



UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

PERSONNEL AND
READINESS

July 12, 2010

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Directive-Type Memorandum (DTM) 10-020 – National Security
Personnel System Performance Management Policy During
Transition

Reference: (a) DoDI 1400.25, Subchapter 1940, “Performance Management,”
December 1, 2008
(b) Section 1113 of Public Law 111-84, “National Defense
Authorization Act for Fiscal Year 2010,” October 28, 2009
(c) Chapter 43 of title 5, United States Code
(d) Subpart D of part 9901 of title 5, Code of Federal Regulations

Purpose. This DTM:

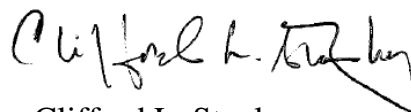
- Provides guidance concerning performance management policies provided in Reference (a) for DoD employees and positions that transition from the National Security Personnel System (NSPS) to the General Schedule (GS) system from July 3, 2010, through January 1, 2011.
- Provides guidance necessary to implement Reference (b), which terminates NSPS and provides the Secretary of Defense with the authority to take actions necessary to provide for an orderly termination and the conversion of employees and positions from NSPS.
- Is effective immediately and will expire on January 1, 2011.

Applicability. This DTM applies to the Office of the Secretary of Defense, the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities within the Department of Defense under NSPS (hereafter referred to collectively as the “DoD Components”).

Policy. The following DoD NSPS performance management policies apply to employees who will transition from NSPS to performance management systems authorized by chapter 43 of title 5, United States Code (Reference (c)) and part 430 (GS) of title 5, Code of Federal Regulations (Reference (d)) from July 3, 2010, through January 1, 2011, as a result of the termination of NSPS.

- Coverage continues pursuant to subpart D of part 9901 of Reference (d) up to 90 days after transition from NSPS staffing, classification, and pay systems or December 15, 2010, whichever is earlier. Coverage under Reference (d) may terminate earlier than December 15, 2010, or 90 days after the date of transition if an employee's NSPS rating of record has been finalized and approved.
- The NSPS appraisal period end date is the day immediately preceding the date of transition or September 30, 2010, whichever is earlier. NSPS ratings of record will be recommended, reviewed, and finalized by not later than 90 days from the appraisal period end date or December 15, 2010, whichever is earlier.
- The effective date of the final NSPS rating of record will be no later than 90 days after the appraisal period end date (as identified in the second bullet of this section) or December 15, 2010, whichever is earlier.
- The pay pool manager may perform the review and reconciliation functions previously accomplished by the pay pool panel.

Releasability. UNLIMITED. This DTM is approved for public release and is available on the DoD Issuances Website at <http://www.dtic.mil/whs/directives>.



Clifford L. Stanley
Under Secretary of Defense for
Personnel and Readiness

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