

19970 Lexington Road
Waynesville, Mo 65583
4 March 2005

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

Dear Mr. Bunn

This letter is in response to the new National Security Personnel System (NSPS). I have been employed at Fort Leonard Wood as a Heavy Mobile Equipment Mechanic for nearly three and a half years, and am a Navy Veteran.

This is the good thing about the NSPS :

1. Offering positions to all citizens of the United States. I believe that this will offer the Department of Defense the best possible candidates for every job.
2. The down side of this is that you are actually proposing to take away yet one more Veteran benefit. You make a mockery of our previous service by not giving us even a small point preference.

These are some of the problems I see with the NSPS :

1. Giving supervisors the power to affect our pay raises. Having worked many years in the private sector, I've been subjected to inequitable pay raises because I didn't fit neatly in the corporate image. For example, when I worked for a golf company, I designed and fabricated machines for the company, but was paid less than the man who tried to maintain them, because I didn't play golf.

2. Your decision to refuse us the right to appeal is also wrong. If I feel I have been treated inequitably, I should have the right to say so.
3. Also, I should have the right to say I've been treated unfairly to an impartial board; a board that is stationed at my work place, that understands the place I where I work and the work I do, not a national board set up in Washington, one completely unaware of the day to day functioning of MY job at Fort Leonard Wood. All negotiations of work schedules, conditions and safety, should be handled by the Local chapter of our Union as well as DoD.
4. While I work directly for the Department of Defense, I am part of the overall Civil Service and my pay should be mandated by Congress. Since we, DoD employees, are able to transfer from one Civil Service job to another, the potential for inequity is too great with different groups controlling funds. Also, money mandated by Congress would go to the people, while money budgeted to the DoD could be used at the Department's discretion. We work hard to support the Mission of our Commands and the DoD and we deserve the same pay considerations as other Civilian employees.
6. The changes proposed in the lay-off/reduction in force rules upset me as well. I have just begun the process of "buying back" my Navy time to add this to my retirement fund. If I can be let go for no just cause then what is the point of this?
5. As a Veteran I understand the pride and satisfaction of serving my country. That's one of the reasons I worked so hard to get a job at the Fort. At 53 I am once again able to serve my country. But I have done my time at sea. I am happy to serve my country state-side; particularly in Missouri. My wife of 28 years and I chose to settle in Missouri. Settle. We purchased our first home here, are helping rear our grand-daughter here. We do not want to leave here. By making me a deployable asset I must accept that the country I've served may force me to

choose : give up everything it has taken me a lifetime to achieve or give up my job serving my country.

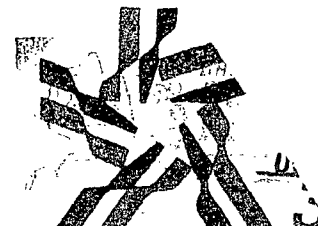
The Navy always impressed upon me the importance of good morale. Let me assure you that just the whispers of what the NSPS contains is already affecting morale. So is the limited amount of time you have given us to contact you about this program. In fact, everthing about the NSPS feels like a slap in the face to those of us who have offered to serve our country with pride, dedication and dilligence.

Sincerely,

A handwritten signature in cursive script, reading "Alan P. Solomon". The signature is fluid and elegant, with a long horizontal stroke at the end.

Alan P. Solomon

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