

The NASA Competitive Placement Plan (CPP)

This notice provides an overview of the NASA Competitive Placement Plan (CPP). It also provides additional sources to find more information regarding this program.

NASA's CPP establishes minimum Agency procedures for filling positions with current or former Federal employees with [competitive status](#) at and below the GS-15 level through competition and on the basis of merit. The CPP procedures apply to NASA Headquarters and NASA Centers, including Component Facilities and Service Support Centers, however, they do not apply to the Office of the Inspector General. NOTE: Negotiated collective bargaining agreements may contain differing procedures.

NASA's CPP ensures that fair and equitable consideration is given when the following selections are made:

- Temporary promotions over 120 days.
- Details of more than 120 days to a higher graded position or to a position with greater promotion potential.
- Training that is required for promotion.
- Reassignment, or change to a lower grade, to a nontemporary position with more promotion potential than a nontemporary position previously held (except when permitted by reduction-in-force regulations).
- Term employees who meet conversion requirements under the NASA Flexibility Act of 2004 may be selected for permanent appointment under competitive placement procedures.

Each Center is responsible for:

- Implementing and administering the CPP.
- Ensuring all actions are fully documented.
- Publicizing the CPP's provisions to employees.



NASA's CPP ensures selections are based on merit from among the best qualified candidates without regard to political, religious, or labor organization affiliation or nonaffiliation, marital status, race, color, sex, national origin, nondisqualifying disability, age, sexual orientation, gender identity, genetic information, or status as a parent.

For more details, review the following documents:

- NASA Procedural Requirements ([NPR](#)) [3335.1H](#), Internal Placement of NASA Employees. To view the document, visit http://nodis3.gsfc.nasa.gov/main_lib.html, then click the **3000-3999 Human Resources and Personnel** link, and click the **NPR 3335.1H** link.
- Code of Federal Regulations (CFR), Title 5, [Part 335, Promotion and Internal Placement](#). To view the document, visit: <http://ecfr.gpoaccess.gov>. In the drop down menu, scroll to the Title 5, Administrative Personnel, click on the title, and then click the **Go** button. In the **Browse Parts** column, click the **1-630** link, scroll down, and click on the Part **335** link.
- 5 CFR 212.301 Competitive Status. To view the document, visit: <http://ecfr.gpoaccess.gov>. In the drop down menu, scroll to the Title 5, Administrative Personnel, click on the title, and then click the **Go** button. In the **Browse Parts** column, click the **1-630** link, scroll down, and click on the Part **212** link.

Any questions concerning this notice, contact:

NSSC Customer Contact Center

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