

The NASA Merit Promotion and Placement (MPP) Plan

This notice provides an overview of the NASA Merit Promotion and Placement (MPP) plan. It also provides additional sources to find more information regarding the MPP plan.

NASA's MPP plan supplements the requirements set forth in statute and 5 Code of Federal Regulations (CFR) Part 330, Recruitment, Selection, and Placement (General), and 5 CFR Part 335, Promotion and Internal Placement. The MPP plan establishes minimum Agency procedures for filling positions with current or former Federal employees with competitive status at or below the General Schedule (GS)-15 level on the basis of merit.

The plan also covers term employees eligible for conversion to permanent appointments, veterans eligible under the Veterans Employment Opportunity Act (VEOA), and the hiring of individuals eligible for noncompetitive appointments under Government-wide special hiring authorities.

NASA Centers are responsible for:

- Implementing and administering the MPP plan.
- Advising management and employees on key features of the plan.
- Ensuring all personnel actions are fully documented.
- Publicizing the MPP plan's provisions to employees.



NASA's MPP plan ensures selections are based on merit without regard to political, religious, or labor organization affiliation or nonaffiliation, marital status, race, color, sex, national origin, disability, age, sexual orientation, gender identity, genetic information, status as a parent, or any other nonmerit-based factor in accordance with Federal laws and regulations.

For more details, review the following documents:

- NASA Procedural Requirements ([NPR](#)) [3335.1](#), Merit Promotion and Placement. 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 3335.1** link.
- Administrative Personnel, 5 CFR:
 - Location:
 - Visit www.ecfr.gov.
 - Click the drop-down arrow and select the **Title 5 – Administrative Personnel** option. Then click the **Go** button.
 - Click to select the desired Part link.
 - Applicable 5 CFR References:
 - 5 CFR [Part 330, Recruitment, Selection, and Placement \(General\)](#).
 - 5 CFR [Part 335, Promotion and Internal Placement](#).

For questions concerning this notice, contact:

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