

3/11/05

ATTN: BRADLEY B. BURN
Jherette letter
our Federal Review
Sent to M.R. Rumsfeld
The same
comments go
to you too!

March 10, 2005

Dear Secretary Rumsfeld,

We, the undersigned employees of the U.S. Army Tank-Automotive and Armaments Command in Warren, Michigan are writing to express our opinions on the proposed new DoD Personnel System (NSPS). We believe the primary consideration in making these changes must be "Will they improve or adversely affect the support our Military currently receives from its over 700,000 dedicated DoD civilians?". We also STRONGLY believe that to facilitate the optimum support to our troops, it is essential that any new personnel system must instill in the workforce a confidence that it is fair and must also respect the rights, security and the dedication of the employees. We believe that NSPS, as proposed, fails this test in the following key areas:

- 1) Pay- This system, as proposed, eliminates the security of annual pay raises and replaces them with the arbitrary and potentially biased judgment of supervisors. This plan throws out a system which has built a work environment of cooperation and substitutes an environment which will pit one employee against another to compete for a limited amount of funds and may result in some employees placing money over mission. As evidence that there is no confidence in the workforce that this proposed change could yield positive results, a similar pay plan was proposed at TACOM and voted down by our membership by a 2 to 1 margin. Additionally, the confidence that funding was always in place to support annual pay raises is stripped away and funding for salaries and bonuses becomes uncertain.
- 2) Appeal Rights- This plan, as proposed, weakens employee appeal rights to a degree that is patently unfair. These changes, which constitute a denial of basic rights, would no doubt adversely affect the morale of DoD employees.
- 3) Seniority- This plan ignores seniority and thereby ignores institutional knowledge, experience and dedication. Any fair system must give value to years of dedicated service.
- 4) Civilian Deployment- Under this proposal DoD employees could be assigned anywhere, even into a war zone with little or no notice. This change makes no sense as today's volunteer system within the DoD works well. Additionally, this proposal would undoubtedly make it much more difficult for the DoD to recruit and retain the highest quality personnel. *I am 60YRS old, I cannot be deployed.*
- 5) Scheduling- TACOM and AFGE Local 1658 have agreed upon a system of Flextime and Compressed Work Schedules which works very well and is a great boost to employee morale. This program allows employees flexibilities in their lives and also the flexibility to schedule things like doctor appointments, etc., without having to miss duty time. Under NSPS, management could arbitrarily eliminate these successful programs at TACOM and DoD wide.

Therefore, the undersigned respectfully recommend you change or delete these elements of the proposed system so that we may continue to fulfill our mission of providing the highest quality of support possible to our war fighters.

Veronica Bauer
US Army Tank
Automotive
& Armaments Command
Sincerely,
Warren MI 48091

P-0082

Learn How NSPS Will:

Decrease Your Standard of Living

Funding: Under the General Schedule and FWS, employee pay was clear. It was funded by Congress and could not be taken away. However, NSPS will take away this certainty. Salaries and bonuses are funded by DoD. In the past – as recently as just last year – DoD did not fund its awards program. Given the agency's miserable record on this issue, how can employees feel confident that your salaries and bonuses will be funded in the future? In the Federal Aviation Administration, many employees have not had a pay increase in two years because the pay schedule did not increase. While the GS system went up by over 7% in the last two years, they got no increase.

Pay : With the new pay system, which DoD calls "pay for performance," the amount of a worker's salary and pay increase will depend almost completely on the judgment of your manager. Furthermore, the managers above your supervisor can change ratings if they wish. There is no guarantee that even the best workers will receive a pay raise or that the pay offered will be fair or competitive. This system will create a situation in which workers are in conflict with one another and afraid to speak out about harassment, violations of the law, and workplace safety problems. If there is a problem, you won't be given a fair appeal process to challenge the performance and pay decisions.

