

Here re my comments on the proposed National Security Personnel System (NSPS):25001 -001

Working in the dark of the night, management officials and their stooges at the Department of Defense (DoD) have proposed to return to an atavistic government personnel system as it existed before the Pendleton Act. The DoD has proposed civil service personnel should work in a patron based hiring, compensation, and promotion system while at the same saying this is not true. The DoD believes that implementing an Enron type cash for cronies personnel system, where powerful under bosses control who get what pay, and where having an improper relationship with an under boss is the basis of pay.

The DoD also has proposed moving backward to a time before the Kennedy administration by sweeping away effective collective bargaining for employees while saying it isn't so. The DoD believes that management officials should be free to bargain with themselves by eliminating effective union representation of employees in a manner that would give employees no reason to join a union.

The most egregious of the NSPS proposals is eliminating the right of DoD employees to have access to the Merit System Protection Board (MSPB) for merit system initial hearings. Here the DoD proposes a return to the old Civil Service Commission Bureau of Hearings and Appeals type of kangaroo court merit systems review, while claiming this is not so.

The Department proposal would silence its employee critics by giving them access only to an in house merit review process. This was because employees prevailed in the few cases at the MSPB against DoD when DoD's representative either fell asleep or were perhaps inebriated at the Agency table.

However proposing ot have a "House" merit system review is insure DoD can once again act as it did in the Fitzgerald affair, firing an employee who provided testimony to members of Congress that conflicted with views of the DoD. Now get this, the Department whose actions are most responsible for creating the MSPB in 1979 claims the MSPB is biased against it.

Poor decision making will not be improved by implementing a cash for cornies personnel system

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