# Federal Manager

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Annual Subscription Rate: \$30 Single Issue Rate: \$8.50

#### Advertiser/Subscription Inquiries

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All materials submitted to The Federal Manager should pertain to public service managers. Copy should be double-spaced and no longer than 10 pages. High resolution 300 dpi, color images in JPG or TIF format, as well as charts, or illustrations in EPS vector format, should be included if possible. Text should be submitted by email or on compact disc. Please also include a biography of the author.



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When you join FMA, you will be immediately welcomed into the only professional organization looking out for the interests of every manager, supervisor, and executive in the federal government. Take a positive step for your interests in the workplace, before Congress, and your community.

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#### FMA member benefits include:

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- The Washington Report, FMA's monthly e-newsletter, summarizes how FMA is looking out for you.
- Access to FMA's Action Letter Library, which empowers you to easily and effectively communicate with your members of Congress through personalized correspondence that can be sent from your phone.
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- A subscription to The Federal Manager, FMA's e-magazine, delivered to your inbox every quarter.
- · Scholarship opportunities for your dependents.

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# From Our President...

# TREAT FEDERAL MANAGERS WITH RESPECT

FMA Family,

It has been a difficult time to be a federal manager, and I want to let you know I am proud of you and your efforts to do right by the American public who rely on what you do to make our country better. Your dedication, especially in the face of the many hits feds are taking from Congress and the administration are admirable. Thankfully, from the polling I have seen, American citizens agree that they appreciate the work of government and believe federal employees should be treated with respect, even as we work to root out duplication and waste.

There is a right way and a wrong way to reduce the number of federal employees and/or find efficiencies. Sadly, over the last several months, the wrong way has been utilized far too often, leading to a situation that will only worsen and lead to agencies' inability to properly fulfill their missions.

FMA has always pushed to reduce waste and to give managers more tools to better manage their offices and raise productivity. Whenever our manager members are asked to help identify ways to improve the work of government, we always have a list of items that can be improved, starting with Congress passing appropriations in a timely manner so that agencies know their budgets and can plan for the long term. Regrettably, too often, we are not consulted until cuts have already been made, forcing managers to do the best they can with a reduced number of staff members, and having endured a haphazard firing of employees. This means institutional knowledge is unnecessarily lost because of our most experienced team members taking early retirement. Or it means that the younger employees who would be filling crucial roles in the future have been let go. On top of these unnecessary, self-created problems, the feds who are left in the office are now expected to do the work of several people, which will inevitably lead to mistakes being made, or projects simply falling behind schedule.

The federal government already employs a much lower percentage of young people than the private sector, and given the lower pay and recent attempts to cut benefits, we should not expect the best and brightest to be flocking to government work. This is a true loss for our country. Americans who want to serve our country as public servants should be celebrated and empowered to excel. In this way, everyone wins, especially the American taxpayer.

The Federal Managers Association and its members will never stop trying to identify practical, common-sense solutions to the many challenges faced by the federal government. I simply hope that much sooner than later the administration and Congress become partners in our efforts.

Please keep up the good fight and call on FMA should you have questions or concerns with which we may be able to assist. As always, thank you for your continued support of the men and women of our armed forces, your commands/agencies, your communities, the citizens of these United States, and the Federal Managers Association.

Sincerely,

Craig Carter

Craig

FMA National President



The Federal Managers Association (FMA) strives to promote excellence in public service and is fortunate to have many incredible federal manager members across America and around the world throughout many agencies and departments. Even so, a select few deserve to be recognized for going the extra mile in all that they do, and this year we are proud to name Vincent Stamper as FMA's Manager of the Year! Vince is a member of Chapter 14, Puget Sound Naval Shipyard, Naval Base Kitsap, and Trident Refit Facility Bangor, in Washington State. He was presented the Manager of the Year award at FMA's 87th annual National Convention and Management Training Seminar on March 25, 2025.

As the Transformation Program Manager at Trident Refit Facility Bangor since 2016, Vince leads Continuous Process Improvement, Innovation, and Tech Insertion efforts to meet significant challenges to the Strategic Deterrence Mission. In this position, his team has played an outsize role in developing new technologies for the entire Naval Repair Enterprise.

Vince's workplace contributions were instrumental in his team's purchase of 83 Plasma Blast units, distributed across the National Defense Enterprise including all four branches of the Department of Defense, Space Force, United States Coast Guard, and NASA. Vince's team led the development of cutting-edge surface restoration capabilities which enabled waterborne repairs that would have previously required docking the vessel and were impossible with welding or plating. His team also coordinated the production and installation of the first 3D printed metal part to be deployed on a submarine, followed by eight additional parts including pressure and seawater boundary components, playing a critical role in the transformation of the naval repair enterprise. The ability to paint

and preserve ballistic missile submarines (SSBN) supporting the Strategic Deterrence Mission that spend most of their time at sea, and are over 35 years old, is challenging. Vince and his team identified several options to meet this challenge better and faster, nearly tripling the amount of preservation work that can be accomplished during a refit cycle. Other achievements have led to enormous reductions in dry dock maintenance periods.

Vince has been an active and dynamic contributor to FMA, recently completing his third and final term as Region 4 Director since 2019. He won the Odell Green Award in 2021 for his work assisting another chapter during a transitional time. He contributed a very interesting series of articles published in The Federal Manager in the Fall 2022, Winter 2023 and Spring 2023 issues. The first of these articles entitled, "Process Improvement Goes to War," tells the story of the Training Within Industry (TWI) program in the U.S. during WWII and its role in rebuilding postwar Japan. He has also served in several positions in Chapter 14's leadership, including as Chapter Treasurer. Above and beyond FMA, Vince has supported local food banks and charities annually contributing close to ten thousand dollars in direct support and food drives. Notably, during the COVID-19 pandemic, he assisted Chapter 14 with a "drive-thru" food drive which donated over twelve thousand pounds of food to the local community.

The FMA Manager of the Year award is presented annually to an outstanding manager or supervisor in the federal government who is a member of the Federal Managers Association. Chapters may nominate one member to their respective region director, and that officer submits the name of the nominee and supporting documentation for consideration of the award. The selection committee reviews three categories in determining the winner:

- Workplace accomplishments/ contributions
- FMA involvement at the chapter, regional or national levels
- Local community accomplishments/ contributions

"We are very proud to see Vince Stamper recognized for this prestigious award, and I speak for all when I say Vince is most deserving of this award," said James Cappa, president of FMA Chapter 14. "His workplace accomplishments, and his tireless involvement in FMA and his local community makes him a commendable winner. Vince has kept our local chapters thriving. His leadership skills should be modelled by all federal managers."

