

Comment Form

PERSONNEL MANAGEMENT OFFICE

Title: Department of Homeland Security Human Resources Management System

Subject Category: Human Resources Management System; establishment Human Resources Management System; establishment

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Phase: PROPOSED RULES

How To Comment:

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Date Submitted: Mar 18, 2004

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Comment

I am greatly distressed by the personnel rules proposed by DHS on February 20, 2004. DHS ignored the advice and ideas of the employees in the Town Hall meetings and focus groups and the unions who participated in the design phase. The proposed pay-for-performance is ill-advised for DHS. It will create a competitive culture pitting employee against employee, while rewarding supervisors' favorite employees. I am concerned about the fact that DHS would not be under the General Schedule pay and classification system, but will be able to decide the amount of annual increases, locality pay, classification, etc. on its own. This hurts the economic stability of DHS employees and makes it hard for them to plan for the future for themselves and their families. The current system would work well if it were funded and if managers did what they were supposed to do. There is not enough information in the proposals for job evaluation, pay, and performance management to make more detailed comments. I am angry about the proposals that would take away so much of my voice in the workplace by severely limiting management's duty to bargain with the unions. It is insulting and false to say that collective bargaining harms national security. I also am angry about the erosion of protections for DHS employees who are disciplined or given a performance rating they feel is wrong. Good employees get hurt when due process is weakened. Managers should not be allowed to avoid accountability for their actions and employees should not be deprived of meaningful appeal rights. DHS cannot be a first class agency if it only accords its employees second class rights. The proposed rules will not improve the security of our homeland. They do threaten freedoms and protections that, as an American worker, I hold very dear.