

Action Letter:

Dear Senator/Representative (*Sen. 's/Rep. 's last name*):

As a federal employee, constituent and member of the Federal Managers Association (FMA), I am writing to request your support for several measures contained in H.R. 2990 and included in the House-passed version of the Fiscal Year 2010 National Defense Authorization Act, H.R. 2647. The provisions would extend critical benefits to members of the civil service, and I respectfully ask you include these initiatives in the final version of the defense bill during conference.

Several measures contained in H.R. 2990 and included in the House-passed version of the National Defense Authorization Act lie at the forefront of FMA's agenda of promoting an efficient and effective workforce, including a provision which would afford employees under the Federal Employees Retirement System (FERS) a credit for unused sick leave at the time of retirement, a benefit currently enjoyed by their counterparts in the Civil Service Retirement System (CSRS). In a recent survey, 85 percent of CSRS employees said they conserved as much sick leave as possible while 75 percent of FERS employees said they would use as much sick leave as possible during their last years of service. As such, it is not surprising the Office of Personnel Management currently estimates this abuse costs taxpayers \$68 million a year. This continues to be a growing problem for managers striving to ensure an efficient federal workforce, and it will continue to get worse as nearly all federal employees will be under FERS by 2014.

H.R. 2990 further contains a provision ending a long-standing inequity between federal employees in Alaska, Hawaii and the U.S. Territories and their counterparts in the contiguous United States. Federal employees who reside in these areas receive a tax-free non-foreign area cost of living adjustment (COLA) in their pay; however, the government fails to credit this COLA towards basic pay for retirement purposes while excluding these residents from receiving the locality pay benefit most federal employees enjoy, drastically affecting the retirement benefits rightly earned by these hardworking civil servants. The provision would phase-out the COLA and phase-in locality pay over a period of three years while protecting the pay of employees as they transition. This measure is crucial to stem the loss of mission-critical employees in these areas to higher paying jobs on the mainland.

I respectfully request you show your support for the men and women who have dedicated their lives to ensuring the success of the government programs you and your colleagues create by including these critical provisions in the final conference committee report. Thank you for your time and consideration of these important issues, and I look forward to your response.

Sincerely,

Sign your name

Print your name and home address