



HEADQUARTERS, UNITED STATES FORCES, KOREA

UNIT #15237  
APO AP 96205-5237

REPLY TO  
ATTENTION OF:

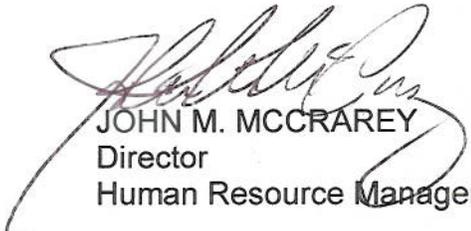
8 March 2010

FKCP

MEMORANDUM FOR ALL NSPS EMPLOYEES

SUBJECT: Notice of Conversion from the National Security Personnel System (NSPS) to General Schedule (GS)

1. All United States Forces, Korea Department of Army civilian employees covered under NSPS are scheduled to transition to GS on 23 May 2010. This action is a result of the FY10 National Defense Authorization Act, which repealed NSPS.
2. Employees will convert to the GS grade appropriate to the duties and responsibilities of their position. Once the grade is determined, salaries will be set at a step within the rate range of the assigned grade using GS compensation rules as follows:
  - a. Employees currently earning a salary which falls between two steps will have their salary set at the higher step.
  - b. Employees with a salary that exceeds step 10 of the grade will be placed on retained pay.
  - c. Employees earning a salary below step 1 of the position grade will receive an increase to the step 1 rate.
3. Prior to transitioning, NSPS employees must have a performance plan in place and an interim review completed by 23 May 2010. Effective the date of conversion, former NSPS employees will be covered under the Total Army Performance Evaluation System (TAPES).
4. Please contact Dennis McPeters, DHRM Labor Performance Management Division, at DSN 724-3293, if you have any questions regarding this memorandum.

  
JOHN M. MCCRAREY  
Director  
Human Resource Management