



Greg Stanford

**March 2020
82nd National Convention**



Centers for Disease Control and Prevention

<https://www.cdc.gov/coronavirus/2019-ncov/index.html>

Office of Management and Budget Guidance

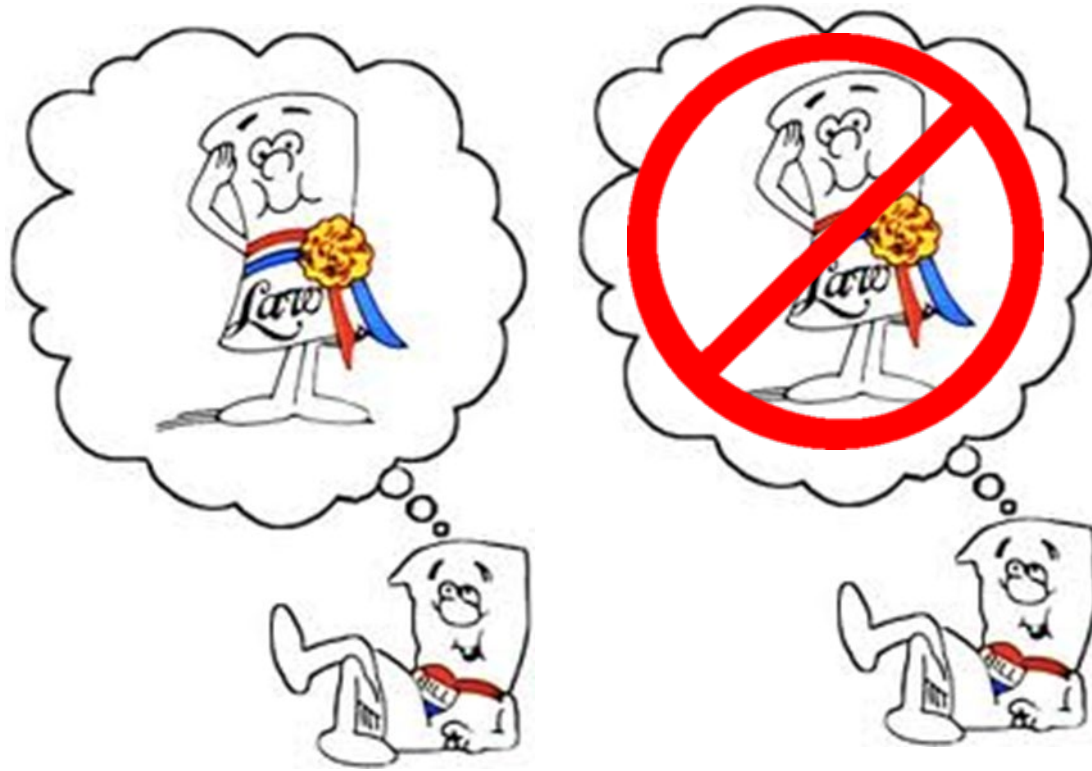
[OMB MEMO: M-20-15: Updated Guidance for the National Capital Region on Telework Flexibilities in Response to Coronavirus](#) March 15, 2020

[OMB MEMO: M-20-14: Updated Federal Travel Guidance in Response to Coronavirus](#) March 14, 2020

FMA Resources and Links

<https://fedmanagers.org/Resources-and-Links>

**Covid-19
Resources**



Successes



Continued FMA Success:

- FY2020 Appropriations Completed in late December 2019
- 3.1 percent pay raise for 2020
 - 2.6% boost to base pay, 0.5% average increase to locality pay
 - Avoided a pay freeze and the 2.6% raise (both proposed by administration)



▪ FY 2021 NDAA

- Allow feds in the reserves to enroll in TRICARE Reserve Select
 - FMA issue brief
- Prevented an attempt to change 2-year probationary period back to 1-year at DOD
 - Ordered a study on usage
- Blocked OPM-GSA merger
- Paid Parental Leave
- Protections for FEHBP and FEGLI in the event of a government shutdown
- Extend combat zone tax parity through 2020
- Reimbursement for federal, state, and local income taxes incurred during travel, transportation and relocation
- Enhance direct hire authority at DOD

2019



Averted Pay Freeze in 2019 and 2020: FMA members helped persuade Congress to override the administration's call for an across-the-board pay freeze in both 2019 and 2020. Federal employees will instead receive a 3.1 percent pay raise in 2020.

