



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
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WASHINGTON, DC 20350-3000

IN REPLY REFER TO:
CMC-MP

01 MAR 2005

WHITE LETTER NO. 001-05

From: Commandant of the Marine Corps
To: All General Officers
All Commanding Officers
All Officers in Charge

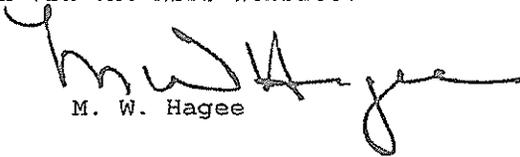
Subj: NATIONAL SECURITY PERSONNEL SYSTEM

1. This summer, we will begin implementing the National Security Personnel System (NSPS) in conjunction with the other Services and Department of Defense (DoD) agencies. The NSPS represents a significant change for DoD's civilian workforce - the most significant change to the civil service system in 75 years. The NSPS will provide a flexible and agile human resource system responsive to our national security environment while preserving employee protections and benefits.

2. Implementing this new personnel system requires strong leadership to succeed. Leading change cannot be delegated; you must be visible and actively involved as we implement NSPS. The flexibilities of NSPS will allow us to better recognize and reward our top performers and capitalize on their strengths. During the transition phase, we will actively identify and address issues of concern. Our Civilian Marines are committed to our mission, and we are committed to them as integral members of our Total Force Team.

3. The first phase of implementation will involve general schedule personnel (GS and GM) at Headquarters Marine Corps and Marine Air Ground Task Force Training Command, Twentynine Palms, California. After this first group transitions this summer, other Marine Corps general schedule personnel will transition in two subsequent phases. It is important that we share experiences as we progress. Together we will succeed.

4. Specific details for NSPS transition will be forthcoming as they are collaboratively developed and finalized in the coming months. You, your staff, and your personnel can access www.cpms.osd.mil/nsps to review the latest information via the NSPS Website.


M. W. Hagee