COMPETITIVE PROCEDURES MUST BE USED:

- For temporary promotions over 120 days; and
- For details of more than 120 days to a higher-graded position or to a position with greater promotion potential. (Competition is not required in items 1 or 2 when the individual has previously held, or successfully competed for, the higher grade on a permanent basis.)
- If training is necessary for the promotion; and
- If there is a reassignment or change made to a lower-graded position, or to a non-temporary position with more promotion potential than a non-temporary position previously held (except those permitted by reduction-in-force regulations).
- Under the NASA Flexibility Act of 2004, term employees who meet conversion requirements (see NPR 3335.1G, Section 3.1.2.1) may be selected for permanent appointment under competitive placement procedures, as well. Employees meeting the competitive conversion criteria may be considered equally with NASA permanent employees for any positions for which they qualify. [NASA Competitive Placement Plan (NPR 3335.1G)]

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;
- insuring 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 (CFR Title 5: Administrative Personnel) and NASA Procedural Requirements [NASA Competitive Placement Plan (NPR 3335.1G)].

Any questions concerning this notice, contact:

NSSC Customer Contact Center
1-877-NSSC123 or nssc-contactcenter@nasa.gov

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