FERS Sick Leave Credit: Those enrolled in the Federal Employees Retirement System (FERS) receive an average of at least \$500 a year for applying unused sick leave towards their retirement plan. FMA was the driving force behind this legislation that rewards feds for responsible use of leave.

Repeal of DOD Cuts to Long-Term TDY Per Diems: FMA worked tirelessly for nearly four years to repeal drastic cuts of as much as 45 percent to Department of Defense (DOD) long-term TDY per diems. As a result of our efforts, DOD may no longer reduce the employee per diem allowance based on the duration of the TDY assignment.

Preventing Cuts to Benefits: FMA stopped harmful proposals by Congress or included in the administration's FY 2020 budget request that would have increased pension contributions for existing federal employees, eliminated the FERS COLA, reduced the CSRS COLA, shifted from the "High 3" to a "High 5," or eliminated the FERS annuity supplement.

New Locality Pay Areas: FMA advocated for the designation of six new locality pay areas beginning in 2019. These designations positively impact nearly 72,000 employees in Birmingham, Alabama; Burlington, Vermont; Corpus Christi, Texas; Omaha, Nebraska; San Antonio, Texas; and, Virginia Beach/Norfolk, Virginia.

**FMA Government
Affairs Success**



Paid Parental Leave: FMA supported the successful effort to provide 12 weeks of paid parental leave for new mothers and fathers (by birth, adoption, or foster) of a new child. Legislation included in the FY 2020 National Defense Authorization Act (NDAA).

Wounded Warriors Federal Leave Act: Thanks to FMA, new feds with a service-connected disability will begin their career with 104 hours of additional sick leave to use for their disability-related appointments and treatment during their first year as federal employees. In addition to the legislative action, FMA worked with rule makers at the Office of Personnel Management (OPM) who drafted exemplary rules for implementation.

Allowing Feds in Reserves an opportunity to enroll in the health plan of choice: FMA advocated for the TRICARE Reserve Select Improvement Act, which allows feds in the reserves or National Guard to enroll in this plan, like their non-fed counterparts, if they choose. Language included in the FY 2020 NDAA.

Protect the 2-Year Probationary Period at DOD: FMA successfully revised House-passed language that would have changed the probationary period at DOD from two years to one year. NDAA requires a study to assess the current probationary period.

**FMA Government
Affairs Success**



FEHBP Self Plus One: In the Bipartisan Budget Plan (P.L. 113-67), Members of Congress called for the Office of Personnel Management to offer a “Self Plus One” option to federal employees enrolled in the Federal Employees Health Benefits Program (FEHBP). FMA long advocated for this option, as it would immediately reduce federal spending and provide affordable health care to couples or single parents with one child.

Combat Zone Allowances, Benefits, and Gratuities for Civilian Personnel: FMA supported the extension of this authority through 2020.

Disabled Veteran Leave Extension to FAA and VA: FMA worked with legislators in the House and Senate to extend eligibility for disabled veteran leave to Title 49 employees (Federal Aviation Administration) and Title 38 (Veterans Affairs) employees.

Phased Retirement: Employees who are retirement-eligible now have the choice of switching to part-time work, drawing a partial salary and a partial annuity, both prorated according to the time worked.

Reemployed Annuitants Legislation: FMA’s efforts were crucial to the passage of legislation that allows retired feds to return to service part-time without offsetting their annuities.

