

10 March 2005
19 Lou Ann Drive
Depew, NY 14043-1211

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

RE: "Comments Proposed NSPS Regulations – RIN 3206 –AK76/0790-AH82"

Dear Mr. Bunn:

I am a Federal Employee and have been since 1978. The Civil Service System under the "rules" at that time was a good system. The Personnel Specialists reviewed recruitments, job audits and saw that discrimination was not practiced. I am concerned that the new changes DOD proposed to be implemented are turning it into a Socialistic System or Dictatorship that will operate at the whims of a few who have complete control and the workers will not have any voice.

I am writing to express my concerns and to raise awareness among American citizens, taxpayers and voters about the proposed changes to the Department of Defense (DoD) work rules, known as the National Security Personnel System.

DoD employees are dedicated Americans who work hard and are committed to their country and DoD's mission. However, these new personnel rules will change the way DoD workers are classified, evaluated, fired, paid, promoted, scheduled, and treated, which will ultimately hurt DoD's mission. Why? Because the new personnel rules create a system in which federal managers will be influenced by political favoritism rather the honor of serving the American people. Instead of promoting a cadre of professional civil servants, this new system will create a force competing with one another for pay raises, ultimately destroying teamwork, increasing conflict among employees, and rewarding short-term outcomes.

The new personnel system will allow managers to schedule employees to work without sufficient advance notice of schedule changes. This includes allowing DoD management to assign Federal civilian employees anywhere in the world, even into a war zone, with little or no notice. Federal employees are proud to serve their country, but they are also responsible for caring for their families and have personal obligations, not to mention the fact that they are not in the military. You make no distinction other than civilians are not trained with a gun.

This new system indicates that Federal civilian workers can now be moved out of the locals (Congressional areas) of their choice. Where is this a benefit to the depressed areas of this Country to take more workers away and put them in more affluent or politically powerful areas? Federal workers will become another bartering pawn for passing legislation; trade offs for votes.

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For years, it has been a requirement to be an American citizen in order to work for the Federal government. However, these new regulations allow DoD to hire foreign nationals! This is wrong. They claim this new system is to give more flexibility to Homeland Security. It seems they are talking out of both sides of their mouth.

The costs of implementation are especially high, given the budget deficit created by various tax cuts and excessive Pentagon spending. Training costs estimated at \$158 million through fiscal 2008 don't even seem like they will pay for 8 hours of training across the board much less whoever is writing the implementing issuances.

The overall defense budget is in the \$400 billion dollar range, and given that kind of money, there is more than a potential for 'sweetheart' contracts, special preferences, and other forms of waste, fraud and abuse. These problems exist now, and yet this new personnel system creates a situation in which DoD workers will be afraid to speak out about violations of the law and workplace safety, let alone waste, fraud and abuse. You took away their protections.

These proposed changes will affect some 750,000 DoD civilian employees in the federal sector. However, your proposals are an attack on all American workers basic rights. Are all government jobs a national security issue? You know they are not and your regulation still takes away pre and post implementation bargaining. This NSPS is wrong and you need to go back line-by-line to restore and revitalize employee rights to motivate them to produce not because of the whip.

Sincerely,

A handwritten signature in cursive script that reads "Catherine B. Coyne". The signature is written in black ink and is positioned above the printed name.

Catherine B. Coyne