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NSPS Transition Update: John H. James, Jr. Leading the Way

At the helm of the NSPS Transition is John H. James, Jr., a seasoned executive whose leadership has encompassed nearly 30,000 DoD employees in both GS and NSPS. He is directing the effort to transition the majority of the 226,000 NSPS employees to non-NSPS personnel systems by September 30, 2010, a year earlier than the timeframe required by the National Defense Authorization Act for FY 2010 (NDAA 2010).

"We're ahead of schedule and are maintaining a tight timeframe," Mr. James stated. "An estimated 75 percent of NSPS employees will be transitioned this fiscal year."

The remaining 25 percent of NSPS employees are scheduled for transition out of NSPS in 2011. These include groups who will go to other personnel systems besides the GS system, such as the Acquisition Demonstration Project, Science and Technology Reinvention Laboratories, and organizations going through Base Realignment and Closure (BRAC). The Department also wants to take more time before transitioning dentists, physicians, and other medical employees—so these employees will also transition in 2011.

Mr. James noted that as of mid April 2010, approximately 7,000 NSPS employees have transitioned to the General Schedule. "We are moving prudently and expeditiously. Components are working hard to ensure that we are properly classifying positions from NSPS to the General Schedule system."

An important point to keep in mind is that GS classification is not based on pay. "When an employee transitions out of NSPS, the classification of his or her position into the General Schedule system is based on duties and responsibilities," explained Mr. James. "In accordance with NDAA 2010, no employee will lose pay in the transition from NSPS to GS."

Once NSPS positions are classified under GS, automation capability is required to transition large numbers of employees at a time from NSPS to GS. "Updates to the automated system supporting mass conversions of employees were completed on April 25, 2010, and the larger NSPS organizations can now begin making the transition."

Mr. James encourages employees to maintain close communications with supervisors and HR experts throughout the transition process regarding questions or concerns. "You can't over communicate when it comes to a major change," he said. "If you have concerns about your individual transition, it is important to take a proactive approach. The NSPS Transition Office will continue to keep the workforce informed on transition decisions and policies every step of the way."

The NSPSTO has prepared briefing charts that show the Projected Transitions in FY 2010 and the Projected Pay System upon Conversion from NSPS.