

Steve & Linda Grider

**235 Airy Hills Drive
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Re: National Security Personnel System

Being a retired federal employee I often times wonder who has the time and energy to think these ludicrous schemes up. If I were still a federal employee I would not hesitate to leave government work. This scheme is only creating a dictatorship for the Secretary of Defense. Who is going to monitor supervision?? If a supervisor doesn't think much of you as a person, are they still going to give you a good grade even if you're one of the best employees? Where can I find out how much input the unions had in this? Supposedly they were giving their input, which I find hard to believe since they are firmly set against this system!! I can hardly understand how this can be implemented when there are still vague and undefined sections of this "scheme".

I believe all of Congress should stand up for the people who voted them in office, hopefully they'll have the gumption go against this proposal!!!



Steve Grider

**American Federation of Government Employees, Executive Board
Member of:
National Active and Retired Federal Employees
Veterans of Foreign Wars
The American Legion
Veterans of the Vietnam War
National Rifle Association**

I am a WL 08 thirty year CSRS employee, and I understand the need to change some things about the personnel system.

I like the Performance and Behavior Accountability, and in a "perfect world" the whole thing would work, but we are not in that kind of place now. I recommend we stick with the old system.

To much is being placed on the first line supervisor with too little oversight. With all the realignments, consolidations, A 76 and what not most of the managers that would provide oversight are not in the same building or, on the same base. The training that is listed is what the Supervisors receive now, and a lot aren't making it now.

A story.... I was embroiled in a adverse action once, that went all the way to the MSPB, it did not need to, but because of the Supervisor the lady involved, the "I have to believe my supervisor" that went all the way up the chain of command. I was demoted, moved, and the full force of the command came down hard on me. It started out as a EEO complaint. That did not work, she then switched her complaint to a hostile work environment. The lady got the chief union steward to be her "personal representative" he was friends with the CO, sent him things on the union letterhead. I felt trapped, so I had to hire a Attorney to save my job. I was eventually exonerated.

I signed a settlement with MSPB and the Command. I was reinstated, back pay, Attorney fees. I know it's a long story, but I use it to illustrate what can happen, and to tell you I am especially not happy with the MSPB sections of the new system the:

Discovery Limits

Interrogatories

Standard of Proof

Attorney Fees not known to management

In my story all the managers above the first level said they did not know any of this was happening. Under this new system I fear a 20 year CSRS, Navy vet. would not be here today with all most Thirty one years in.

Thank You.

Bill Heffelmire

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To: Program Executive Office, NSPS
Attn: Mr. Brad Bunn
1400 Key Blvd., Suite B-200
Arlington, VA 22209-5144

Subject: National Security Personnel System

Dear Mr. Bunn,

I wish to comment about NSPS. I strongly disagree to the Department of Defense taking away or severely restricting my rights as an American and Federal employee.

We are not the enemy. We are the dedicated employees who have worked around the clock, traveled to never before heard of places and placed hardships on our entire family to ensure any soldiers "in harm's way" had the very best equipment to fight with and survive.

And the Department of Defense says that you with NSPS. I take offense to being treated in such a manner and I am amazed at the lack of respect the Secretary of Defense has for his employees.

Thank you,

Trent Mangun
Signature

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