Take Away Your Job Security

Reductions in Force (RIF) : The new rules state that if RIFs occur, the decision of whether to keep an employee will depend first on his/her performance appraisals, which are issued by supervisors. Those employees with the best ratings will be kept. Those with lesser ratings will be let go. Only in the case of a tie between employees will a worker's seniority be considered. Before NSPS, your years of dedication to DoD counted a lot in the event of a RIF. Now it is clear that DoD doesn't care about commitment anymore.

Civilian Deployment: Federal employees could be assigned anywhere in the world, even into a war zone, with little or no notice. This will make it difficult for working parents who care for a family and have personal obligations at home. Is it too much to ask that I be guaranteed sufficient notice to plan for such assignments? Are all civilians going to become just like the military?

Change Your Work Life

Work Rules, Schedules, and Overtime Rotation: NSPS will weaken unions and the rights gained through union contracts, such as flex days, advance notice of work schedules, and overtime rotations. If an employee is disciplined by a supervisor, there will be very little chance of overturning the punishment. NSPS will allow managers to schedule employees to work without sufficient advance notice of schedule changes. This will make it extremely difficult for working parents to care for their children and family. It will also mean that abusive managers could harass employees with bad schedules or short notice. Overtime rotations can be canceled, which means that employees may not be able to plan adequately for childcare and other important responsibilities.

[Return to Defense Workers](#)

Bauer, Virginia MS TACOM-WRN

From: Army NSPS Program Manager [army.nsp@us.army.mil]
Sent: Thursday, March 10, 2005 4:38 PM
To: Account Type: DA Civilian
Subject: National Security Personnel System (NSPS) Update

The proposed National Security Personnel System (NSPS) regulations were formally published in the *Federal Register* on 14 February 2005. These regulations outline proposed changes to the current civilian human resources system. This is your opportunity to provide input, and potentially influence the design details of the new system. The DoD NSPS website has been updated with the regulations and the formal comment form. You may also review comments already submitted. Interested persons are invited and encouraged to submit written comments, data or views. **The public comment period is open through 16 March 2005.** To view the regulations and/or to submit comments, click on the following link: <http://www.cpms.osd.mil/nsp/index.html>. Comments may also be submitted by mail to the following address:

Program Executive Office, NSPS
Attn: Bradley B. Bunn
1400 Key Boulevard, Suite B-200
Arlington, VA 22209-5144

The DoD NSPS Program Executive Office (PEO) is implementing NSPS in a phased approach. Each major phase is known as a Spiral. There are three spirals planned. Each spiral may have more than one increment, e.g., Spiral 1.1, 1.2, etc. In December 2004, DoD Senior Executive for NSPS, Gordon England, announced the organizations selected to take part in Spiral One, to include approximately 300,000 DoD employees in General Schedule (GS), General Manager (GM), and Acquisition positions. A list of the Army organizations in Spiral One may also be found at the Office of the Secretary of Defense NSPS website at the above link. Spiral One will consist of three increments that are proposed, with Spiral 1.1, currently scheduled to deploy as early as July 2005.

In a memorandum on the National Security Personnel System, the Secretary of the Army, Mr. Francis J. Harvey stated, "...The NSPS provides a unique opportunity to improve the way we manage our civilian workforce. Implementing NSPS will require significant effort, but the dividends are tremendous as we can develop a flexible and fair system that will help us attract, retain, reward and grow a civilian workforce to meet the national security demands of the twenty-first century."

I just took over 1/2 Hour of my time to type my comments. This website is pathetic. I just got kicked out and my comments just went down a sewer hole. Based on it seems this deal is already cut & dried.

