

15 February 2005

Program Executive Officer
National Security Personnel System
ATTN: Mr. Brad Bunn
1400 Key Boulevard, Suite B-200
Arlington, Virginia 22209-5144

Dear Mr. Bunn;

Please consider all that follows my thoughts, opinions and comments on the new National Security Personnel System, hereafter the NSPS.

While I can honestly say that I am extremely pleased that the need for a new system was both recognized and realized, I continue to have reservations. I completed the majority of my federal career while assigned to a facility notorious for using the personnel system to achieve the personal goals of management there in. I am sure that I speak for not only myself, but countless others who were the unwitting and unwilling recipients of the unfairness these actions bred. It is to that end that I must voice my concern with several parts of the proposed NSPS. Please consider:

1) Under Classification - "More flexibility to assign employees new or different work; Lengthy, detailed job descriptions no longer needed and Movement through pay band based primarily on performance, contribution." It has been difficult enough for some of us to receive fair performance evaluations based on merit as it is. I shudder to think how difficult it will be when the new system is implemented. Flexibility to assign duties will be just another way for a manager who does not personally approve of an employee to conduct business in a less than professional way once again.

2) "Performance pay increases based on performance/contribution... and Greater flexibility in setting employee pay upon promotion, reassignment, etc." Again, I can see this area being abused also based on past experience. This in my opinion is tantamount to giving a manager permission to reward those employees he/she likes and penalizing those he/she does not.

3) "Supervisors work with employees to establish performance goals and expectations, aligned with mission-related goals, Ongoing feedback and communication between supervisor and employees, Ratings reflect meaningful distinctions in employee performance." This particular section is laughable in that it is difficult to accept that anyone actually believes that individual performance will be judged and rated fairly. It is possible that it may happen in administrative organizations where top management has its finger on the pulse of the organization, but I can assure you it has never happened in the trenches and this change is not going to cause it to now.

4) Adverse Actions and Appeals - Proposed changes are positive and welcomed.

5) Labor Relations - This area concerns me more than any other as it would seem the new tone is going to be one of an atmosphere that will be ruled with an iron fist. It is no secret to those of us who have been federal employees for a while and are completely honest, that the employee and not management would seem to have all the rights, protections and privileges under the present system. I simply do not agree that to remove them all from one area and bestow them to another would correct that inequality.

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In closing, I must again say that I am pleased with the development of the new system as it is certainly time for a change. I am not at all certain that the new system as proposed will provide what is best for the civilian workforce, however, I will support the system in whatever its final configuration may be. I thank you for the opportunity to verbalize my thoughts and opinions.

Respectfully Submitted,

A Senior Federal Employee