

# Personnel Employee Bulletin

April 20, 2009

## NSPS Appointments and Tenure Changes

Information is provided below relative to the establishment of career-conditional appointments and changes to tenure groups as a result of the revised NSPS Staffing regulation effective 23 March 2009.

Career-Conditional Appointments: The revised regulation requires that an employee appointed permanently to an NSPS position from a Competitive Examining Register or through a Veterans Employment Opportunity Act (VEOA) appointment be given a career-conditional appointment unless he or she has previously completed 3 years of continuous service that counted toward conversion to a career appointment. Employees given Excepted Service appointments in NSPS, who have not completed the 3 year requirement for career tenure, are also subject to the revised regulation. Prior to the revised guidance, these employees were given career appointments because there were no career-conditional appointments in NSPS.

RIF Tenure Group Changes: Prior to the changes in regulations, agencies were permitted to have NSPS employees compete separately from GS/FWS employees within a competitive area during a RIF. The NSPS employees were grouped by tenure codes as defined by NSPS regulations and, because career-conditional appointments were not a feature of NSPS, tenure code 2 for career-conditional employees was not used. With the changes to NSPS regulations, RIFs involving NSPS employees will be conducted using the government-wide regulations at 5 CFR, Part 351, and NSPS employees will compete with GS/FWS employees within a competitive area. This requires that the tenure code of those NSPS employees who have not completed the 3-year service requirement for a career appointment be changed to tenure code 2 (conditional).

Because of the above regulatory changes effective 23 March 2009, either a change in tenure or a conversion to a career-conditional appointment must be processed for certain NSPS employees. If you are one of the affected NSPS employees, you will see a personnel action added to your EOPF the next time you review your records. The nature of action will be a change in tenure or a conversion to a career-conditional appointment.

For additional information, please contact your servicing DLA Human Resources Center, <http://www.hr.dla.mil/cntctus.htm>. The Personnel Employee Bulletin is normally published on the first Wednesday of each month. This is a Special Edition Personnel Employee Bulletin.