FMA National President Craig Carter commented, "We will miss his leadership on the FMA Executive Board, but congratulate him as FMA's 2024 Manager of the Year. We are so fortunate to have a leader like Vince Stamper in the federal government, supporting our warfighters with distinction. He reminds us of the many federal employees who seek to do their best each and every day to keep us safe and improve the quality of life for all Americans. Thank you, Vince, for your constant and exemplary example."

If you know of an exceptional FMA member who should be recognized by his/ her peers, be sure to nominate them for the Manager of the Year award no later than January 31, 2026. To see all FMA award winners over the years, visit: fedmanagers.org/ awards.

# Take Advantage of Your FMA Membership Perks!



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members enjoy a 5% Tuition Grant, a Family Member Tuition Grant, and no-cost ebooks for undergraduate students. To learn how AMU proudly helps federal and state government professionals, including those in intelligence and security roles, achieve their higher education goals visit https://tinyurl.com/ amu-fma.

## Shaw, Bransford & Roth Federal Employment Law

Shaw, Bransford & Roth (SBR) provides legal services to FMA Members Members receive:

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To contact the law firm, please write to hotline@shawbransford.com, or call 202.463.8400.

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#### FMA-FEEA Scholarship Fund

The Federal Managers Association



has awarded academic scholarships to deserving candidates for more than two decades. All FMA members, dependents, and spouses are eligible for FMA scholarships.

Visit https://feea.org/our-

programs/ scholarships for more information. Support the Scholarship Fund with a donation at www.feea.org/givefma.

#### FMA Updates The Federal Manager

Members receive a free subscription to FMA's informative quarterly e-magazine, which updates federal managers on managementrelated topics, professional development, and current or potential legislation affecting them.



#### The Washington Report

A must have for federal managers! FMA's monthly e-newsletter details the latest developments on Capitol Hill and other matters that affect your career.

#### FMA Grassroots Update

This monthly e-newsletter alerts you to issues FMA recommends you address through action letters and calls to your elected representatives, as well as other strategies to protect your interests as a federal manager.

# for a complete member perks listing!



# **FMA'S 87TH ANNUAL** NATIONAL CONVENTION

## By Carol Green

The forecast for March 23-26 in Alexandria, Virgina, called for abundant sunshine and cherry blossoms at peak bloom, which served as a perfect backdrop for the convergence of FMA delegates to the Federal Managers Association's 87th annual National Convention and Management Training Seminar. Members from chapters and agencies from Maine to Hawai'i – and many points in-between – came together for training, FMA business and national elections, and visits to our elected representatives on Capitol Hill, as well as plenty of networking, socializing, and fun!

We again returned to our location on the cusp of Old Town Alexandria, just across the Potomac River from Washington, D.C. Our hotel was easy walking distance to the cozy neighborhood streets filled with restaurants, boutiques, historic buildings and landmarks, and the scenic, vibrant waterfront, with a free trolley running the length of King Street.

# Kicking Off the Event with Old and New Friends

On Sunday evening, delegates were invited to a "Meet, Greet & Eat" reception at the FMA National Office, just a block from the convention hotel, to mix and mingle and feast on BBQ pulled pork and chicken sandwiches, sides, beverages, and light desserts. The

Inaugural FMA HQ Scavenger Hunt & Trivia Contest provided the opportunity for all to closely inspect the office while also learning about the association's storied history. An impromptu bourbon tasting was the pièce de résistance for many in attendance!

Many thanks to FMA's Naval Shipyard Conference (Chapter 3, Norfolk Naval Shipyard, Virginia; Chapter 6, Portsmouth Naval Shipyard, Maine; Chapter 14, Puget Sound Naval Shipyard, Washington; and Chapter 19, Pearl Harbor Area Shipyard, Hawai'i) for sponsoring this lively event!

## Getting Down to Business: Keynote Address and National Officer and **Director Elections**

The following morning, FMA National President Craig Carter gaveled in the convention and provided opening remarks. Tom Temin, a longtime friend of FMA and Host of The Federal Drive with Tom Temin on the Federal News Network, gave an engaging keynote address. Delegates then heard reports from national officers and Director of Government & Public Affairs Greg Stanford.

National elections were held with Christine Parker (Chapter 121, Robins Air Force Base, Georgia) elected as National Vice President, and Linda Lentjes (Chapter 396, Mayport Naval Station, Florida) elected as National Treasurer. Both positions are two-year terms.

Chapters then met with other chapters within their regions to

discuss region business and network. Regions 2 and 4 held elections for their respective directors. Region 2 Vice Director Sabrina Peet (Chapter 3, Norfolk Naval Shipyard, Virginia) was elected Region 2 Director, and President Emeritus Pat Niehaus (Chapter 167, Travis Air Force Base, California) was elected Region 4 Director. Both will serve two-year terms.

Special thanks to GPIS Employee Benefits Specialist, NARFE, and WAEPA for cosponsoring Monday's luncheon.

## Management Training Seminar

The convention theme was "Meeting the Leadership Challenges of Today," and Tuesday morning's training seminar addressed these challenges and offered attendees strategies to empower themselves to better meet them in their roles as federal managers. Nomana Angelo (Chapter 19, Pearl Harbor Area, Hawai'i) kicked off the training with an engaging presentation entitled, "Authentic Leadership: You Are the Secret Sauce." Next, Tim Winchell, president of Job Analytics, LLC, spoke on "The Complexity of Productivity Measurement and the Management of Labor Costs." Rounding out the training, Adam Henckler (Chapter 6, Portsmouth Naval Shipyard, Maine) gave a lively discourse on "Influence in a Changing Workforce." Audience members were encouraged to participate throughout the morning, which made for a dynamic session.

# Celebrating Many of Our Finest - 2024 FMA **Award Winners!**

During our Awards Luncheon on Tuesday, recipients of the Association's highest honors were announced. FMA has many amazing members, and it is always an inspiration to learn about their impressive accomplishments as federal managers, in the community, and in their personal lives. It is very special to watch these deserving winners be recognized in

front of their FMA colleagues.

A heartfelt thank you to BlueCross BlueShield Federal Employment Program for their generous sponsorship of the FMA Awards Luncheon.

#### FMA Manager of the Year: Vincent Stamper

The Federal Managers Association is proud to name Vince Stamper as this year's FMA Manager of the Year! Vince is a member of Chapter 14, Puget Sound Naval Shipyard, Washington. Vince served on the FMA Executive Board as Region 4 Director from 2019 to 2025, and has also held leadership roles in Chapter 14. In 2019, Vince was FMA's Odell Green Award winner.

