

December 1, 2015

The Honorable Jon Tester
311 Hart Senate Office Building
Washington, DC 20510

The Honorable Chuck Grassley
135 Hart Senate Office Building
Washington, DC 20510

Dear Senator Tester and Senator Grassley:

On behalf of the managers and supervisors currently serving our nation in the federal government and whose interests are represented by the Federal Managers Association (FMA), we extend our strongest support for the Administrative Leave Act. FMA advocates for excellence in the federal workforce, and your common sense reforms to Title V for administrative leave do just that. The Administrative Leave Act allows for managers throughout the federal government to successfully handle problem employees without impeding on federal departments and agencies' missions and goals.

In recent years, there have been instances of inappropriate uses of administrative leave, such as the National Archives Inspector General who retired in 2014 after an investigation into allegations of misconduct dragged on for more than two years. This only supports a 2014 Government Accountability Office (GAO) report which highlighted waste within the use of administrative leave. GAO found that the federal government spent more than \$3 billion on salaries of employees on administrative leave from fiscal year 2011 through fiscal year 2013, despite no uniform standards covering this leave. This is unacceptable. Managers need to be able to make a decision on an employee in a timely manner. By providing clear time lines and definitions for administrative leave through your legislation, managers can make better decisions for the workforce.

In a time when Americans demand more from their federal government, it is necessary to ensure that competent and capable people are completing congressionally-mandated programs and projects. Your bill promotes necessary efficiency and effectiveness throughout the federal government. Should you have any questions or concerns, please contact FMA's Government Affairs Director Greg Stanford at gstanford@fedmanagers.org or (703) 683-8700.

Sincerely,



Patricia J. Niehaus
National President