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305 West 13<sup>th</sup> Street  
New York NY 10014-1230  
March 4, 2005

Program Executive Office  
National Security Personnel System  
1400 Key Boulevard  
Suite B-200  
Arlington VA 22209-5144  
ATTN: Bradley B. Bunn

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

Dear Mr. Bunn:

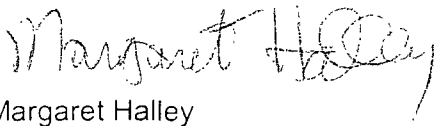
The purpose of this letter is to communicate my concerns about the proposed changes to work rules in the Department of Defense (DoD). The proposed regulations, the National Security Personnel System (NSPS), were printed in the Federal Register on February 14, 2005.

I object to these proposals, which are ominous. The brave people who are working to defend our country, putting their lives at risk, are being treated like the enemy.

With the proposed patronage pay system, euphemistically called "pay for performance," the amount of a worker's salary will depend almost completely on the personal judgment of his or her manager. This would create a system whereby federal managers are influenced by favoritism, rather than the intrinsic merit of the employee's performance.

We need work rules that preserve and even increase fairness, not a discarding of rules of fairness.

Yours truly,

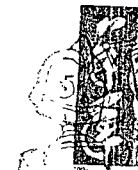


Margaret Halley

cc: Senator Hillary Clinton  
Senator Charles Schumer  
Congressman Jerrold Nadler



Ms. Margaret C. Halley  
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ATTN:

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