To learn more about Vince and his accomplishments and service to his country and community over his 37-year career in the federal government, please see the cover article featuring him starting on page 6. FMA sent a press release upon the announcement being made.

The FMA Manager of the Year Award is presented annually to an outstanding manager or supervisor in the federal government who is a member of the Federal Managers Association. If you know a worthy candidate, please consider nominating her or him through your chapter for recognition at our 88th annual National Convention in 2.02.6.

#### Gilbert N. Guidry Memorial Award Winner

We are proud to recognize Varney Range, President of Chapter 19, Pearl Harbor Area Shipyard, Hawai'i, as the winner of the Gilbert N. Guidry Memorial Award. Following is an excerpt from the submission nominating Varney.

"When you consider the mission and purpose of the FMA, Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF) leadership cannot help but think of Varney Range and consider our shipyard motto 'Keeping Them Fit to Fight.' Since we at PHNSY & IMF work as one team composed of many members, Varney is known for his rallying call for all



Tom Temin presents the keynote address.

of us at Pearl, and as a source of material and moral support for the oftentimes very difficult tasks we perform as one at the shipyard.

"In particular, for those who truly want to step up and pursue the difficult path of management, Varney has always been the FMA guy you can turn to for support in networking and building management strength. He has led our FMA chapter over many years as a respected FMA chapter president and board member, consistently following through to insure we continue to be a sustainable organization with content of character and capability, while also being a personable leader and friend that is there for his shipyard family."

The Gil Guidry Award is presented to the outstanding Federal Managers Association Chapter President in memory of the late Gilbert N. Guidry, former President of Chapter 4, Philadelphia Naval Shipyard, whose leadership represented the finest tradition of service to the United States of America and to the principles of FMA.

#### President's Award Winner: Chapter 208 - Defense Logistics Agency

This award recognizes a chapter in the Association that has displayed outstanding leadership and service to its facility, community, agency, and nation during the

continued on next page

past year.

The winner of this year's President's Award was Chapter 208 - Defense Logistics Agency located in Philadelphia, Pennsylvania. Like most FMA chapters, Chapter 208 faced significant challenges during the Covid pandemic, unable to have regular meetings, and losing members to jobs allowing greater telework at other agencies and the private sector. However, under the strong leadership and guidance from its talented president John Charalabidis, and its dedicated members, this chapter has rebounded and continues to thrive. Congratulations and thank you to the outstanding members of Chapter 208!

#### **Odell Green Award Winner:** Christine Parker, FMA National Treasurer

This award recognizes excellence by a member of the National Executive Board in the preceding year. It was established in memory of Odell Green who performed exemplary service for FMA. Odell served for two years as the Zone 8 President and was former President of Chapter 16, Mare Island Naval Shipyard in Vallejo, California. He passed away in 1992.

The winner of this year's Odell Green Award is Christine Parker, FMA National Treasurer and member of Chapter 121, Robins Air Force Base, Georgia.

Christine is a stalwart supporter of the Federal Managers Association, who puts action behind her words. Whether it is attending FMA Town Halls in the evenings, keeping an eye on our finances as FMA Treasurer, or writing the quarterly Retiree column in The Federal Manager magazine as the Retiree Committee Chair, Christine can be counted upon to show up and do the work. Christine served five years as FMA's National Secretary before being elected to become FMA's National Treasurer these last five years. And FMA is fortunate to continue to have Christine's oversight and input in her latest leadership role of National Vice President.

#### Membership Recruitment **Awards**

Membership is the lifeblood of our organization, and we greatly appreciate all who recruit even one colleague to join FMA. At every convention, we give special recognition to the top membership recruiters throughout the year.

#### Super Recruiter: Jeris Smith

Jeris Smith, President of Chapter 3, Norfolk Naval Shipyard, Virginia, is this year's Super Recruiter. He is a back-to-back winner who recruited a very impressive 17 new members, beating his winning number from last year by one. (Yes, Jeris has recruited 33 new FMA members over the past two years!) Thank you, Jeris, for working so diligently to grow our ranks.

Also, President Carter appointed Jeris as chair of the FMA Membership Committee during the convention. Please see the related article in this issue on how you can participate in initiatives to grow and retain FMA membership, and to perhaps win your own recruitment reward at next year's convention.

#### Small Chapter Top Recruiter

Mike Beedle (Chapter 375, Environmental Protection Agency-Chicago) is FMA's top recruiter in the Small Chapter category. Mike recruited eight new members, and in doing so, has moved Chapter 375 from the Small Chapter category to the Medium Chapter category! Mike is the President of Chapter 375 in Region 3, and he also won this award last year!

#### Medium Chapter Top Recruiter

Savanna Massey (Chapter 11, Fleet Readiness Center, Florida) is FMA's top recruiter in the Medium Chapter category. Savanna, the former president of this chapter which is in in Region 2, recruited nine new members. This award represents a three-peat for Savanna!

#### Large Chapter Top Recruiter

John Charalabidis (Chapter 208, Defense Logistics Agency - Philadelphia) is FMA's top recruiter from a Large Chapter. John,

President of Chapter 208 in Region 1, recruited 14 new members, and has done an outstanding job of bringing this chapter back from the brink of closing down.

Finally, a raffle was held during the luncheon with every person who recruited a member during the year entered once for each new member she or he recruited. Thank you again to all our recruiters for introducing new members to Team FMA!

# The People's House: A White House Experience

On Tuesday afternoon, our group took the metro into D.C. for a self-guided tour of The People's House: A White House Experience. Created by the White House Historical Association, this interactive museum tells the story of the Executive Mansion, its inhabitants, and the people who have dedicated their careers to its functions. While some enjoyed the experience for hours (!), others took a quicker tour and moved on to the National Zoo to see the new pandas or to the nearby iconic Willard Hotel for drinks.

# Day on the Hill -Getting FMA's Message to Our Elected Officials

On Wednesday, delegates headed to Capitol Hill for FMA's annual Day on the Hill, where they walked the halls of Congress and provided FMA's Issue Briefs to members of Congress and their staffs. Members reported a rewarding and fulfilling experience advocating for FMA priorities and for their agencies and installations.

The topic at the top of the list was concern about federal employees being under attack and the destruction of morale and the ability for many agencies to fulfill their missions with reduced staff. While FMA and our members strive to root out waste, and pride ourselves on bringing efficiencies to our offices, the

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Vincent Stamper is named FMA Manager of the Year. Presenting the award are National Secretary Chris Lombardi and National President Craig Carter.



Chapter 19 President Varney Range was named Gil Guidry Award winner. Chapter member Enrique Sabal, and Region 3 Director Doreen England, accepted the award on Varney's behalf.



Adam Henckler, Chapter 6, presents on "Influence In a Changing Workforce."



