

05-3-5

DEAR SIR,

AS A FORMER CIVIL SERVICE EMPLOYEE (RETIRED '92),
I AM REALLY TROUBLED ABOUT SOME FEATURES OF THE
NATIONAL SECURITY PERSONNEL SYSTEM (NSPS). THIS REG-
ULATION TURNS UPSIDE-DOWN THE CIVIL SERVICE AREAS
THAT PROMOTE FAIR TREATMENT OF EMPLOYEES.

SOME OF THE AREAS I AM CONCERNED ABOUT ARE:

1. FAIR & REGULATED LEVELS OF PAY DETERMINATION.

THERE IS NO NATIONAL SYSTEM OF EVEN, STANDARD
OF PAY FOR EACH GRADE OR POSITION. PRESENT REGULATIONS
PROVIDE FOR SUCH FEATURES IN AN EQUITABLE WAY.

2. APPEAL RIGHTS ARE CURTAILED.

THE APPEAL OF PAY CHANGES ARE NOT SUBJECTED TO AN
IDENTIFIABLE OR DISINTERESTED PARTY REVIEW.

3. REDUCTION IN FORCE PROVISIONS DO NOT ALLOW FOR
RETENTION RIGHTS NOW AVAILABLE.

THERE SEEMS TO BE NO ALLOWANCE FOR SENIORITY,
VETERAN STATUS, OR PERFORMANCE STANDARDS.

4. THE GAIN OR LOSS OF PAY IS NOT BALANCED WITH
STANDARDS OR EASY ACCESS TO APPEAL OF ADVERSE ACTIONS.

THE RULES ARE NOT SPELLED OUT FOR MOST ACTIONS,
AND THOSE INCLUDED DO NOT PROVIDE FOR ADEQUATE
REVIEW OR APPEAL.

5. PERSONS SEEKING APPEAL OR REVIEW ARE STIFLED.

EVEN THOSE WHO MAY WANT TO ADVISE OR ASSIST
IN AN APPEAL ARE SEVERELY RESTRICTED. NO PROVISION
IS PROVIDED FOR A HEARING BOARD OF UNBIASED NATURE.

6. VETERANS RIGHTS ARE BASICALLY IGNORED.

WE HAVE ALWAYS PROVIDED VETERANS SOME PRIVILEGES AND JOB PROVISION IN CIVIL SERVICE. TAKING AWAY THE SPECIFIC PROVISIONS FOR OUR FORMER SERVICEMEN SEEMS TO DEVALUE THE CONTRIBUTIONS OUR HEROES HAVE MADE.

WHILE WORKING IN CIVIL SERVICE I HAVE BEEN INFORMED ABOUT ALL THE REGULATIONS CONCERNING SECURITY. AS A RETIREE CONCERNED ABOUT FRIENDS AND RELATIVES IN THE SERVICE, I SEE THAT WE ARE BUILDING UP A REDUNDANT SYSTEM OF SECURITY PROVISIONS, WHILE ELIMINATING ALL PROVISIONS OF EQUITABLE HUMAN TREATMENT.

PLEASE DO NOT RETURN THE CIVIL SERVICE TO THE OLD PATRONAGE SYSTEM OF 200 YEARS AGO.

YOURS TRULY,

Donald R. Snider

CC: AFGE, D. J., LUGAR, BAYH, HOSTETTER

S Don & Ernestine Snider
(812)636-4778
320 South Horning Drive
Odon, IN 47562-1400



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

22209-5144

