Comment on NSPS Now! American Federation of Government Employees, AFL-CIO <u>www.afge.org</u>

Comments on Proposed NSPS Regulations--RIN 3206-AK76/0790-AH82

Mail original to: Program Executive Office National Security Personnel System, Attn: Bradley B. Bunn 1400 Key Boulevard, Suite B-200, Arlington, VA 22209-5144 Mail a copy to: AFGE Attn: MORE, 80 F Street, NW, Washington, DC 20001

FROM Mrs. Vermillion Hyde 943 Maria Way Chula Vista Ca 91911

I finally got my 20 years in. But, I don't have the age to retire with full Benefits. I believe the proposed NSPS will undermine the Civil Service And hurt the mission of the DOD employees. The individual pay increases For performance should include guaranteed percentages in the regulations so that employees will understand the pay system and what Their pay increase will be depending on their performance. The employees in DOD should continue to receive the same annual pay across the-board adjustment that other GS/FWS workers receive. DOD should not change the current layoff/RIF rules which give balanced Credit to performance and the employees valuable years of committed Service to DOD. Also, in order to insure fairness and accuracy, DOD employees should be able to appeal any performance rating to an independent grievance and arbitration process like they can do now.

• Sincerely ji Billion

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