Jeris Smith, Chapter 3 President and FMA Super Recruiter, with National President Carter.



President Carter presents the Odell Green Award to FMA National Treasurer Christine Parker.



Above: FMA-PAC Chair Pauline Coleman-Sutton and Director of Government Affairs Greg Stanford announce the PAC Raffle winners.

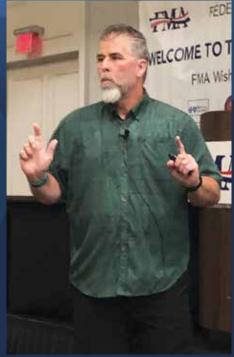
Left: Kristen Marion, Chapter 14, shares about her convention experience and day on Capitol Hill.



National President Craig Carter presents the President's Award to Chapter 208 - President John Charalabidis accepted on behalf of the chapter.



U.S. Space Force Color Guard presents the colors.



Nomana Angelo, Chapter 19, presents on "Authentic Leadership" during management training seminar.



Convention delegates interact with training presenter.

manner in which staff reductions are being made is of great concern. Our members also presented members of Congress with FMA's 2025 Issue Briefs, and made them aware of issues at their local offices and bases. Good conversations were had in most cases, and we will continue to follow up with every member of Congress to keep them aware of how FMA can be of assistance with an orderly and fair approach to finding cost savings throughout the government.

As you know, the work of federal managers is vital to the health and welfare of our country, and Congress must hear from our members. As Americans and federal employees, it is critically important to keep a dialogue going with our elected leaders. FMA's Day on the Hill is always a highlight of the convention, and FMA members return to the evening reception excited and ready to share about their productive day of actively participating in our great democracy!

#### FMA-PAC Cocktail Reception: Wrapping Up the 87th Annual Convention

Wednesday evening, our final event began with the swearing in of new National Executive Board members by President Carter as delegates enjoyed an open bar and hors d'oeuvres.

The FMA-PAC Raffle is one of the highlights of the National Convention every year as many attending chapters bring gifts from home to raffle off to those who contribute to FMA-PAC throughout the year. FMA-PAC also contributes grand prizes to raise the stakes even further. This year, the grand prize was a \$500 gift card won by the newly crowned Manager of the Year Vince Stamper. We are incredibly thankful to everyone who contributed to FMA-PAC with either an individual contribution or through a payroll deduction. And special appreciation to our outstanding FMA-PAC Chair Pauline Coleman-Sutton (Chapter 191, Railroad Retirement Board, Illinois) who always encourages giving throughout the convention and also coordinates the logistics of the raffle. To learn more about FMA-PAC, or to contribute, visit www.fedmanagers.org/ FMA-PAC.

Then, first-time delegates were encouraged to take the podium to reflect on their convention experience, including visiting their elected officials on Capitol Hill. Others freely joined in and joyfully commandeered the microphone to make comments for the good of the order.

A local artist was commissioned to make five-minutes sketches of willing attendees on special FMA Convention stationery. She stayed busy throughout the evening creating one-of-a-kind mementos to remember a great week of FMA comradery.

#### See You in March 2026!

If you have not attended an FMA National Convention before, please consider doing so! Members who attend always want to keep coming back. They also gain a much greater appreciation for the work of the association and their amazing fellow federal manager members. FMA conventions are an incredible experience, and we hope every FMA member will take part in at least one during their career as a federal manager. The support and exchange of information, as well as the networking and friendships that develop are invaluable.

After returning home, delegate Jeris Smith summed up what many who attended this convention may have felt:

"I have to admit, the national convention invigorated me! I was starting to get caught up in the scary things that the current administration was doing with federal employees, and joining with like-minded people to inform our elected representatives of the pulse of our shipyard brought me back to life! I look forward to it every year, to engage with other chapters and become even more inspired!!"

We hope you will make time in your busy schedules to join your fellow FMA members March 22-25, 2026, for our 88th annual National Convention & Training Seminar and experience this empowering and special fellowship. Keep an eye out for details on this and other future FMA events, including regional conferences this fall, on FMA's webpage at: fedmanagers.org/Events.

Carol Green is FMA's Finance & Membership Coordinator and was instrumental to the success of this year's convention.



The Federal Managers Association is led by the National Executive Board. These are leaders who have dedicated themselves to utilizing FMA to ensure the Association serves you and all of its members the best that it can. Since 1913, federal managers, supervisors, and executives have looked to FMA to help them become better public servants and leaders, while also looking after their interests as employees of the federal government. At FMA's recent 87th National Convention, Treasurer Christine Parker was elected National Vice President. Former Region 2 Director Linda Lentjes was elected National Treasurer. Additionally, Sabrina Peet was elected Region 2 Director, and Pat Niehaus was elected Region 4 Director.

We have asked our newly assembled board members to introduce themselves. One thing every Executive Board member agrees upon is they want to provide you with the best possible membership experience, and to continue to ensure federal managers' voices are heard, loud and clear, by Congress and the administration. Meet the 2025-2026 FMA National Executive Board!

# Craig Carter, National President

I retired from federal service in April of 2024 after serving our country working for the Department of the Navy for thirty-five



years. I began my career working for Public Works at Naval Air Station Norfolk in 1989 and after ten years, began working at Norfolk Naval Shipyard in Portsmouth, Virginia, for my last twenty-five years before retiring. I was the Director of the Covid Management Team at the time of my retirement.

In my personal life I am married to my wife JoAnn, and we have two sons, three

stepchildren, thirteen grandchildren, and we welcomed our first great grandchild in September. We like to travel, enjoy going to concerts, movies, and spending time with family and friends. I enjoy all sports, especially golf which I try to play as often as possible weather permitting. My passion is walking the halls of Congress, meeting with our elected representatives advocating for the hard-working men and women of the federal workforce.

# Christine Parker, National Vice President

I retired in 2014. I performed a wide scope and varying depths of job duties, proudly serving the Department of Defense and



our nation for over 33 years. I have been an FMA member since 1998.

I was hand-selected and invited to participate on multiple process improvement teams and served as an adjunct instructor at Air University, Maxwell Air Force Base, Alabama for three years. I retired as a Division Chief at Robins Air Force Base, Georgia.

I hold an Associate's Degree in Management, a Bachelor of Science Degree in Business and Management, and a Master's Degree in Family Services. Additionally, I completed Air Command and Staff College, Leadership Development, and Joint Service manager training.