Locality Pay Extension: Federal employees in Alaska, Hawaii, and U.S. Territories now receive locality pay. Thanks to work done by FMA local chapters in Hawaii, the legislation signed into law closely mirrored FMA’s proposal.

**FMA Government
Affairs Success**



FMA Members Keep Informed

- Washington Report & Grassroots Newsletter
- Chapter Meetings
- Facebook/Website
- Resources and Links
- FMA Staff participate in Chapter Meetings

FMA Members Get Involved

- Action Letters – Update Non-Government Email!
- FMA-PAC
- In-District Meetings/Meetings with Command



July 24, 2017

Dear Christine,

Thank you for contacting me with your thoughts regarding potential changes to the Federal Employee Retirement System. I appreciate hearing from you on this important issue.

As you may know, several Fiscal Year (FY) 2018 budget proposals intended to reduce the federal deficit would single out and burden federal employees and retirees if implemented. Specifically, the President's FY 2018 budget proposal to increase the amount federal workers pay toward their retirement fund would have the same effect as an immediate and permanent pay cut. Additionally, the same budget also includes a proposal which would lower the Social Security cost-of-living adjustments (COLAs) for Civil Service Retirement System beneficiaries by half a percent and eliminate them altogether for current and future federal retirees in the Federal Employee Retirement System (FERS).

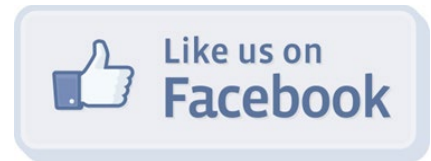
Lower COLAs, and furloughs due to sequestration are just a few of the hardships that federal employees and retirees have already faced during their public service. Furthermore, many in the federal civilian workforce are veterans who have already made measurable sacrifices.

While I believe there is a strong need to reduce the national debt and balance the budget, I am opposed to doing so by forcing federal employees and retirees to shoulder the burden. For these reasons, I recently signed a letter with mine of my colleagues addressed to Speaker Ryan and Majority Leader Kevin McCarthy that voiced these concerns and opposed cuts and rollbacks to federal retirement benefits. Rest assured, I will continue to fight for hard-working civilian families and will keep your thoughts in mind should any related legislation come to the House floor for a vote.

Thank you again for contacting me. Please feel free to do so in the future. It's an honor to represent the Eighth Congressional District of Georgia.

God We Trust,


Austin Scott



Grassroots Efforts



Inbox - bgdavis225@gmail.com x TweetDeck x Facebook x FMA Events x Action Letters x CQRC Engage Admin: Engagem x + -

https://fedmanagers.org/Action-Letters

JOIN NOW

Visit FMA's Corporate Partners:

American Public University System

LEGISLATIVE TRACKER

READ THE CURRENT ISSUE OF THE FEDERAL MANAGER MAGAZINE!

Take Action Now

Action Letters are a great way to make your voice heard on issues important to federal managers. Simply click on an action letter, quickly fill out the contact information and the letter will be sent to your member of Congress.

Support A 1.9 Percent Pay Raise For All Civilian Feds

Tell your member of Congress to support Senate language for a 1.9 percent pay raise for all civilian federal employees.

TAKE ACTION ▶

Action Letters

Below are FMA Action Letters, allowing members to voice their opinions on issues important to federal managers.

- Support A 1.9 Percent Pay Raise For All Civilian Feds**
Tell your member of Congress to support Senate language for a 1.9 percent pay raise for all civilian federal employees.
- Legislation Introduced to Allow FERS Employees to Buy Back Temporary Time**
FMA Issue Brief introduced by Congressman Derek Kilmer (D-WA) as H.R. 5389. Encourage your member of Congress to support this legislation.
- Support FMA Issue Brief Introduced in Congress**
Allow feds serving in the reserves to enroll in Tricare. Legislation has been introduced in both the House

10:35 AM 10/10/2018

Action Letters



Legislative Tracker

- Tracks the pieces of legislation in Congress specific to FMA
- Updated regularly
- Printable PDF available on website

