

Subpart A General Provisions-9901.101 to 9901.108

First of all, why can't we fix the problems in the old personnel system? It wouldn't cost near the money that NSPS is going to cost. Second of all what does this have to do with National Security? It is just a smoke screen to pass through this ridiculous regulation. I don't understand how anyone can use what happened on 9-11 to come up with garbage like this regulation. I am really appalled by this whole process. I am really disgusted with Congress on giving up oversight of this project to someone like Mr. Rumsfeld. How can one man have so much power? I hope when the final version of this regulation comes out that the Secretary is not stated in every other sentence.

DOD employees deserve better than this. We are the ones that step up to the plate when our soldiers are deployed. We take care of their families and make sure that everything runs right while they are gone. WE have had thousands of troops deploy from our base and have had several hundred die and thousands injured during these last several months. I am angered when I am called a threat to homeland security. I too am a disabled veteran and I am very proud of that fact. If I had wanted to be a deployable assist I would have stayed in the Army. It is Congress who hired Halliburton and other contractors in the first place to do the work over in Iraq and wherever they were needed. Now to say that it is cheaper to have civil service employees work is not anything new. We have stated all along that contractors rip off the government. Don't make the employees pay for your mistakes. You say you want to protect the rights of employees, this regulation contradicts itself. If this regulation goes through the way it is written, employees will have very little rights and won't be protected by the unions.

The high performing workforce and management will take care of themselves. How in the world do you think pay for performance has anything to do with National Security? The only thing this is going to promote is hate and dissention among the employees and destroys the concept of teamwork.

The law states that everyone has the right to join unions. I take it very personally when I am referred to as a threat because I belong to an organization. Does that mean I am a double threat because I belong to the VFW? How absurd is that? We have open borders and not enough border patrol to keep every one out that is a real threat to our security.

If this is such a wonderful system, why aren't the SES or even Congress, OPM, DOD, and whoever else going into this system? If it is good enough for us, it should be for everyone else too. I would love to be the one who rates you guys that handled this regulation. How can you break the law and get away with it? The law states that the unions will help with the input, structure, etc and that did not happen. Again this shows

that you have no regard to the law and do whatever you want to do in the name of National Security. Why is DOD so threatened by the civil service workforce?

We make contributions every day. That is our job. We meet our goals, missions and objectives every day. I almost feel like I am going to have to be like a robot, have no feelings or loyalties to any one. This almost feels like we will be under the rules of Nazism or Stalinism or any other kind of isms that are out there. You do what I say or else. We are helping other countries deal with terrorism and bringing their governments under new rulers but ours is becoming just like theirs. What a sad state of affairs.

The regulation states that employee representatives will be given the opportunity to participate in the development during the collaboration process. This did not happen. In the 10 meetings that the coalition attended, there was no input what so ever. Where did the work groups hold their meetings and who was in those groups? Must have been all management because I don't know of any one who participated in one. The town hall I attended was nothing but a sell by David Snyder to make this piece of garbage sound so good. We were called nothing but a bunch of red necks and that the town hall meeting was the worst he had ever had. Well guess what, management was there and they even voiced their opinion against this proposal. So you (DOD) gathering information probably didn't take any of this information under consideration.

I also want to thank you for not giving us a copy of the proposal before it was listed on the Federal Register. Another part of the law that was broken. I just hope our lawsuit blows this whole regulation out of the water. What you have done is nothing below the lowest low.

How much information from these comments will you take into consideration? My guess is little to none. DOD wants civil service employees to be nothing more than like Wal-Mart or K-Mart employees.

Subpart B Classification-9901.201 to 231

My guess is that the Secretary will determine whom the career groups are and how they will be established. He has the power to do everything else in this regulation.

The labor market feature this regulation refers to is nothing more than a way of holding back salaries for employees. We already have employees that are below poverty level. This will make it just that much more prevalent. Pay parity is already being ignored by this administration and it is another law that is being broken.

DOD needs to come out to the real world to see how dedicated these employees are to the US. They (DOD) have no idea of what goes on out here. It is obvious that privatization and contracting out is on the top of the list for all government workers.

What kind of protections will the employees have to make sure that they are treated fairly in their pay bands? This nothing more than favoritism on the part of managers and

supervisors. Who is going to be on the pay panel and who is going to be the pay pool manager? I guess the Secretary will make those determinations too. After all it is his program!!!

What happens if an employee questions his classification in a pay band? Will he/she have the right to representation? Probably not. They have no recourse in the performance rating except EEO, MSPB or NSLRB. DOD selects all those offices. How one-sided can this process get? Even if they do win a supervisor can say the employee is a threat to national security and fire him any way. Sounds like a fair system to me. NOT!!!

Is the employee going to be able to review his classification before it goes into effect? How long will they have to do an appeal?

