



DEPARTMENT OF DEFENSE
NATIONAL SECURITY PERSONNEL SYSTEM
1400 KEY BOULEVARD
ARLINGTON, VA 22209-5144



December 14, 2004

MEMORANDUM FOR ALL NSPS SPIRAL ONE EMPLOYEES

SUBJECT: Department of Defense National Security Personnel System (NSPS)

Your activity has been selected to participate in the initial implementation of the National Security Personnel System (NSPS). NSPS provides a unique opportunity to increase the effectiveness of our Department through a simplified personnel management system that will improve the way we hire and assign, as well as compensate and reward our employees. It will provide the Department with a modern, flexible and agile human resource system that can be more responsive to the national security environment, while enhancing employee involvement, protections and benefits.

DoD is working with the Office of Personnel Management (OPM) on finalizing the NSPS enabling regulations, which will be published in the Federal Register for public comment and collaboration with employee representatives. Once this process is completed, we will begin implementing NSPS. The Labor Relations portion will be implemented across the entire Department as early as July 2005. The Human Resources and Appeals portions should also launch in July, but in phases, starting with "Spiral One." We will use "spiral development" to incrementally phase in the rest of the DoD civilian workforce over the subsequent two to three years, upgrading and improving NSPS as we go forward.

One of the most important steps in smoothly transitioning to NSPS will be your understanding of the new system. You will have many opportunities to learn about the "who, what, where, when and how" of operating under NSPS. Your activity will be hosting a variety of communications forums and learning events, and all employees will receive extensive training on the specifics of NSPS prior to conversion. An employee handbook and NSPS tutorial is under development and will be posted in February on the NSPS website – <http://www.cpms.osd.mil/nsps>. The NSPS website provides a continuing source of up-to-date information. Please take advantage of every opportunity to learn about NSPS.

I truly hope you are as excited as I am about the chance to participate in the most comprehensive new Federal personnel system in more than 50 years. We will gain experience with the procedures we put in place, and I am counting on you to provide feedback in identifying improvements as we implement the system across the entire workforce. NSPS provides an historic opportunity. Together, we can make a difference. To you and your families, have a joyful Holiday Season. Be safe and we'll see you in the New Year.

A handwritten signature in cursive script that reads "Mary E. Lacey".

Mary E. Lacey
Program Executive Officer
National Security Personnel System