

Program Executive Office
NSPS, Attn: Brad Bunn
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Sir:

I wish to express my concerns about changes to work rules in the Dept of Defense (DOD). The proposed regulations, known as the National Security Personnel System (NSPS), were printed in the Federal Register on Feb. 14, 2005. This message will also be sent to my representative in Congress.

Under the General Schedule, employee pay and raise is funded by Congress and cannot be taken away. However, NSPS will take away this certainty. In the past - as recently as last year - DOD did not fund its awards program. Given the agency's miserable record on this issue, how can employees feel confident that salaries and bonuses will be funded in the future?

Additionally, 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 judgement of his or her manager. This system will force workers to compete with one another for pay raises, which will destroy teamwork and reward short-term outcomes. There is no guarantee that even the best workers will receive a pay raise, or that pay offered will be fair or competitive. This system will create a situation in which workers are in conflict with one another and afraid to speak out abo