

# Comments on Proposed NSPS Regulations

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### My comment is on: General Comments

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Comments: I am against the National Security Personnel System (NSPS) that is to be implemented during July 2005 at the Defense Finance & Accounting Service, Columbus, Ohio. The NSPS is a new civilian human resources management system that will replace the current one. The NSPS centers on the **“work performance evaluation” by the employee’s immediate supervisor**, which can be very subjective (“good old boys club” fraternization). Evaluation is present in all work situations, but the **employees’ perception (valid or invalid) of supervisory fraternization** will now be more sensitive as **NSPS will now directly affect his take-home pay**. The “good old boys club” was more buffered under the old system since the employees received step-increases and cost of living allowances; which made the fraternization easier to swallow. The employees’ promotions and current income is critical since it has a snowball effect into the employees’ total income - as well as his future retirement income computation. Employee workplace morale will be affected more to the negative under the NSPS because of the fraternization perception. Hopefully the employees will have an effective outlet under NSPS to sound their perception. Supervisors, regardless of the human resources management system in place, should be continuously warned of this perception. In the Army I learned that you can be friendly to your subordinates but you can’t be their friend. Otherwise how can you discipline or fairly evaluate the subordinate’s work performance. Perception is formed (valid or invalid) when supervisors can be seen continuously socializing with a select group, or not disciplining employees who continuously socialize on the job (therefore condoning this action), or continuously seeking help from a select group, or continuously picking a select group to go TDY, or continuously picking a select group to do a new project, etc. Under NSPS new solutions to problems may not be submitted by an employee for fear of “making waves” with a supervisor who is not receptive to changes for fear of “making waves” with his supervisor. Therefore the propagation of the “good old boys club” way of thinking will continue and independent thinking for problem solving will be stifled and the overall employee morale will suffer. Generally people want to do a good job and be loyal, if the work process and goals as determined by management is logical and practical and they feel that management is loyal to them.