

To: Program Executive Office, National Security Personnel System, Attn: Bradley B. Bunn, 1400 Key Boulevard, Suite B-200, Arlington, VA 22209-5144

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

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.

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I write to express my concerns about changes to work rules in the Department of Defense (DoD). The proposed regulations, known as the National Security Personnel System (NSPS), were printed in the Federal Register on February 14, 2005. This message will be sent to both DoD and my representatives in Congress.

I have worked for DoD for years. I am angry that these proposals seem to treat the employees who help defend our country as the enemy. Most DoD employees work hard and are committed. I believe that mistreating the employees will hurt the agency's mission. I am very upset by NSPS. This system will change the way workers are paid, evaluated, promoted, fired, scheduled, and treated. These rules would create a system in which federal managers are influenced by favoritism rather than serving the civil concerns of the American people.

(Tip: Cutting-and-pasting? Save as plain text first.)

Your Closing:

Sincerely,

Your Name:

Reggie J. Scarborough

- Representative
- DoD NSPS Comments, NSPS DoD Comments
 - AFGE NSPS Comments,

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