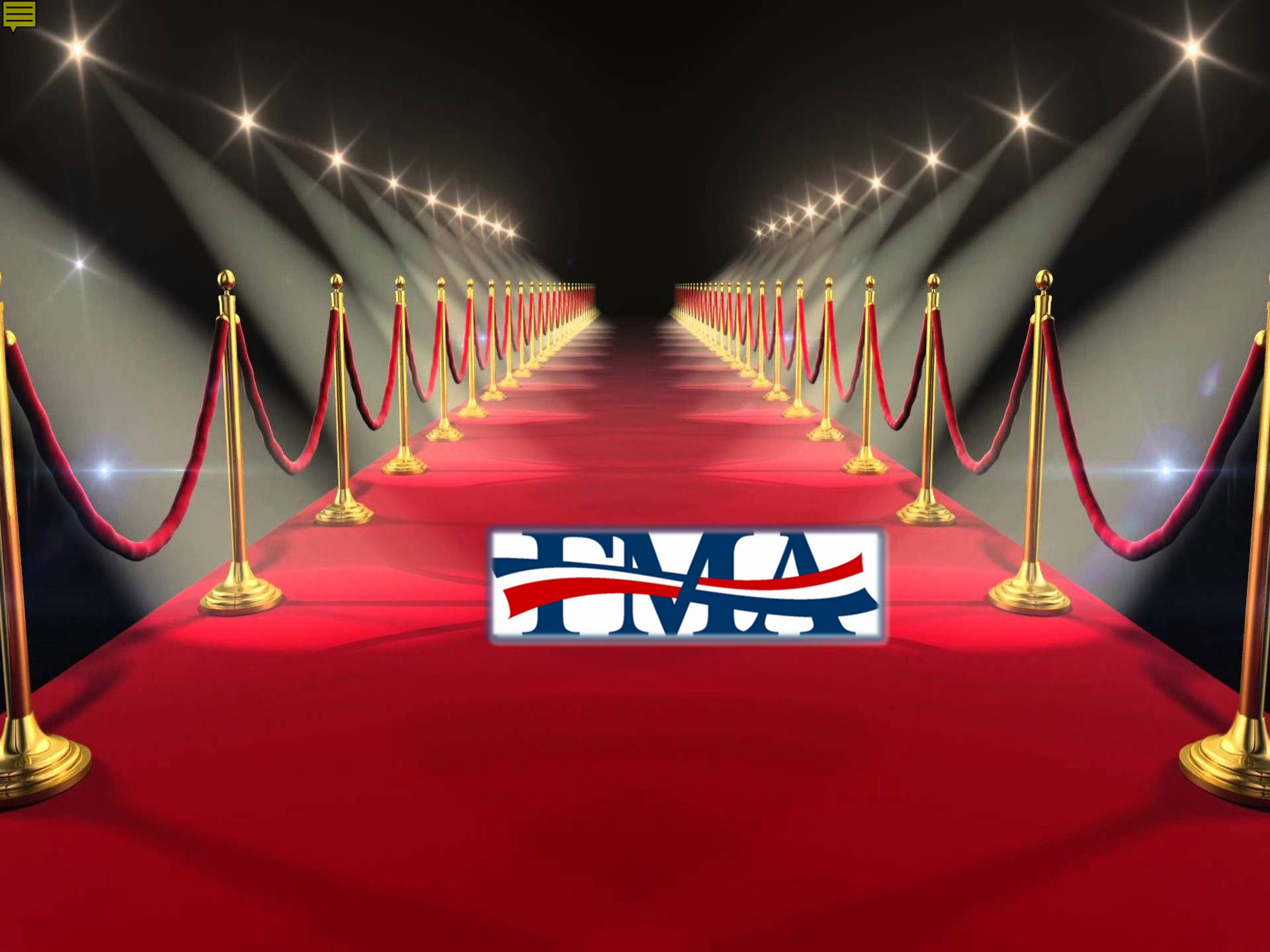


Legislative Tracker



FMA-PAC EXPLAINED

- **PAC = Political Action Committee**
- **Allows FMA members to collectively contribute to members and candidates who support FMA causes**
- **Enables FMA to be a player in the political process**
- **Provides direct access to Members of Congress**
- **Builds relationships**
- **Heavily regulated – Monthly FEC Reports**
- **We need friends of feds to remain in Washington, D.C.!**
- **Enroll in Payroll Deduction today!**



