



## HOUSE OF REPRESENTATIVES

SETH HAMMETT  
Speaker

11 SOUTH UNION STREET  
MONTGOMERY, ALABAMA 36130  
334-242-7668

March 2, 2005

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

Dear Mr. Bunn:

I was recently contacted by an individual who lives in the Anniston area who briefed me about the proposed National Security Personnel System regulations regarding employee deployment, pay and scheduling. In my opinion, these proposed regulations, as I understand them, could have negative repercussions among employees at the Anniston Army Depot.

The AAD employees are known for their strong work ethic and their dedication to their jobs. They have performed well under difficult conditions, especially threats of base closures. Now they are faced with proposed regulations that could adversely affect their pay levels and work schedules.

Of particular concern is the proposed system to fund pay raises and bonuses through the Department of Defense (rather than Congress) and the "pay for performance" plan that may rely too heavily on supervisor subjectivity. Also, the length of time for notifying employees of schedule changes could be open to abuse and the authority to deploy civilian workers with little or no notice is certain to cause concern among workers, especially those with families.

I hope NSPS and the Department of Defense will look closely at the effects of these proposed regulations and consider workforce morale and effectiveness. Causing undue stress and uncertainty among DoD workers during wartime is an issue that should not be taken lightly.

Yours Truly,

A handwritten signature in dark ink, appearing to read "S. Hammett", written over a horizontal line.

Seth Hammett

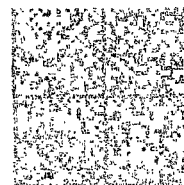


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Mailed From 0611

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