

## COMMENTS ON PROPOSED NSPS CHANGES

I am a professional grade DOD civil servant with over 8 years employment. I am a conscientious, reliable employee and enjoy my work. My supervisors have consistently given me excellent evaluations and awarded me with step increases within my grade. Civil servants like myself provide a stable, dependable work force essential to the successful mission of military bases.

Job satisfaction and benefits attract people to civil service. Career civil servants value the expectation of salary pay grade increases, protection from termination without due cause, and other generous benefits. These advantages outweigh disadvantages of the civil service system. Such disadvantages include lesser salaries than equivalent private sector jobs and a transient, and therefore, unstable system of military management.

At my facility, virtually all civilian employees are managed by military supervisors. The same management style for military subordinates is applied to civilians and is largely a failure.

Examples:

- Civilians are subjected to harassment and profane language by military supervisors.
- By virtue of only rank, young, inexperienced military officers are given supervisory powers over more experienced civilian employees
- There is inequality in disciplinary actions for civilians and military personnel for equivalent offenses.
- The military career track forces the military supervisors to not apply appropriate attention to civilian management.
- There is no incentive for transient military supervisors to consider the long term effects (good or bad) of workplace decisions. (The "I'll be gone in X years - I'm only concerned with how this affects me now." mentality)
- Civilian input on decisions is not sought, considered, or is completely ignored although civilians must perform the mission in the aftermath.
- Military supervisors and decision-makers are guilty of mismanaging resources.

The new system promises to bring increased flexibility and decision-making responsibilities to management, but flexibility and decision-making responsibilities already exist within the current system. The current system is not perfect, but the proposed changes do not give the promise of making it better. If management had the abilities, the training and the courage to now perform as needed to manage the civilian workforce, the current system would work as designed. The proposed new responsibilities for management will worsen the existing lack of management skills and the civilians will be the ones who will suffer. Under the new system, the benefits of pay/step increases and job security for civilians will no longer exist - that will make the trade-offs that we now have disappear. Meeting budget goals on the backs of the civilian employees will deteriorate already low morale and threaten the stability of the civilian workforce.

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