

Department of Defense

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Office of Personnel
Management

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General comment: Our Congressional representatives have worked very hard, over the past two hundred years, to establish a personnel system that supports the Department of Defense's guiding principles; mission first, respect the individual, protect rights guaranteed by law including the statutory merit system principles, talent, performance, leadership, and commitment to public service, flexibility, understandable, credible, responsive, and executable, accountability at all levels, balances human resources systems interoperability with unique mission requirements, it's competitive and cost effective.

In 1883 Congress passed the Civil Service Act, legislation that created the foundation of the American Civil Service System. The act established a merit-based system for filling certain classes of paid **nonmilitary** service in non-elected offices in the executive branch of the federal government. The act also protected such employees from arbitrary dismissal, demotion, or coercion in any form for political reasons.

From time to time Congress has enacted legislation designed to **improve** the original Civil Service Act.

1912 The Lloyd-La Follette Act

Guaranteed civil service employees the right of membership in labor unions.

Provides that agencies give grounds for discharged employees.

Grants discharged employees the right to answer charges against them.

1920 The Civil Service Retirement Act

Provides annuities for employees who retire and benefits to survivors of deceased employees.

1923 The Classification Act

Provides a plan for classification of positions according to the principles of equal pay for equal work.

1939 The Hatch Act

Prohibits active participation by civil service personnel in political campaigns.

1944 The Veteran's Preference Act

Authorizes the addition of 5 points to the score of war veterans who compete in civil service

Authorizes the addition of 10 points to those of disabled veterans or their wives and those of widows and certain mothers of veterans.

1962 The Federal Salary Reform Act

Established the policy that federal salaries shall be comparable with those in private industry.

1978 The Civil Service Reform Act

Introduced major reforms in an effort to make the civil service system more flexible.

2004 The Defense Transformation for the 21st Century Act

Authorizes a new "National Security Personnel System" **to replace the civil service system.**

Does the Civil Service System need reform? YES! Do we need to throughout the whole system? NO!

DoD should follow the same process that Congress followed for two hundred years. Identify what's wrong with the system and submit a reform proposal.

I believe the proposed National Security Personnel is designed to undermine a Civil Service System that has supported the mission of DoD for over two hundred years without any interference.

I can foresee the demise of our federal civil servants who have supported the federal government and maintained it's high standards of conduct for over 200 years. After 200 years of fine-tuning a Federal Civil Service System the Secretary of Defense has decided to through it out and start over.

WHAT'S WRONG WITH THIS PICTURE???

The NSPS is a blank check devised to destroy the Federal Civil Service System for nonmilitary paid federal employees. And here's why:

Page 7556: Outreach to Employee Representatives. “To date DoD and OPM have conducted 10 joint meetings with officials of the 41 unions that represent DoD employees”. We had coffee and pastries together. If anyone believes these were productive meetings as required by law, I have some ocean front property in Kansas City for sale.

Subpart A 9901.108 Program Evaluation – DoD **will establish** procedures.....

Subpart B 9901.212. Pay schedules and Pay Bands – DoD **may establish** one or....

Subpart B 9901.221(a) Classification requirements – DoD **will develop**.....

Subpart C 9901.342(d) Performance payouts – DoD **will establish**.....

Subpart C 9901.351 Setting an employees starting pay – Subject to **DoD implementing** issuances....

Subpart D 9901.405 Performance Management system – DoD **will implement** issuances.....

Do I really need to go on?? What DoD has proposed is a blank check with no oversight. This is NOT what Congress had in mind when it authorized a new personnel system.

Without providing something of substance no one knows what this new system will look like. There are too many “will set up” “may establish” “will issue rules” “etc.”.

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