

14 March 2005  
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Program Executive Office, NSPS  
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Mr. Bunn

After 24 years on and off with the Government starting back in 1966 I feel I have something to contribute to your NSPS comments.

Currently, there are a few employees who's work ethics, in my opinion, do not deserve a job, no matter how much education they say they have. What does management do? Nothing. When incidents are brought to managements attention they walk in the opposite direction saying, "I don't want to see that." Yet when performance times comes around these underachievers are given a satisfactory just like everyone else. Shame on you management.

There always seems to be the regularly chosen for awards and promotions--not necessarily the working, knowledgeable people.

Supervisors barely know there employees, let alone what they do or how good they do their job. I feel an employee does a better job for someone they feel has made an attempt to bond with them, to recognize them for their contribution. Unfortunately, supervisors only seem to bond with the employees they feel will better their chances for advancement (you scratch my back, I'll award and help advance you).

We are asked at performance time for input, to write up what we do. Some people are in high visibility areas--most of us are the backbones of the organization and just as important, so who do you think gets the awards and recognition? We are important too.

At least with the automatic step increases there was no bias. The employees that were the backbone of the agencies were assured their monetary just rewards for service, loyalty and jobs well done. As I see it, your new NSPS proposals will once again be determined by the supervisors, which will again be the chosen few, leaving the mass of the deserving workforce without any monetary recognition.

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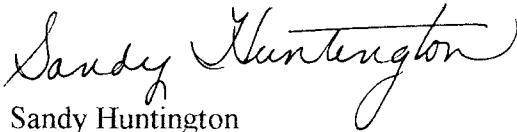
I question what the NSPS is really trying to address here. If they genuinely are working for a better system then does the real problem lay with management for not initiating the correct performance ratings, or managements inability to want to initiate employee removal actions. Or perhaps the problem really lays within procedures, how the performance appraisals are set-up as well as the procedures for removal of employees. I fail to see how punishing the majority of the workforce by taking away their automatic step increases is the answer to any problem except saving the Government money.

Don't you do a better job when you feel you are recognized?

Please take my take forward my assessments.

I request that you not use my name in any posting of my opinions.

Thank you

A handwritten signature in cursive script that reads "Sandy Huntington". The signature is fluid and extends across the width of the text area.

Sandy Huntington  
Department of Defense Employee