



DEPARTMENT OF DEFENSE  
NATIONAL SECURITY PERSONNEL SYSTEM  
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October 28, 2009

MEMORANDUM FOR THE NATIONAL SECURITY PERSONNEL SYSTEM  
(NSPS) PROGRAM MANAGERS

SUBJECT: Interim Guidance - Termination of the National Security Personnel System

The National Defense Authorization Act for Fiscal Year 2010 (NDAA 2010) was signed by the President today. The NDAA includes a provision to repeal NSPS and requires the transition of employees out of NSPS, with no loss in pay, no later than January 1, 2012. The NDAA also requires DoD, to the extent practicable, to begin appointing individuals to non-NSPS statutory pay systems when vacant NSPS positions are filled by new appointment. Consequently, we have begun planning for the orderly transition of employees and positions to non-NSPS personnel systems.

For the immediate future, NSPS regulations remain in effect for organizations and functional units working under the system. In the short term, organizations should continue to use NSPS regulations when announcing and filling NSPS positions. This interim guidance will be updated as soon as the Department has determined the best approach for filling positions during the transition period between enactment of NDAA 2010 and January 1, 2012.

The Department is committed to managing the transition with minimal disruption to the workforce and mission. We will periodically provide transition planning updates and guidance to keep you and your employees informed. We ask for your continued commitment, dedication, and support as we navigate this new challenge.

A handwritten signature in black ink that reads "Tim Curry".

Tim Curry  
Acting Program Executive Officer