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Program Executive Office, NSPS
Atten: Brad Bunn
1400 Key Blvd. Ste. B-200
Arlington, VA 22209-5144

Dear Reviewer:

I comment on the proposed National Security Personnel System (NSPS), published in the Federal Register on February 14, 2005.

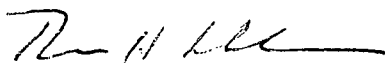
As a former DOJ (now DHS) employee, I object to NSPS because "pay for performance" is wholly inappropriate for government service, where emphasis rightly lies on the oath of office and public good.

As a citizen and taxpayer, I object to NSPS weakening of civil service protections and union bargaining rights. I'd rather pay more in order to have a sworn, fully accountable federal workforce. To cite a current major DOD activity, a federal Bureau of Prisons is much preferable to a contracted out gulag with no chain of command or accountability. When overseas prisoner abuses eventually come in for congressional review, they may find it difficult to even tell the players.

The most objectionable part of NSPS (as with DHS) rules is the overarching insistence on blaming the worker for all shortcomings, no matter the government's soundness of policy, sufficiency of resources, etc.

Since you are DOD, I can relate that they try to teach Marine officers in Quantico that there are no bad regiments - only bad colonels. The NSPS and DHS rules, and their underlying political motivation literally reek of accusation of the regiments. I did not serve there, but its as if the Executive Branch in the 1960s were to attribute the situation and eventual outcome in Vietnam to its insufficient power to court-martial privates. Disgusting.

Sincerely,



Thomas Schalch