The NASA Competitive Placement Plan (CPP)

COMPETITIVE PROCEDURES ARE REQUIRED WHEN:

- Temporary promotions are over 120 days.
- Details of more than 120 days to a higher graded position or to a position with greater promotion potential.
- Training is required for the promotion.
- Reassignment, or change to a lower grade, to a non-temporary position with more promotion potential than a non-temporary position previously held (except when permitted by reduction-in-force regulations).
- Under the NASA Flexibility Act of 2004, term employees who meet conversion requirements (see NASA Procedural Requirement (NPR) 3335.1G, Part 1, Chapter 3.1.2.1), may be selected for permanent appointment under competitive placement procedures.
- Employees meeting the criteria for competitive conversion may be considered equally with NASA permanent employees for any positions for which they qualify. (See NPR 3335.1G, Part 1, Chapter 3.2.11 for criteria of noncompetitive conversion.)

The purpose of the NASA CPP is to ensure fair and equitable consideration and selection based on merit from among the best qualified candidates available, without regard to political, religious, or labor organization affiliation or non-affiliation, marital status, race, color, sex, national origin, non-disqualifying disability, age, sexual orientation, or status as a parent.

Each NASA Center is responsible for implementing and administering the CPP, ensuring that all actions are fully documented to include appropriate metrics and publicizing all competitive opportunities for review and reference.

The CPP establishes minimum Agency procedures for filling positions with current or former Federal employees with competitive status at and below the GS-15 level (including trades and labor positions) through established, written competitive guidelines and on the basis of merit.

NASA initiated its Federal Merit Promotion Program based on the Office of Personnel Management (OPM) regulations (Code of Federal Regulations (CFR) Title 5 PART 335) and NASA Procedural Requirements (NASA Competitive Placement Plan (NPR 3335.1G)).


Any questions concerning this notice, contact:
NSSC Customer Contact Center
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