I served as the FMA National Secretary for 5 years, and the FMA National Treasurer for 5 years. I am also the Retiree Committee Chairperson for FMA. In addition to FMA, I am active in my community serving on the Hart County Chamber of Commerce and the VFW Auxiliary, Post 8076 (Hartwell,

My husband, Robbie, and I live in our

dream home on Lake Hartwell in Hartwell, Georgia, with our "wild child" Yorkshire Terrier, Betty. Our three adult children have blessed us with eight grandchildren, ranging from 2 to 20 years old. I love to travel, drive our pontoon around the lake, cook, and spend time with family and friends.

My #1 thrill is to meet with our elected and appointed officials in Congress, and to educate them on our needs as federal employees and servants to our country.

# Linda Lentjes, National Treasurer

I am currently employed with the Department of the Navy as the Resource Director/Comptroller for U.S. Naval Forces Southern Command/FOURTH Fleet, located on Mayport Naval Station in

Jacksonville, Florida. I have 42 years of federal service with the Department of Defense, starting my career with the Department



of the Army, and 14 years later moving over to the Navy. I have held my current job for 21 years, executing financial support for our command missions.

In my personal life, I am married to my husband Curtis, we have two daughters, one son, and four grandchildren. My favorite pastimes are exercise at the base fitness center, spending time with my grandsons, and volunteering for my church. I am a staunch supporter of FMA. I truly believe in the work we do and the very important issues we undertake. There are many great benefits to being a member of FMA, but one stands out for me; engaging with our elected representatives advocating for our

continued on next page

federal workforce. Together we can make a difference.

# Chris Lombardi, National Secretary

I joined the United States Army in 2000 as an OH-58 Kiowa Warrior Crew Chief, one of the best jobs and times of my life. In 2003,



I was deployed to defend this amazing country of ours in support of Operation Iraqi Freedom. Shortly after that, I was assigned to Portsmouth, New Hampshire, as an Army Recruiter. I was in the Army until 2007, and from there I started my career with the Department of Navy at Portsmouth Naval Shipyard as a Tool Crib Attendant and worked my way up to my current position as the Production Resource Department Branch Head. I have been very lucky in my choices in life and can honestly say "I Love My Job!" I became a member of FMA and have never looked back. I have held several Chapter 6 board positions from Sargent at Arms to Vice President. At the National level, I was FMA Region 1 Director for 6 years, and have served as National Secretary for 3 years.

# Chris LaRose, Region 1 Director

I am proud to serves as the Region 1 Director and Chapter 6 President for the Federal Managers Association, representing members across the Northeastern United States. With a strong commitment to leadership and public service, I bring over 17 years of combined military and federal civilian experience to my roles within the FMA.

I began my professional journey with four years of honorable active-duty service in the United States Marine Corps, where I developed the discipline, resilience, and leadership qualities that continue to guide me today. After my military service, I spent time in the private sector before joining the federal workforce.

For the past 13 years, I have served at the Portsmouth Naval Shipyard in Portsmouth, New Hampshire, where I play a vital role in national defense and workforce development. My extensive experience and hands-on leadership style make me a respected advocate for federal managers and their mission.

As Region 1 Director, I represent multiple chapters, promoting communication, policy advocacy, and professional development across the region. In my role as Chapter 6

President, I am known for fostering engagement, mentorship, and a strong sense of community among members.



Outside of my professional responsibilities, I am a devoted family man. My wife, Lori, and I live on several acres of land, where I enjoy spending time outdoors - working in the garden, splitting firewood, and appreciating the simple joys of country living. Together, we have five children and two grandchildren, with a third grandchild expected this summer.

Grounded by my values and driven by service, I continue to lead with integrity, purpose, and a genuine passion for supporting others.

# Sabrina A. Peet, Region 2 Director

Born and raised in Norfolk, Virginia, I've always had a passion for science, service, and family. In 2013, I relocated to Suffolk, Virgina, where I currently live with my family. I began my federal career on August 7,

2006, at the Norfolk Naval Shipyard in Portsmouth, Virgina, as a chemist in the C134 Mid-Atlantic Regional



Materials Test Laboratory after completing my Master's in Materials Science at Norfolk State University in May 2006. Starting as a GS-07, I steadily advanced to GS-13 Supervisory Chemist and Branch Head of the Nuclear Chemistry Division (C134.2) in April 2021. I also served as Acting Quality Manager for four months, gaining key leadership experience.

Passionate about making a difference beyond the lab, I attended my first Federal Managers Association (FMA) meeting on July 14, 2021, and became a member that same evening. Motivated by the mission, I quickly got involved - serving as Social Media Chair and then Recording Secretary. I was appointed Region 2 Vice Director in March 2024 and sworn in as Region 2 Director in March 2025. It's a privilege to serve on the National Executive Board where I'm committed to growing membership and advancing FMA's mission.

I'm passionate about mentoring and building winning teams that foster excellence and growth. Outside of work, I enjoy traveling, reading, riding my Can-Am Spyder, going to the shooting range, baking, fishing, jet skiing, and anything water-related. I cherish time with family and friends and always seek new experiences that help me

# Doreen England, Region 3 Director

I have been a member of FMA since 2019 and President of Chapter 170, Naval Weapons Center, Crane, Indiana, since 2020. I am a mentor, a member of the Association of Old Crows, Indiana Conference for Women, Emerging Technologies Institute

(NDIA), Institute of Electrical and Electronics Engineers (IEEE), and Linton First Christian Church. I also



serve as FMA Region 3 Director, and on the FMA National Membership Committee.

A native of Washington, Indiana, I now reside in Linton, Indiana, and am an active member of my community. I volunteer at local food drives, monthly lunch programs, and donate to various charities.

# Pat Niehaus, Region 4 Director

I was elected Region 4 Director at the 2025 National Convention. I also hold the offices of President of Travis Air Force Base, Chapter



167, and National President Emeritus. I had the honor of serving three terms as FMA National President from 2010-2016.

I am excited to be more active in FMA again, especially with the challenges FMA and other associations face at present.

I retired in 2022 after 39 years, almost all of them in HR (primarily in Employee and Labor Relations). When I retired, I was the Civilian Personnel Officer for Travis. I thank God daily for a lady named Mariam who convinced me to stay in CSRS! I made the cutoff by a little over 6 months. I am enjoying being able to spend more time with my grandchildren and their kids. We all live within a mile of each other so it's easy to do now that I'm not gone from 5 am to 5 pm or so, and travelling significantly less.

The FMA National Convention is the highlight of my year as I get to spend time with so many friends from all around the country. This year was no exception. I was shocked at how quickly things changed when we all got home.

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# **MEMBERSHIP GROWTH:** A TOP PRIORITY FOR FMA

# By Carol Green

A vibrant and growing membership is the cornerstone of any professional association, and every FMA member and chapter must take an active role in both recruiting new members and in retaining and engaging current members. It truly takes a team effort to keep FMA viable and influential, and through that effort we will remain a strong and powerful entity in this challenging time for the federal worker community.

