



Department for Professional Employees, AFL-CIO

August 1, 2007

Dear Representative,

On behalf of the Department for Professional Employees, AFL-CIO (DPE), I am writing to ask that you **vote for** the bipartisan Inslee (WA)/Walter Jones (NC)/Van Hollen (MD) National Security Personnel System amendment to the FY08 Defense Appropriations measure.

DPE is a coalition of 23 national unions affiliated with the AFL-CIO. Together these unions represent over four million professional and technical workers in more than 300 occupations. Among them are workers in public administration; education and information resources; engineering, science, and information technology; health care; and the arts, entertainment, and media. The DPE is the largest association of professional and technical workers in the United States.

NSPS has been a travesty since Congress passed the FY04 Defense Authorization Act and granted then Defense Secretary Donald Rumsfeld the flexibility to change the human resources practices at DoD. Unfortunately, however, the Pentagon and the Office of Personnel Management went far beyond the authority they were given by Congress and have essentially wasted the better part of four years, and untold resources, in creating an NSPS that has been mired in a legal and political road to nowhere.

NSPS was created solely by the political leadership at the Pentagon, with little to no input from the workers it affected. While the United DoD Workers Coalition (UDWC) appealed to the Pentagon to heed the calls of Congress and work in tandem to create a personnel system that would enhance national security, preserve the rights of the workforce, and remain within the limits in the authorizing law, UDWC pleas fell on deaf ears.

The NSPS we see today is entangled in legal battles costing the taxpayers of the United States untold resources. In fact, one needs to look no further than the July 16th GAO Report (GAO-07-851) rejecting the Pentagon's misleading contention that imposing NSPS on a workforce of 700,000 will cost taxpayers only \$158 million. As is stated on page two of the GAO Report, "DOD's November 2005 estimate that it will cost \$158 million to implement NSPS between 2005 and 2008 does not include the full cost that the department expects to incur as a result of implementing the new system." The Report goes on to say that when publicizing the \$158 million number, the DoD did not, "include any of the typical indirect costs associated with the design and implementation of NSPS such as general administrative services, general research and technical support, rent, and operating and maintenance costs for buildings, equipment, and utilities."

After four years of continuing lawsuits, the departure of the NSPS creator (former Secretary Rumsfeld), and now the GAO Report's indictment with respect to the Pentagon's

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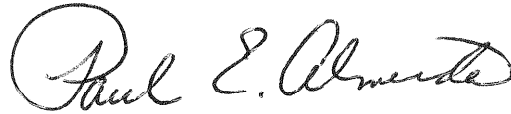
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hiding the true costs to taxpayers, the misguided policy that is NSPS still hovers over the DoD workforce. Congress should finally say 'enough is enough.'

Please put this ideologically driven attack on DoD's workforce to rest and vote in support of the Inslee/Jones/Van Hollen amendment.

I thank you for your consideration.

Sincerely,

A handwritten signature in black ink that reads "Paul E. Almeida". The signature is written in a cursive style with a large, circular initial "P" at the beginning.

Paul E. Almeida
President