

National Security Personnel System  
Docket Number NSPS-2005-001  
RIN 3206-AK76/0790-AH82  
FR Vol 70, No 29/Monday, February 14, 2005/Proposed Rule

Comments from Joan Albury:

Page 7560 – *Rating Methodology:*

Personnel under the current system that are rated “fully successful” receive step increases and annual cost of living adjustments (COLA). Under NSPS, what is the minimum Rating Level that can be assigned for an individual working at a similar “fully successful” level?

Not all jobs have the high visibility that “Senior Experts” might have in identifying contribution to the mission. How will the NSPS system ensure that everyone working at a “fully successful” level receive compensation; at a minimum the annual COLA?

I have heard many comments already from co-workers concerning what happens if a Supervisor just does not like a particular individual. How will the new system ensure that personal feelings or grudges cannot adversely effect an individual's Rating Level?

Page 7560 – *Performance Payout:*

What prevents a time-off award from being used in lieu of a cash award for some so that others can be paid a higher cash award? A time-off award would demonstrate that the employee did receive compensation for their performance, yet would prevent personnel from receiving even a cost of living adjustment.