But how do we accomplish our membership goals in a world where there is so much competition for our time? This is what FMA's Membership Committee will be discussing at its bimonthly meetings to be held via Zoom.

At our National Convention this spring, Jeris Smith, president of Chapter 3, Norfolk Naval Shipyard, was appointed as National Membership Chair. Jeris is FMA's reigning Super Recruiter champion with back-to-back wins, so he is the perfect person to lead us into an era of renewed membership growth and engagement.

"I'm very passionate about FMA and look forward to the challenge of both collectively growing our membership numbers and greatly increasing member involvement!," said Chairperson Smith.

Membership meetings are open to all, and in particular chapter leaders, to discuss growing our ranks and creating a more dynamic, engaged community.

# What can you expect at the meetings?

- Easy, actionable ideas to boost your roster throughout the year. Super Recruiter Jeris will share his strategies, and recent recruitment winners in small, medium, and large categories of FMA chapters will also be invited to provide their tips for gaining members.
- Ideas for onboarding, retention, and engagement of members
- FMA Swag: What items are on your wish list?
- An open forum to hear your success stories and roadblocks
- Brainstorming sessions. Have a problem? Let's solve it. Got an idea? The sky's the limit!

Bottom line: membership initiatives should be at the forefront for all FMA leaders. Please plan to have a representative from your chapter attend these important meetings to gain and share valuable information and ideas that can be used to keep our association viable. Keep an eye out for meeting announcements via email and on fedmanagers.org. If you'd like to volunteer to serve, contact me at cgreen@fedmanagers.org. We look forward to seeing you! ●

Carol Green serves as FMA's Finance & Membership Coordinator.



#### SUPPORT THE FMA-FEEA SCHOLARSHIP FUND!

FMA members and their families are eligible to apply for scholarships to help with higher education costs. One application will place the applicant under consideration for both FMA scholarships and FEEA scholarships!

#### CONTRIBUTIONS ARE NEEDED!

You may make individual contributions, or Chapter contributions. Chapters might consider holding fundraisers and making contributions in honor of an individual for special recognition.

For more information, visit: **FEDMANAGERS.ORG/SCHOLARSHIPS**All donations are tax deductible.

# **ACHIEVEMENTS**



# **THANK YOU TO 2024 FMA-PAC SUPPORTERS!**

The Federal Managers Association Political Action Committee (FMA-PAC) is the political arm of FMA and the only way FMA can contribute to political candidates. The access FMA-PAC contributions provide has assisted FMA in making positive contacts and impressions with members of Congress and their staffs on issues of importance to our members. FMA-PAC provides FMA members an opportunity to build and strengthen those relationships. Funds are crucial to helping the association build a more visible presence and maintain its healthy stature on Capitol Hill.

FMA-PAC would like to thank all of our 2024 contributors, as well as those who participated in the raffle during our 87th annual National Convention and Management Training Seminar. The donations from the FMA members and chapters listed below allowed FMA-PAC to closely meet its goals for the year, although there is always room for improvement. From all of us at FMA-PAC, a hearty THANK YOU!

# **ACHIEVEMENTS**

# Executive Circle -\$500 (and above)

The following individuals donated \$500 or more to FMA-PAC.

Sue Bokor, Chapter 21 Craig Carter, Chapter 3 Doreen England, Chapter 170 Renee Johnson, Chapter 21 Linda Lentjes, Chapter 396 Chris Lombardi, Chapter 6 Christine Parker, Chapter 121 Vince Stamper, Chapter 14 Chapter 6



# Congressional Circle – \$250

The following individuals or chapters donated between \$250 and \$499 to FMA-PAC.

Jonathan Echols, Chapter 3 Pauline Coleman-Sutton, Chapter 191 Sarah Grondin, Chapter 6 Ron Gryga, Chapter 275 Patricia Niehaus, Chapter 167 Jason Rossman, Chapter 3 Jason Sargent, Chapter 6 Angela Veasey, Chapter 11 Chapter 14 Chapter 21

Chapter 208



# Century Circle - \$100

The following individuals or chapters donated between \$100 and \$249 to FMA-PAC.

Carl Amos, Chapter 258 James Cappa, Chapter 14 Allen Couture, Chapter 19 Greg Daniels, Chapter 11 Delia Garcia, Chapter 307 Chris Heagney, Chapter 396



Jared Hines, Chapter 21 Sabrina Peet, Chapter 3 John Thawley, Chapter 385 Glenn Todd, Chapter 187 Frederick Tolentino, Chapter 3 Theresa Trafford, Chapter 6 Yvonne Young, Chapter 19 Chapter 3 Chapter 191

#### Additionally, the following individuals or chapters donated to FMA-PAC.

Jackie Agnew, Chapter 6 Nomana Angelo, Chapter 19 Jeremy Barton, Chapter 6 Kelly Brownson, Chapter 3 John Charalabidis, Chapter 208 Genesis Cox, Chapter 11 Lavette Fargo, Chapter 191 Jennifer Froderberg, Chapter 14 Kellsey Hall, Chapter 6 Evangelina Hernandez, Chapter 385 Dennis Kapparis, Chapter 258 Desiree Manley, Chapter 3 Kristen Marion, Chapter 14 George "Easy" Ryder, Chapter 3 Jeris Smith, Chapter 3 Lonnie Smith, Chapter 258 David Valentine, Chapter 11

We at FMA-PAC are working hard and using all of our resources to make your voice heard on issues such as pay and benefits, due process, and the direction of the federal workforce. Federal law prohibits using FMA dues for political purposes, and therefore your contribution to FMA-PAC is crucial. By targeting the funds you contribute toward specific candidates, we are able to gain clout with those powerful politicians who support federal managers and sway those who are on the fence.

If you currently do not contribute, we strongly encourage you to sign up through payroll deduction. You can access the payroll deduction form at: Standard Form 1199A - Direct Deposit Sign-Up Form.

To learn more about FMA-PAC, visit: https://fedmanagers.org/ FMA-PAC. Contributions of any size are welcome, and even \$5 per pay period makes a big difference to FMA-PAC. Help FMA take its political clout to the next level!



#### By Greg Stanford

Allow me to vent a little. But first I need to catch my breath. The first half of 2025 has been an unprecedented whirlwind of action from the Trump administration and the 119th Congress. It has kept us on our toes and hard at work, advocating for managers in the maligned and beleaguered federal workforce.