**Chapter 3 meets with Rep. Rob Wittman (R-VA)
March 2020**





2020 ISSUE BRIEFS

- **Pass all appropriations bills in a timely manner.**
- **Protect federal employees' healthcare and retirement benefits.**
- **Pass and enact hiring reforms.**
- **Extend the probationary period.**
- **Provide FERS enrollees with the same service credit benefits as CSRS and military retirees.**



2020 ISSUE BRIEFS

- **Bipartisan oversight of all agency reorganization plans – including proposed OPM/GSA merger.**
- **Establish and fund mandatory training requirements for all federal managers and supervisors – and provide for dual-track system.**
- **Provide due process for all federal employees and restore MSPB to fully functioning.**
- **Capital investments across the federal government to restore and modernize facilities.**



2020 ISSUE BRIEFS

- **Make COLAs more accurate and fair.**
- **Repeal or mitigate the Government Pension Offset and the Windfall Elimination Provision.**
- **Don't interfere with FRTIB stewardship of Thrift Savings Plan.**
- **Address salary compression and remove pay caps.**



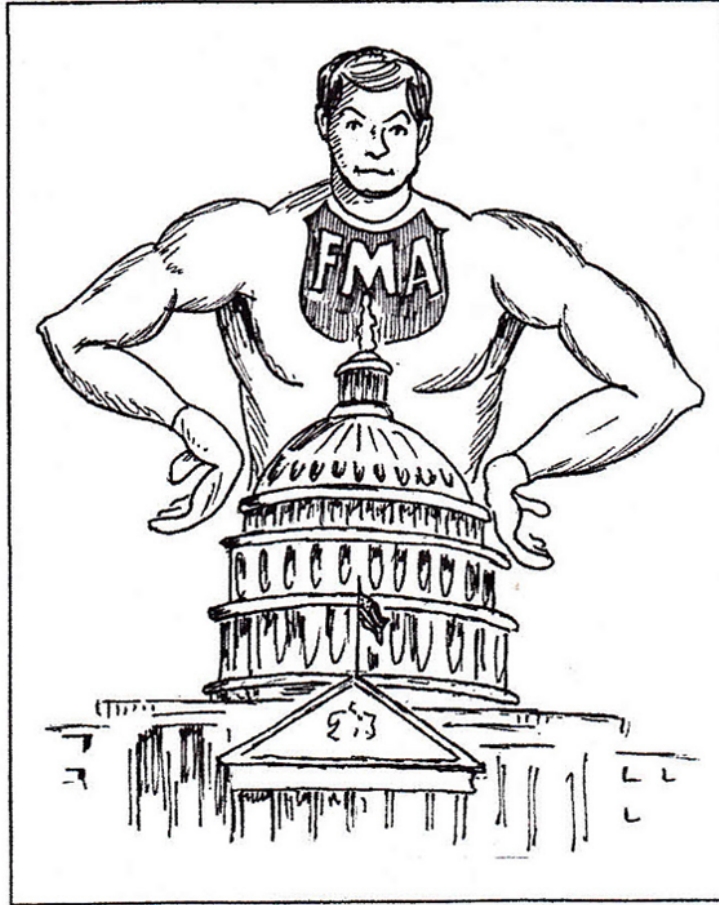
Greg Stanford – Director of Government Affairs

gstanford@fedmanagers.org

(703) 683-8700

www.fedmanagers.org

Contact



Questions?