

United States Senate  
WASHINGTON, DC 20510

October 3, 2007

U.S. Senate Committee on Armed Services  
228 Russell Senate Office Building  
Washington, DC 20510

Dear DoD Authorization Conferees:

We are writing regarding your consideration of the Fiscal Year 2008 (FY08) Defense Authorization Conference report. In particular, we are writing to ask for language aimed at repealing much of the National Security Personnel System (NSPS).

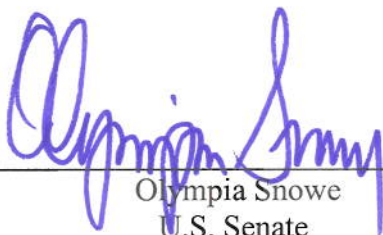
As you know, the Department of Defense (DoD) has had the authority to create NSPS since 2003, when the Congress included the *Defense Transformation Act* in the FY04 Defense Authorization measure. Since that time however, the creation of NSPS has been one misstep after another. Despite several Congressional hearings in which lawmakers warned DoD against creating an NSPS that pushed the letter of the law and did not have employee input and buy-in, key parts of NSPS were nonetheless created contrary to Congressional intent. As a result, the personnel system proposed by DoD has been mired in lawsuits because of the unnecessary erosion of many of the workers protections earned by DoD's civilian workforce.

The Government Accountability Office (GAO) released a report on July 16, 2007 (GAO-07-851) that found DoD's estimate of \$158 million for implementation can be expected to rise significantly. Page two of the report states, "DOD's November 2005 estimate that it will cost \$158 million to implement NSPS between 2005 and 2008 does not include the full cost the department expects to incur as a result of implementing the new system." In fact, many of the workers organizations that represent DoD workers believe the true cost of NSPS to taxpayers will reach into the billions.

We have heard from thousands of dedicated and patriotic constituents who are DoD workers that NSPS is not only needless, but that it is causing significant uncertainty and unease throughout the DoD workforce. Civilian workers at the DoD work alongside their military counterparts every single day, sometimes in the most hazardous conditions. These dedicated workers sacrifice to keep this nation secure and we should recognize their dedication and professionalism. In particular, we ask that you recede to the House provision regarding the NSPS repeal language.

We thank you in advance for your consideration.

Sincerely,

  
Olympia Snowe  
U.S. Senate

  
Arlen Specter  
U.S. Senate