It's been disheartening and infuriating to see and hear how the workforce has been vilified, mocked, and painted unfairly with contempt. Many elected decision makers have accused civil servants of being lazy and incompetent or corrupt villains. I often hear members of Congress refer to feds as "unelected bureaucrats" in Washington, D.C. Never mind the oft-overlooked fact more than 80 percent of feds work outside of the D.C. area ...

It's sad, but it's not a surprise. The current head of the Office of Management and Budget was quoted last fall saying, "We want the bureaucrats to be traumatically affected ... when they wake up in the morning, we want them to not want to go to work, because they are increasingly viewed as the villains. We want their funding to be shut down ... we want to put them in trauma."

To be fair, in his confirmation hearing, Vought clarified he didn't mean all feds are bureaucrats who should be traumatized. It's the other guy, across the hall. He's the one who should be traumatized.

Employee morale is down, and a culture of chaos and fear has largely taken hold. Someone will have to try to educate me on how that leads to an efficient and effective workforce.

# The Return of Schedule Policy/ Career and FMA's **Objections**

As the dust begins to settle on reductions in force (RIFs), the extension of the hiring freeze, and other reorganizational shifts in the workplace, the next major regulation change facing managers is the formal move toward the implementation of Schedule Policy/ Career.



As he promised on the campaign trail, President Trump issued an Executive Order (EO) on the first day of his second term reinstating Schedule F (now known as "Schedule Policy/Career"), a federal job classification for positions deemed "confidential, policy-determining, policymaking, or policy-advocating character that are not normally subject to change as a result of a Presidential transition." Career civil

servants reclassified into this schedule would essentially be "at-will" employees, stripped of statutory procedural rights. The Office of Personnel Management (OPM), which published a proposed rule in April 2025 pursuant to the new EO, expects 50,000 feds will be impacted, while others believe the number of feds could be much higher.

FMA vehemently opposed Schedule F when it was first introduced in October 2020 and supported legislative attempts to prevent its return. We continue to oppose the idea in its new form as Schedule Policy/Career.

I worked with FMA National President Craig Carter on FMA's formal comments in opposition to the proposed rule on Schedule Policy/Career. OPM received more than 27,000 comments in the first 30 days of the comment period.

> At the beginning, we noted FMA's strong support for strengthening management in the federal workforce, "including the stated

goals of the rule: improving performance, accountability and responsiveness in the civil service." We cited multiple examples of efforts President Trump pushed in his first term that FMA supported, including minimizing the burden on supervisors when addressing poor performers, calibrating and tailoring the penalty for misconduct based on facts and

circumstances, calibrating disciplinary action, and giving agencies discretion to take into account an employee's past misconduct when taking disciplinary action.

We object to Schedule Policy/Career as a unilateral, short-sighted overhaul approach to the workforce that overturns a century and a half of precedent from the Supreme Court and Congress. As the rule itself points out, more than fifty years ago the Supreme Court held that a federal employee has a constitutional due process

continued on next page

interest in continued federal employment. And Congress has consistently legislated on this issue, most notably with the Civil Service Reform Act of 1978 and subsequent amendments.

"Both Congress and the administration should endeavor to maintain America's non-political civil service," we argued. "The unacceptable elimination of due process for affected federal employees leaves feds solely at the whim of politicians – intolerable under any administration, Democratic or Republican. A hallmark of America's civil service is the foundational, fundamental understanding that federal employees swear an oath to the Constitution and provide services to all Americans, regardless of political party. The federal government cannot function effectively without this nonpolitical civil service capable of preserving institutional memory and competence across administrations."

The rule furthering Schedule Policy/ Career cites a handful of news stories of federal employees resisting or undermining the policy agenda of the administration as a justification for the action. We at FMA agree

that resisting or undermining a duly-elected President's policy agenda is unacceptable. It is also already against the law. Insubordination and failure to comply with a lawful order or policy can and should be punished, up to and including termination. Misconduct, such as unauthorized use of government property, failure to safeguard classified or sensitive materials, providing false information, misuse of position, and ignoring or defying direct orders are prohibited. We view Schedule Policy/Career as a solution in search of a problem.

We cited a December 2016 report from the Merit Systems Protection Board (MSPB) titled Addressing Misconduct in the Federal Civil Service: Management Perspectives, which found "supervisors want the process of taking adverse actions to be easier while keeping employee protections." The report states, "supervisors overwhelmingly want a merit-based system where employees are protected from managers who either make mistakes or act in bad faith."

Among the other concerns we outlined, we gave significant weight to the negative impact on recruitment and retention to the federal workforce, and the likely deterioration of the services Americans rely on if Schedule Policy/

Career is implemented.

The proposed rule itself states:

"It is true that adverse action procedures and appeals give federal employees greater

job security than exist in most other jobs. To the extent that workers value this job security, Schedule Policy/ Career's removal of adverse action procedures would reduce the relative value of the total federal compensation package. However, OPM no longer believes that this change will significantly impair federal

The rule then proceeds to outline the "more generous" benefits package federal employees enjoy. However, we noted the significant cuts to benefits Congress was considering at the time, including elimination of the FERS annuity supplement, a fee to exercise appeals rights to the Merit Systems Protection Board, and more. [We are pleased that FMA successfully prevented several of the other egregious proposed cuts, including significant increases to pension contributions for all federal employees – a large tax and pay cut on every federal worker - and a shift from the High-3 to a High-5.]

"The proposed rule explicitly says it would reduce the value of the total federal compensation package, while Congress simultaneously works to reduce federal employee retirement benefits," we wrote. "Meanwhile, federal pay has not kept pace with inflation and the Federal Salary Council reported in November 2024 that federal workers earn nearly 25 percent less than their private sector counterparts. Reducing job security and benefits, combined with a freeze in pay that will further widen the gap between the private sector and the civil service, is a recipe for disaster for the American taxpayers."

# The Yo-Yo of **Benefits Cuts**

The federal workforce was significantly threatened with more than \$50 billion in cuts to earned retirement benefits as part of the budget reconciliation and the One Big, Beautiful Act (H.R. 1). FMA worked tirelessly in opposition to the cuts. We sent multiple letters of opposition, action letters from our members, and held joint meetings with the Government Managers Coalition and the Federal-Postal Coalition. I sat on a joint roundtable, led by Reps. Stephen Lynch (D-MA) and Steny Hoyer (D-MD), and

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# SEND ACTION **LETTERS**

Do you want to get involved and help the FMA national office make a difference for you and your fellow managers on Capitol Hill? A key way is to send action letters to your Representatives and Senators on issues that matter to you.

These letters, prepared by FMA staff, are available in the legislative action center on our website: https://fedmanagers. org/Action-Letters. Letters can be easily sent to both of your U.S. Senators and your Representative, and are ready to send in a matter of seconds.

