

# Comment on NSPS Now! American Federation of Government Employees, AFL-CIO

--- Comments on Proposed NSPS Regulations--RIN 3206-AK76/0790-AH82---

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Program Executive Office

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FROM

Donna Gardner

AFLSA / JASPA

Maxwell AFB, AL

General: I believe the proposed NSPS will undermine the Civil Service and hurt the mission of the DoD employees.

Subpart C Pay, Sections 9901.301 to 9901.373: The employees in DoD should continue to receive the same annual pay across-the-board adjustment that other GS/FWS workers receive.

The individual pay increases for performance should include guaranteed percentages in the regulations so that employees will understand the pay system and what their pay increase will be depending on their performance.

Subpart D Performance Management - 9901.401 to 9901.409: In order to insure fairness and accuracy, DoD employees should be able to appeal any performance rating to an independent grievance and arbitration process like they can do now.

Subpart F Workforce Shaping - 9901.6012 to 9901.611: DoD should not change the current layoff/RIF rules which give balanced credit to performance and the employees valuable years of committed service to DoD.

Subpart G Adverse Actions - 9901.701 to 9901.810: Due process and fairness demand that the independent body reviewing a major suspension as termination be allowed to alter the proposed penalty if they deem it to be unreasonable. The current standards approved by the courts to guide such bodies should continue to be used.

Subpart I Labor-Management Relations - 9901.901 to 9901.929: The labor management law that has governed the employees' right to organize and engage in collective bargaining has worked well since 1978. There is no compelling reason to take away most of the collective bargaining rights or grievance rights.

DoD should not create a "company dominated dispute board." Any dispute board must be "jointly selected" by management and the Union.

Sincerely,

Donna K. Gardner



P-0186

Comments are due in Washington, DC on March 15.

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

I see no way to assure fairness or accountability. Leadership and managerial styles cannot be dictated - don't care how much "training" is provided. Way too much weight is being placed on the performance rating - a totally subjective element subject to an individual supervisor's/manager's evaluation. This system will hurt performance, drain experience, and erode security.

Since this is all about money, why don't pay raises and awards remain stable ~~or~~ or become limited. If this is about enabling recruitment and/or mobility, concentrate rules and changes on those aspects; e.g., save money by allowing earlyouts and replace with private sector contractors (without penalty in retirement).

Why don't our elected officials take on a more fruitful (however, likely more difficult) effort like realigning DoD civilian workforce through attrition?

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