Why not fix the old system in this area. We are working under job descriptions that are at least 30 years old in some instances. The Resumix System has plenty of flaws in it, but can also be fixed. Why re-invent the whole wheel?

Subpart C Pay and Pay Administration 9901.301 to 373

The ACQ Demo Projects that are out in the work force now are pretty enticing. Why, because there is plenty of money put in the pay pool. Where is DOD going to get the funding for NSPS?

Who is going to watch the process to make sure that employees are going to get their fair share? Oh, I forgot, the supervisor does it all. In many cases the employee never sees his/her supervisor for days on end. This regulation states that communication is the key. Wee guess what, if the supervisor doesn't do that now what makes you think they are going to do it under this system? If managers and supervisors were held accountable to do their jobs, we wouldn't be in this fix today. Who is going to hold them accountable? Oh don't tell me the Secretary.

With the rate of inflation, gas prices going up and whatever else is out there, how do you expect employees to live with no pay increases? You guys make sure you get your increases every year. How would you like to be graded on your performance? I for one would love to be on that board.

Who is going to make sure that an employee is granted the shares that his supervisor has given him for his performance?

You talk about team achievement in this section. There will be no teamwork. This will pit employees against one another. Why would I want to help out my fellow worker if I need to look good to get a pay raise?

Subpart D-Performance Management 9901.401 to 409

You keep talking about communications and I say again if supervisors and managers aren't doing it now, what makes you think they are going to do it under this system?

There are timetables out there under the current system and they are not being followed now. This system is not going to enforce that process. Many supervisors are already dreading this regulation because it will be more taxing on them.

Wake up folks. This system is not going to do anything but make matters worse. Everything that this regulation states in 9901.405 is already in effect under the old system. **THEY ARE NOT BEING ENFORCED.** Figure out a way to make supervisors and managers accountable and you may get somewhere.

Subpart F_Workforce Shaping-9901.601 to 611

What does delayering mean? And who is this going to effect?

How is RIF going to work in this process? The way I read it, disabled veterans will not longer have the protection of RIF rules. Joe Blow off the street may keep his job before a veteran. Here is another way to do away with veterans. The very people that had the NATIONAL SECURITY in mind when they served their country are nothing more than a throw away in this system.

I wonder how many of the Secretary's friends will be included in this ridiculous regulation? Again, this position has more power than anyone should be allowed to have. What happens if a new Secretary comes into place? Does this system change again? There is no longer the safe system that we now have.

Is DOD going to re-write all the job descriptions we have now? I hope they subject matter experts there to help them. If this regulation is any indication of the work they do, we are all in trouble!!

All of the uncertainty in this regulation really makes you wonder what kind of job you will have, or if you even have a job. The communities on the outside are going to suffer also. I can't or don't want to think about the impact it will have. Crime will probably increase as well as workplace violence. You cannot mess with people's livelihoods like that and think that there will be no adverse action.

Subpart G-Adverse Actions 9901.701 to 721

Under this section of the regulation it sounds like we need to be best friends to the President or the Secretary.

How fair is it to furlough people that work side by side because one kisses up to his boss and the other doesn't? This is a making of a disaster. Again you are pitting employees against one another.

What are MRO's and how they going to work? Again, the Secretary has all the power to do whatever he wants. What happened to the checks and balances we had?

Tell me how security is going to be compromised. All of this hinges on national security. I still am not sure how we are the threat. Every time someone does something wrong they can be fired because of national security.

Doesn't DOD have anything better to do than to make sure this regulation is followed? As much time as they are going to spend on this, they could find the sleeping cells that are in this country that are a threat to national security.

Subpart H-Appeals 9901.801 to 810

This part of the regulation is so stacked against the employee. The Director of OPM, the Secretary or any one else who wants to fire an employee has the right to do so and the employees have the right to appeal but guess what people on MSPB, and EEO are selected by DOD. This sucks!!!!

If you have a representative, they can be fired any time during the proceedings. How fair is that? Why don't you come up with a regulation that isn't so one sided?

Subpart I-Labor Relations 9901.901 to 928

How much is the Secretary going to take away from the unions?

This administration is nothing but a union busting mechanism. Employees who want a representative can have them but they can be fired at any time.

How much of this regulation is going to be grievable? The most important part, performance ratings is out. How fair is that?

Managers and supervisors have so much power in this regulation. My question again, who is going to hold them accountable? There are some sorry supervisors in the work force. It is just not the employees.

To sum this whole thing up IT SUCKS. There are so many other ways to make the old system bigger and better than it is right now. Using the name of National Security is a disgrace to all of us civil service employees. Look how many of them have lost their lives in the last several years. That is what we do. That is who we are. This new regulation is nothing more than a smoke screen for this administration to push through anything and everything they want in the name of National Security. Shame on all ya'll.