



Frequently Asked Questions (FAQs)

Q. What does the phrase “no loss of or decrease in pay upon conversion” really mean?

A. No loss of or decrease in pay upon conversion means that an employee’s pay upon conversion will not decrease because of the termination of NSPS.

Q. When I transition to the General Schedule (GS) system, how will my grade and pay be determined?

A. Based on application of GS classification criteria to your assigned duties and responsibilities, your permanent position will be classified to a GS grade. Once the grade is determined, your current salary will be set on a step within the rate range for your assigned grade using GS compensation rules as follows:

- If your NSPS adjusted salary falls between two steps, your salary will be set at the higher step.
- If your NSPS adjusted salary falls below step 1 of the grade, your salary will be set at the step 1 rate.
- If your NSPS adjusted salary exceeds step 10 of the grade, you will be placed on retained pay.

Q. What is retained pay?

A. Retained pay is a provision under the GS system that allows employees whose salary exceeds Step 10 of their assigned grade to keep their pay.

Q. If my salary falls between two steps of my assigned grade, what step will I be assigned?

A. If your salary falls between two steps for your assigned grade, you will be placed on the higher step.

Q. Who determines my grade?

A. A Human Resources Specialist, or a supervisor or manager with delegated classification authority, determines your grade using GS classification criteria. This determination is based on the duties and responsibilities assigned by your supervisor.



Q. If I converted into NSPS from a GS-12 permanent position and my duties and responsibilities have not changed, will I be transitioned from NSPS at the GS-12 grade level?

A. Yes. Employees who remain in the position from which they were converted to NSPS will return to the GS grade they were previously assigned. However, a change in duties, a change in the classification criteria, or a previously misclassified GS position may result in a different grade. Your grade will be determined using GS classification criteria and is based on your permanent duties and responsibilities assigned by your supervisor.

Q. The law says DoD has until January 1, 2012 to transition everyone from NSPS. When will I be notified of my transition date?

A. The NSPS Transition Office is reviewing proposed transition plans and timelines. Once the plans are approved, employees will be advised through their Component channels of the transition date. The Department's goal is to have the majority of employees transitioned from NSPS by September 30, 2010.

Q. What can I do to prepare for the transition?

A. You can:

- Sign up for NSPS web alerts on the NSPS website homepage so you receive routine updates.
- Bookmark the NSPS website and visit it often.
- Take *GS101*, a web-based course on the NSPS website, covering the basics of the GS system.
- Read the transition-related guidance.

The NSPS website address is <http://www.cpms.osd.mil/nsps>.