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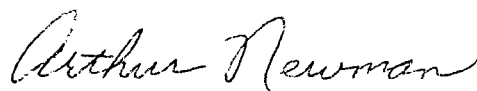
To: Program Executive Office, NSPS  
1400 Key Boulevard  
Arlington, Va 22209-5144  
Attn: Brad Bunn

Sir:

I work at Tinker Air Force Base and have been under the current personnel system for many years. I have concerns about the new pay banding method of NSPS. I have received step raises under the current personnel system. Under the new system everyone would appear frozen at his or her current status of step raises. I realize that there would no longer be step raises. There is nothing to motivate a supervisor to increase wages on any basis. There also appears to be no capability to receive a raise based upon a cost of living increase. I understand that the FAA has had imposed upon them the NSPS for a time period of two years. In that time they have received no increase in the cost of living.

Under NSPS, I believe the government employee will slowly decline in his standard of living. There will be no structure, which would keep him at his current status in his standard of living. I have heard statements by management stating they want the civil service employees to be the best they can be. Management wants to hire qualified engineers and technicians. If a cost of living raise is not supported, the capability to hire new well-qualified employees will be diminished. If the FAA has not received a raise in two years, then their standard of living has already been affected. This is a matter of history and what has happened. They cannot recover and rebuild that standard. With the current direction of NSPS, I believe many will consider leaving government service for the private sector which is opposite in direction of the effort to recruit qualified personnel.

Respectfully



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March 7, 2005