

Justification for Proposal:

The premise of this proposal is that the goal of ALL DOD civilian employees is (or perhaps should be?) national defense and security, with the primary guiding principle being “Put mission first—support National Security goals and strategic objectives.” Not all DOD civilian employees work in the defense or national security arena! Many of us who are scientists and other professionals with the Corps of Engineers certainly are not! Our work is similar to that done by employees in the Bureau of Reclamation, U.S. Fish and Wildlife Service, National Oceanic and Atmospheric Administration, U.S. Forest Service, etc. By eliminating us from the GS classification system we lose our status and our ability to transfer to equivalent jobs in other federal agencies.

Performance Parameters:

Under the proposed rule, “performance means accomplished work assignments or responsibilities and contributions to achieving organizational goals, including an employees behavior and professional demeanor (actions, attitude, and manner of performance), as demonstrated by his or her approach to completing the work.” We are all unique individuals. We all bring to our jobs, a unique set of tools in our toolboxes. We bring to the workplace a vast array of qualities, strengths, weaknesses, demeanors, attitudes, ideologies, and with differing ways of achieving a particular goal or objective. Many individuals thrive in teams. Many individuals perform best solo. Many are leaders. Many are followers. Some are ass-kissers while others are humble and don’t outwardly seek the attention and recognition of superiors. Some individuals are aggressive bulldogs, while others are happy, friendly Labrador retrievers. As unique individuals, we ALL have our own approach to completing our work, but the completion of that work should be the goal, not a perception by a supervisor. Some people say “perception is reality.” However, my manager’s perception of me is not my reality. I have a different way of working with people than he does, and my ideologies certainly don’t mesh with his. In fact, I know he doesn’t like me simply because of my ideologies and my strong professional integrity. I guess the new system would end any future pay increases for me (until maybe he retires). Our attitude or behavior, and manner of performance, as perceived by an individual manager, should not be permitted in evaluating our performance. It is just plain wrong. That is why we have our current performance evaluation system.

Opinion and Suggestion:

I am strongly opposed to this proposal. If this proposal is to proceed, I strongly recommend you take the Corps of Engineers (or at least the non military elements) out of the Department of Defense. I’m not a military person. I did not sign up for military service, and certainly am not at all interested in becoming involved in ANY of war effort.