

FROM: Doby G. Russo
513 N. Washington St.
Milford, DE 19963

DATE: March 13, 2005


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

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

To Whom It May Concern,

I wish to express my dissatisfaction with DOD proposal of the new NSPS regulations. A RIF should never be an easy task to perform. This affects people's lives. By enacting these changes, there will be more disharmony in the work place and will cause people to be insecure about their jobs. At least with current regulations, there is some sense of security and the number of years invested as an employee does not seem like a waste of time. What seems to be proposed is just an easy way to manipulate employees. Not to mention if you have a supervisor conflict and he reflects it in your job performance assessment. This could toss you overboard in the event of a RIF and leave you no grounds to appeal such a decision. I am not an active union person, but some common sense has to apply in certain situations. That is not to say, that there are not a percentage of non-productive employees in the government. But, I am certain that this is not the way to proceed. Please bear this in mind when making decisions on RIF regulations.

Sincerely,



Doby G. Russo