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According to the Federal Register, Vol 70 , Pay and Administration, Subpart C, it state "In accordance with NSPS law, to the maximum extent practicable for fiscal years 2004 to 2008, the aggregate amount allocated for compensation of DOD civilian employees under NSPS will not be less than if they had not been converted to NSPS." Now exactly what does this mean by maximum extent practicable is it just another way of saying don't count on getting your cost of living and locality increases. This is totally unfair not to give the cost of living and locality across the board to everyone and not let management dole it out. Favoritism is alive and well in all department of DOD and you can see it everyday where a manager favors someone over another individual. The employees in DOD should continue to receive the same annual pay across-the-board adjustment that other GS/FWS workers receive.

It also, concerns me that someone right out of college could come to work for the government and under a RIF situation because of a higher performance rating continue to have a job while an employee of 25 years could lose their job. That is totally an unfair practice. I have over 25 years service and from what I'm reading it seems that NSPS is trying to push out all older and more knowledgeable employees for the younger generation. Where is all the corporate knowledge - in the older employees. This could easily influence older employees not train the younger ones coming on board. Who is the loser in this situation?

I have serious concerns and doubts about whether this system can be a fair one, favoritism is alive and well in all areas of the government and this is just going to condone it.

Donna L House