*Virginia Bauer GS6
21575 Atlantic
Warren MI 48091*

3/11/2005

provide it in the body of your comment, including the identification blocks below. You may provide your comments without completing any of the identification blocks. Unless a comment is submitted anonymously, the names of all commenters will be public information. Please ensure your comments are submitted within the specified open comment period. Comments received after the close of the comment period will be marked "late," and DoD and OPM are not required to consider them in formulating a final decision. Before acting on this proposal, we will consider all comments we receive on or before the closing date for comments. We will consider comments filed late if it is possible to do so without incurring expense or delay. We may change this proposal in light of the comments we receive. Mailed or hand-delivered comments must be in paper form. No mailed or hand-delivered comments in electronic form (CDs, floppy disk, or other media) will be accepted.

It is not mandatory that you complete the identification blocks. If you do fill in the blocks, or include your name in the comments, it will become public information.

Title	First Name	Last Name
Ms.	Virginia	Buaer
Mailing Address		
21575 Atlantic		
City	State	Postal Code
Warren	MICHIGAN	48091
Country		
UNITED STATES		

Comments

Please indicate specific sections addressed in your comments
 I just wasted 1/2 hour of my time and was kicked out so I was unable to even send my comments. Look at the bottom, I can not even SEND, it only says reset or continue. Besides it seems that all federal workers have so say so as this is all ready cut and dried. You really want to save taxpayers money, go after the screw offs and deadbeats who are collecting over \$100,000 a year. I can mention several ; Mr. Mark Uhazie, he is on continuous sick leave and nothing is ever done about this, this practice has been going on for years. another one, Mr. John Bruce who has worked at TACOM for the past 65 years.

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Title: Department of Defense; Office of Personnel Management
Subject: National Security Personnel System

CFR Citation: Notice of Proposed Rulemaking,
FR Notice: Request for Comment
 5 CFR Chapter XCIX and Part 9901
 February 14, 2005
[View Notice \(PDF\)](#) [View Notice \(HTML\)](#)
[\(Download Adobe Reader\)](#)
 Wednesday, March 16, 2005

Comments Due:

Summary: The Department of Defense (DoD) and the Office of Personnel Management (OPM) are issuing proposed regulations to establish the National Security Personnel System (NSPS), a human resources management system for DoD, as authorized by the National Defense Authorization Act (Public Law 108-136, November 24, 2003). NSPS will set new rules for basic pay, classification, performance management, staffing, labor relations, adverse actions, and employee appeals. NSPS aligns DoD's human resources management system with the Department's critical mission requirements and protects the civil service rights of its employees.

Public Participation: DoD and OPM invite interested persons to participate in this rulemaking by submitting written comments, data, or views. Commenters should refer to a specific portion of the proposal (that is, the subpart and section number or the heading and page number), explain the reason for any recommended change, and include supporting data or information. However, all comments, data, and views will be accepted and considered if submitted without references to subparts, headings, section numbers or page numbers.

Additional Information: The official website (<http://www.cpms.osd.mil/nsps>) will contain any public comments received, without change, as DoD and OPM receive them, unless the comment contains security-sensitive material, confidential business information, or other information whose public disclosure is restricted by statute. If such material is received, we will provide a reference to that material in the version of the comment that is placed in the docket. The system is an "anonymous access" system, which means that DoD and OPM will not know your identity, e-mail address, or other contact information unless you

provide it in the body of your comment, including the identification blocks below. You may provide your comments without completing any of the identification blocks. Unless a comment is submitted anonymously, the names of all commenters will be public information. Please ensure your comments are submitted within the specified open comment period. Comments received after the close of the comment period will be marked "late," and DoD and OPM are not required to consider them in formulating a final decision. Before acting on this proposal, we will consider all comments we receive on or before the closing date for comments. We will consider comments filed late if it is possible to do so without incurring expense or delay. We may change this proposal in light of the comments we receive. Mailed or hand-delivered comments must be in paper form. No mailed or hand-delivered comments in electronic form (CDs, floppy disk, or other media) will be accepted.

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Department of Defense; Office of Personnel Management

Title: National Security Personnel System

Subject: Notice of Proposed Rulemaking, Request for Comment

CFR Citation: 5 CFR Chapter XCIX and Part 9901

FR Notice: February 14, 2005

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