



DEPARTMENT OF THE AIR FORCE
WASHINGTON DC

Office Of The Assistant Secretary

2 April 04

MEMORANDUM FOR AF PERSONNEL

FROM: SAF/MR

SUBJECT: National Security Personnel System (NSPS)

As part of this year's National Defense Authorization Act, Congress authorized the Department of Defense (DoD) to reform its civilian personnel system to meet the national security needs of the 21st century. While this legislative authority establishes the general framework, we are actively engaged in developing the specific policies and procedures that will make NSPS a reality.

Towards that end, the Secretary of Defense has appointed the Secretary of the Navy, Mr Gordon England, as the point person -- in conjunction with the Under Secretary of Defense, Dr David Chu, to develop the strategy, design, and implementation plans for NSPS (Attachment). I will join Secretary England and Dr Chu in that effort as a member of the NSPS Overarching Integrated Product Team (OIPT) that will provide oversight and direction, while AF/DP has the lead to implement NSPS within the Air Force. A key component of this effort will be training for commanders, supervisors, managers, employees, and other officials.

As we begin this multi-year journey, one way you can stay informed and engaged is through our AF NSPS web site <https://www.dp.hq.af.mil/dpp/dppn/nsps/index.cfm>. Clearly, we have a unique opportunity before us to design the most flexible and responsive civilian personnel system possible -- allowing us to attract, retain, and reward our civilian employees. We solicit your support as we transition to NSPS.

MICHAEL L. DOMINGUEZ
Assistant Secretary
(Manpower and Reserve Affairs)

Attachment
As Stated