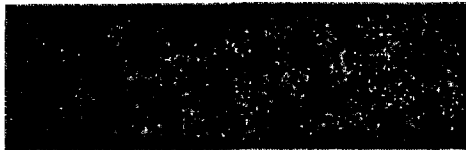


MEMORANDUM

Date: 6 March 2005

From:



Removed identity information.
I still need my job at least for now.

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

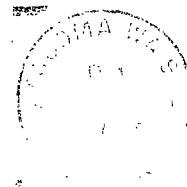
Subj: COMMENTS ON FEDERAL REGISTER PROPOSED ENABLING
REGULATIONS FOR NSPS, DOD RIN 3206-AK76/0790-AH82

1. One thing missing in this attack on employee rights is that, as far as I can see, there are no Employer Ethics Responsibilities indicated.
2. My current Government employer has never had any problem with employment rules because they have become experts at not following the current rules. NSPS gives managers more rights. What is to keep them from going beyond what is allowed under the new rules?
3. I have an insight into the future based on how current "Contractor" employees have been treated in our office. Our Managers' treatment of these people is likely an indicator of how Civil Service employees will be treated under NSPS. Our last batch of Contract Employees was not allowed to work at the end of their Contract because the contract had not been renewed in time by managers. They were strung along for weeks but eventually their contract could not be extended. Another time a Contractor was given what has become termed as "Pink Voice Mail". Called on a Sunday and told via a voice message not to come in on Monday. On new regulations at least require industry standard notices and respectful treatment. Our managers have basically become drunk with power in their treatment of Contractor Personnel. I consider that an indicator of predictable treatment of Civil Servants under NSPS.
4. The only people doing well as Contractor Employees are former Civil Service or Military Officers hired back after they retire. I consider this to be an unethical employment practice. We have substantial unemployment in our area yet vacancies go to some already drawing full Government retirement. We also have a distinct lack of younger employees and the revolving door does nothing to get the future workforce trained while some experienced people are still around.

5. As far as counting on merit pay to "Earn" annual cost of living raises. I believe we already have an indication of how this will be done by looking at how the "Awards" program is currently managed. At times the Command seems to be losing about half the funds budgeted for awards. Dividing the total indicated spent on awards into the number of Civil Service employees. That calculation revealed an average amount more than double of the highest known award amount at the working level. Management must have been giving themselves much more than the 1% of salary that most are lucky to receive or the awards fund was being used for other things.
6. I fear this NSPS will be used as a retaliatory tool against career employees. Even one year without a cost of living adjustment is effectively a pay cut. Rent and other living expenses can be expected to go up. Merchants see articles on Government employees receiving X% raise when that may be the maximum raise that only some employees receive under NSPS.
7. NSPS would have been easier to implement 6 years ago when we has a real performance rating system in place and in practice. In the last 6 years ratings have been pass/fail or essentially no rating system at all. We also now have twice the number of employees working for each front line supervisor.
8. If NSPS cannot be cancelled please place some ethical standards that managers would be required to follow. These managers are already exempt from taking responsibility for inappropriate actions.
9. I request that these comments be considered confidential and to be used only for the purpose intended. i.e. NSPS review.

Sincerely,

A black rectangular redaction box covering the signature area.



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