



ADMINISTRATION AND
MANAGEMENT

OFFICE OF THE SECRETARY OF DEFENSE
1950 DEFENSE PENTAGON
WASHINGTON, DC 20301-1950

06 OCT 2008

MEMORANDUM FOR UNDER SECRETARIES OF DEFENSE
ASSISTANT SECRETARY OF DEFENSE FOR LEGISLATIVE
AFFAIRS
ASSISTANT SECRETARY OF DEFENSE FOR NETWORKS
AND INFORMATION INTEGRATION/DOD CIO
ASSISTANT SECRETARY OF DEFENSE FOR PUBLIC
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ASSISTANT TO THE SECRETARY OF DEFENSE
(INTELLIGENCE OVERSIGHT)
DIRECTOR, ADMINISTRATION AND MANAGEMENT
DIRECTOR, PROGRAM ANALYSIS AND EVALUATION
DIRECTOR, NET ASSESSMENT
DIRECTOR, DEFENSE TEST RESOURCE MANAGEMENT
CENTER
DIRECTOR, WASHINGTON HEADQUARTERS SERVICES (WHS)

SUBJECT: National Security Personnel System (NSPS) Funding

On July 24, 2008, I issued the pay pool funding and payout policy for the Office of the Secretary of Defense (OSD) and organizations for which WHS exercises budget authority (attachment 1). At that time the minimum required pay pool funding requirements for Elements 1 and 2 had not been defined. Recently those funding requirements have been identified via memorandum (attachment 2) issued by the NSPS Program Executive Officer.

Consistent with this guidance, each pay pool under the authority of OSD and those for which WHS exercises budget authority shall ensure the following pay pool funding allocations:

Element 1: 2.26% of base salaries shall be paid out as increase to employee salaries effective January 4, 2009.

Element 2: 40% of the non-locality portion of the General Schedule (GS) pay increase shall be paid out as increase to employee salaries effective January 4, 2009. The actual amount of the GS pay increase will not be known until the President signs an Executive Order implementing the January 2009 pay adjustment.

OSD 12918-08



The point of contact for questions pertaining to the funding and payout policy is Patricia Ebert, Senior Advisor for NSPS Performance Management, WHS Human Resources Directorate, Labor and Management Employee Relations. Ms. Ebert can be contacted at 703-699-1816, or email patricia.ebert@whs.mil.



Michael L. Rhodes
Acting Director

Attachments:
As stated