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Add your comments below.**American Federation of Government Employees, AFL-CIO**

I have often heard team work mentioned while I have been employed by the government and I am a team player. I have worked for the government for 29 years. I am not opposed to change that is good but I believe there are parts of the NSPS system that will eliminate any sense of team.

I do believe that being awarded for your performance is a good thing but when that is the only basis of pay increase you will have many deserving people fall through the cracks. It will become more of a back stabbing dog eat dog world.

It is already somewhat of a good ole boy system and the NSPS is going to open it up for even more abuse. Some very good employees disliked by their supervisors for personality reasons in the past have only had the step increase to hold on to. I am not some employee that thinks they have been treated unfairly. I am one of the lucky ones that got along with most of my supervisors and have had what I feel is a good career. I have never before filed a grievance but I am voicing my opinion now. I believe we should keep in place the Title V rights to ensure fairness.

There is another part of the NSPS system that grieves me. I have given the best years of my life to the government and have always worked hard for them and still do. There are currently available to fire non-productive employees that just need to be retrained. If by the NSPS reads perfectly good employees with numerous years could lose their job in a RIF to someone with very few years based on the most current appraisals. I believe time in service should count for something. The NSPS system sounds like it doesn't even take it into consideration. There are times when you move to a different job that you don't get a better rating because you are just learning the new job and supervisors feel they owe the better rating to the people that have been there longer. I don't think it will change with NSPS and that is another reason I think your years of service should count for something.

One final point earlier in the year it was briefed they would prorate your pay if you were in the middle of a step increase but in a briefing that was recently provided it makes clear they are not going to do that. I don't believe that is fair. They should prorate for the transitioning from one system to another.

First line supervisors are already over worked and if they have to fill out paperwork in order for someone to receive a pay increase there will be a lot less pay increases. Maybe that is congresses wish. They could take that a step further and change their pay increase system and let their constituents vote on whether they should get a raise based on their performance and not let them vote their self a raise.

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P-0168

Comments are due in Washington, DC on March 15.