Schedule).

Under NSPS, this employee is:

- Eligible for a special pay increase (equivalent to the noncompetitive GS promotion) within the first 12 months following conversion to NSPS when the:
 - Grade level of the GS full performance level is encompassed within the same pay band
 - Performance warrants the pay increase; and
 - Promotion would have otherwise occurred during that period.
- Ineligible for ACDP because the employee is not assigned to Pay Band 1.

Example 3: Employee is assigned to a developmental position and prior to conversion to NSPS, the current grade and full performance grade are in different pay bands (e.g., GS-13 position covered by Pay Band 2 leading to a GS-14 full performance position in Pay Band 3).

Under NSPS, this employee is:

- Eligible for noncompetitive promotion to higher pay band.
 - Pay is increased by a minimum of 6%.
 - Increase must not be lower than the pay band's minimum rate and cannot be above the maximum rate.
 - Typically, promotion pay increases are between 6% and 12%.
 - Greater increases may be appropriate if necessary to pay the employee a rate that is competitive in the labor market, given the employee's duties and responsibilities, competencies, and anticipated performance.
- Ineligible for ACDP because the employee is not assigned to Pay Band 1.

Frequently Asked Questions (FAQs)

Question: Will employees in developmental positions lose salary when converted to NSPS?

Answer: No. Employees in developmental positions will convert to NSPS based on their permanent position of record.

Question: What if an employee converts to an NSPS ACDP-eligible developmental position but does not have an assigned rating of record?

Answer: An employee in a developmental position who is eligible for the ACDP but does not have a rating of record may still receive this increase if he or she has performed under an approved performance plan for 90 days (excluding periods of non-pay status) and an authorized official determines that the employee is performing at the equivalent of Level 3 (Valued Performer).

Question: Which employees in developmental positions are eligible for pay increases under ACDP?

Answer: Employees in developmental positions assigned to Pay Band 1 of Professional/Analytical, Professional, or Investigative Pay Schedules are eligible for pay increases under ACDP. To qualify for ACDP, an employee must have a rating of record of Level 3 (Valued Performer) or above (or, if the employee does not have a rating of record, he or she must have performed under an approved performance plan for at least 90 days in a pay status) and must participate in Component training programs or other developmental capacities.

Question: What happens when an employee's current GS grade and target journey/full performance grade fall into different pay bands?

Answer: The employee will convert into a career group, pay schedule, and pay band based on his or her permanent position of record and will be eligible for noncompetitive promotion to the full performance pay band. Example: An employee who is currently in a developmental GS-9 position with promotion potential to a GS-12 (full performance grade) position converts to Pay Band 1 of the YA, YD, YH, or YK pay schedule. The employee is eligible for noncompetitive promotion to Pay Band 2.

Question: Can employees in developmental positions be promoted from Pay Band 1 to Pay Band 2? Will they have to compete for this promotion?

Answer: Pay Band 1 of the Professional, Analytical, and Investigative Pay Schedules was purposely designed for employees in developmental or trainee positions. Upon successful completion of formal training or developmental position requirements, employees in Pay Band 1 of the YA, YD, YH, and YK Pay Schedules are eligible for a noncompetitive promotion to at least Pay Band 2. These employees may be noncompetitively promoted to the higher pay bands because they have already competed for the higher pay band (provided they have a rating of record above unacceptable).