

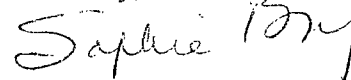
Comments on proposed National Security Personnel System Regulations  
3206-AK76/0790-AH82

Sophie Baj  
180 Sheffield Avenue  
Buffalo, NY 14220

The Proposed National Security Personnel System (NSPS) regulations present many changes to the current personnel system. The change that I have the most concern with, and there are many, is the proposed pay for performance that will provide greater power and flexibility for managers in determining the value of your work. While this is not a bad thing, this can escalate favoritism within departments and reward supervisor's key employees, employees who are anxious and willing to do anything to appease the supervisor in return for additional pay. Personally speaking, employees like myself who are outspoken and always willing to challenge the traditional way of doing things to provide better products that may at times conflict with managers ideology, will no longer be viewed as highly motivated, creative employees but rather as a problematic employees who are seen as less favorable in the eyes of the supervisor. We can possibly all become drones without an ounce of independent or creative thought that is contrary and in conflict with the immediate supervisor, for fear of not performing well and not receiving just compensation. Initially, the civil service system was started to eliminate favoritism in government. In my opinion, a high majority of Federal employees are highly motivated and creative and an attempt to change the civil service system would quickly squelch efforts by these employees.

The NSPS as presently proposed is unacceptable and unsuitable for implementation.

Sincerely,



Sophie Baj

cc:Congressman Higgins

I would like to make a comment regarding all the literature including the proposed regulation that has been published to date. The pay for performance information states that NSPS will correct the problem of outstanding performers being paid the same as poor performers. This statement is simply untrue. Have you pulled a spreadsheet of performance awards paid to employees by series and grade for the past few years. If you honestly review this data, you will see that high performers are paid substantially more than low performers. In fact if poor performers are being paid any such awards, then it is the supervisor's fault. Laws are in place to deal with poor performers yet we want to assume they are not there. If poor performers have not been weeded out of the system in accordance with regulatory guidance currently in place, then it is ultimately management's fault.

Additionally, top performers are also recognized throughout the year via the incentive awards program. These awards can be as high as \$10,000. I don't think low or average performers are receiving such awards. I simply don't see the connection between poor performers being paid the same as high performers.

My point is that we keep bashing the current system as a way to build acceptance of NSPS, while the real problem is the failure to properly utilize the laws and regulations that are already in place. When NSPS fails to answer all the woes we have stated in all the literature being published, what will we say then? There is no cure all system that will magically fix all the issues that have been highlighted over the past year. NSPS will only be as good as the managers who are empowered to use it. When I look at how the supervisors and managers have failed to carry out their duties under the current system, I can only imagine how they will perform under NSPS. I hear on an almost daily basis the statement that I'm glad I'm almost out of this mess. If so many people who are nearing retirement are making such statements, is NSPS really that good? No matter what statements are voiced during this comment period, it will not stop this train. Mr. Rumsfeld has embarked on a mission to change the civil service system as we know it. He will soon be retired, but we will have to live with his ideals regardless of the consequences.

Comments on proposed National Security Personnel System Regulations  
3206-AK76/0790-AH82

Adam Baj  
180 Sheffield Avenue  
Buffalo, NY 14220

My mom tells me that the Department of Defense is proposing to change the way work schedules are currently handled. Also, my mom says that as a Federal employee she could be assigned anywhere in the world, even into a war zone with little or no notice.

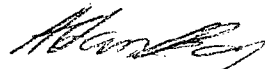
I am 14 years old, but I can always remember my mom picking me up from school every day at a set schedule. I depended on her and thought everyone's work place allowed parents to pick up their kids after school. My mom says that is not so, but the Federal government has set an example in hopes of other work places following in their footsteps. If my mom's schedule did change, I always knew the night before and my parents made arrangements for me to go to someone's house or the library.

Also, I am upset that my mom could be assigned to work someplace else. My mom did not sign up with the military, but with the Army Corps of Engineers. I depend on my mom being home with me most nights and I have many elderly relatives that rely on my mom to take care of their needs. My Uncle Teddy is 92 years old, my Aunt Natalie is 91 years old and my elderly cousin, Sharon, who is 57 and mentally handicapped all depend on my mom to do various things for them that they can no longer do. Reassigning my mom to a different location would be traumatic for me and all those that depend on her.

My mom has worked for the Corps for 25 years and she never thought that she would be required to move.

Please reconsider.

Sincerely,



Adam Baj

cc:Congressman Higgins