

Program Executive Office, NSPS
Attn: Bradley B. Bunn
1400 Key Boulevard, Suite B-200
Arlington, VA 22209-5144

To whom it may concern,

It is my concern that under the proposed system nepotism, favoritism, & supervisory abuse will occur.

We will in effect not necessarily be rewarded by how well we perform but how well we please management or write. This was the situation prior to the current system and it appears that we will be taking a great step backward. Please note this very same concern of nepotism, favoritism, & supervisory abuse was why current system was put in place.

The other concern is that the workers performance pay will be at the mercy of inept, lazy or indifferent supervisors, as this proposal puts more work on management and labor to arrive at the annual performance criteria and assessment. Time that would be much better spent doing what the taxpayers want us to do Our jobs.

In addition I would like to point out the current system can reward high performance employees with QSI's and bonuses while step increases can be withheld from non performers. People can also be let go (fired) under the current system, the simple fact that management does not utilize these mechanisms is not the fault of the system but lies in the lack of effort on management and human resources part.

Respectfully
Paul Peterson