

HOUSE OF REPRESENTATIVES  
ALABAMA STATE HOUSE  
MONTGOMERY, ALABAMA 36130



DISTRICT NO. 53  
JEFFERSON COUNTY

**DEMETRIUS C. NEWTON**

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Program Executive Office, NSPS  
Attn: Mr. Brad Bunn  
1400 Key Blvd., Suite B-200  
Arlington, VA 22209-5144

Re: National Security Personnel System


Dear Mr. Bunn:

Calhoun County, Alabama, is home to one of the brightest stars in the entire Department of Defense's logistics hemisphere. Anniston Army Depot is a shining example of what a first class ordinance facility should be like. However, I have grave concerns about rules enacted by the DoD and the effect on our front line workers. The proposed regulations, known as the National Security Personnel System (NSPS), were printed in the Federal Register on February 14, 2005. This system will change the way many workers are paid, evaluated, promoted, fired, scheduled, and treated. These rules would further, create a system in which federal managers are influenced by favoritism rather than serving the civil concerns of the American people.

Under the General Schedule and FWS, employee pay was unquestioned. However, NSPS will take away this certainty. Salaries and bonuses are funded by DoD. With the new patronage pay system, which DoD calls "pay for performance," the amount of a worker's salary will depend almost completely on the personal judgment of his or her manager. This system will force workers to compete with one another for pay raises, which will destroy teamwork, increase conflict among employees, and reward short-term outcomes. Furthermore, there will be no impartial appeal system to assure that everyone is treated fairly.

Federal employees could be assigned anywhere in the world, even in a war zone, with little or no notice. Federal employees signed up for civilian jobs. They did not enlist in the military. Today's volunteer system works well. I urge you to force DoD to rethink this proposal. Work rules are needed that preserve fairness, serve the America people, and respect the rights of Defense Department workers.

Very truly yours,

  
Demetrius C. Newton

Cc: James A. Dunn, Commissioner

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Public Safety

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Medal of Honor for Law Enforcement  
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