

Congress of the United States
Washington, DC 20515

October 10, 2007

The Honorable Robert M. Gates
Secretary of Defense
1000 Defense Pentagon
Washington, DC 20301-1000

Dear Secretary Gates:

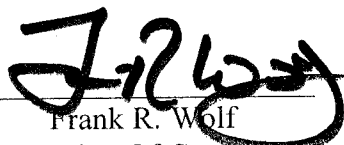
We write today because we have been contacted by numerous constituents gravely concerned about a recent announcement that they will not be receiving the across-the-board pay raise with other federal employees due to their transfer into National Security Personnel System (NSPS).

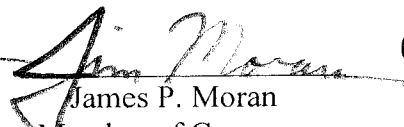
NSPS in general is not the issue we raise today or even your efforts to begin compensating high performers over mediocre performers. Our concern today is that these employees - - our constituents - - reportedly were informed from the outset that for the first year in the NSPS they would at least receive their base pay increase. As you know, this is a critical time for our nation to be able to recruit and retain the best and the brightest to serve as civil servants. The "brain drain" we are facing makes issues like this all the more critical.

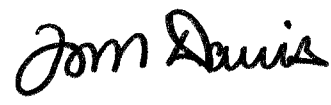
First and foremost, we must keep our promises to our employees. It would be difficult if not impossible to recruit or retain employees if they knew they could not rely on their promised salaries. We understand that your task is difficult, and appreciate the difficulty you face in finding the funds to pay for bonuses. But an even more difficult task will be meeting the cost of replacing employees or increasing hiring efforts in general if employees do not have confidence in the personnel system.

We appreciate your prompt attention to this matter. These men and women are the backbone of this nation and we must find a way to ensure that the compensation they were told to expect is forthcoming.

Sincerely,


Frank R. Wolf
Member Of Congress


James P. Moran
Member of Congress


Tom Davis
Member of Congress