All action letters are ready to send, but can be edited to allow you to personalize and insert any anecdotal information you would like to add. Action Letters are a great way to make your voice heard on issues important to federal managers. It is important that you and fellow FMA members maximize our strength in numbers and let your elected officials know what matters to you as a federal manager.



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# CAPITAL **INSIGHTS**

The Merit Systems Protection Board (MSPB) does not have a quorum, meaning it cannot fully function, as a result of a Supreme Court decision against Cathy Harris, former chair of MSPB. The Trump administration fired Harris, a Democratic member of the MSPB whose term was to run through 2027, leaving one board member and rendering the appeals board unable to make rulings.

Henry Kerner, a Republican, is the sole board member currently serving on the MSPB, the body that hears federal employees' appeals for firings and suspensions. MSPB cannot issue rulings unless it has a quorum – at least two members. The appeals board has seen a large increase in cases due to the mass layoffs of feds.

In a dissent in the appeals court, Judge Patricia Millett disagreed with the majority about the ruling allowing Harris' termination, calling the decision "a hurried and preliminary first-look ruling by this court to announce a revolution in the law that the Supreme Court has expressly avoided," which would "trap in legal limbo millions of employees and employers whom the law says must go to these boards for the resolution of their employment disputes."

Harris is taking her case to the U.S. Supreme Court. •

While many feds have been terminated as part of reductions in force (RIFs) or accepted deferred resignations, remaining feds can expect a pay freeze in 2026 according to Office of Management and Budget (OMB) documents. The information was included as part of the passback from OMB to agencies' draft budget submissions. Government Executive reported one agency's passback said the document's funding levels "reflect a pay freeze for civilian employees in calendar year 2026."

FMA supports the 4.3 percent pay raise for 2026, as provided for by the FAIR Act (H.R. 493 / S. 126). •

The Social Security Administration (SSA) continues its implementation of the Social Security Fairness Act, legislation FMA helped pass to repeal both the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP). SSA began paying retroactive benefits in March 2025.

"If a beneficiary is due retroactive benefits as a result of the Act, they will receive a one-time retroactive payment, deposited into the bank account SSA has on file, by the end of March. This retroactive payment will cover the increase in their benefit amount back to January 2024, the month when WEP and GPO no longer apply," the agency states. SSA cautioned impacted beneficiaries to wait until April 2025 before contacting SSA with concerns about the status of their retroactive payments, as the process will proceed incrementally.

On its website SSA indicates "What action you need to take depends on your situation and on what type of benefits you qualify for," based on:

- If you never applied for retirement, spouse's, or surviving spouse's benefits because of WEP or GPO;
- If you are not sure whether you ever applied for retirement, spouse's or surviving spouse's benefits; or,
- If you are entitled to retired or disabled workers' benefits, and your benefits are currently being reduced by WEP; OR if you are entitled to spouse's or surviving spouse's benefits, and your benefits are currently being reduced or eliminated by GPO.

SSA encourages you to verify the mailing address and direct deposit information the agency has on file for you to help process benefits changes. Visit your account online at www.ssa.gov/myaccount to review and edit.

more than a dozen Members of Congress and other federal workforce groups to discuss strategies to protect your earned benefits.

While it took many voices to be successful, I want to give a special note of thanks to Rep. Mike Turner (R-OH), who spoke passionately about honoring promises to feds and not pulling the rug out from under them.

"It's a very basic American principle that if you go to work every day and earn benefits that those earned benefits should not be changed mid-game," Turner said. "I believe it has to change." We are grateful for his vital role in preventing the cuts he could.

As noted above, we successfully eliminated several of the most egregious cuts and were able to delay implementation of the elimination of the FERS annuity supplement. While it is still a broken promise to current feds, the shift in its implementation to 2028, rather than immediately upon enactment, is an improvement, and will allow feds who

are considering retiring in the next couple of years to better plan their futures.

We will keep you apprised as changes to your benefits are considered so that you, your families, and your financial advisors can make the best decisions possible related to planning your retirement.

# Tribute to Rep. **Gerry Connolly**

Rep. Gerry Connolly (D-VA) died of cancer at 75 on May 21, 2025. We mourn his passing and wish comfort to his family and friends. Rep. Connolly was a longtime friend of FMA who frequently spoke at our national conventions. He was a fierce, vocal advocate for the federal workforce. To the end, Mr. Connolly was the lead champion of legislation to strengthen the civil service, give federal employees a fair pay raise, and to improve FERS COLAs. He introduced the bill to try to prevent the return of Schedule Policy/Career. And he took the baton from former Rep. Derek Kilmer (D-WA) to introduce the Federal Retirement Fairness Act. He will be sorely missed by FMA and the entire federal community.

Greg Stanford is Director of Government and Public Affairs for the Federal Managers Association.



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# **MEET YOUR LEGISLATORS**



# **U.S. REPRESENTATIVE EMILY RANDALL**

(D-Washington)

Elected in November 2024 to serve the 6th District of Washington State, Congresswoman Randall represents Puget Sound Naval Shipyard (PSNS, FMA Chapter 14), where her father worked. In the 119th Congress, Randall sits on the House Oversight and Government Reform Committee - including the Government Operations Subcommittee, which has primary jurisdiction over federal manager issues - and the House Committee on Natural Resources.

Rep. Randall's legislative priorities include affordable and accessible health care and education, job training, and apprenticeship programs. Prior to her election to Congress, Rep. Randall represented the 26th District of the Washington State Senate, where she served as a Majority Whip and as Deputy Majority Leader. She chaired the Senate Higher Education & Workforce Development Committee and was a member of the Health & Long Term Care and Ways & Means Committees.

Born and raised in the 6th District (Port Orchard), Rep. Randall is the first in her family to attend a four-year college, graduating from Wellesley College in 2008 with a Bachelor of Arts degree in Spanish and women's studies. Following her graduation, Randall worked as a community organizer and advocate for expanding education opportunities and affordable health care for women and children. This remains a personal cause for Rep. Randall as her sister was born with severe developmental and physical disabilities and access to Medicaid was instrumental for their family.

Rep. Randall is married and has no children.

# THE FACTS:

Birthplace: Bremerton, Washington

Born: October 30, 1985

Education: Wellesley College, B.A. 2008

#### Career:

- Representative, 6th District of Washington (2025-Present)
- Washington State Senate (2019-2024)
- Nonprofit Fundraiser
- · College Fundraiser

Elected: 2024 (1st term)

#### **Committees:**

- · Oversight and Government Reform
  - Subcommittee on Government Operations
  - Subcommittee on Health Care and **Financial Services**
- · Natural Resources
  - Subcommittee on Federal Lands
  - Subcommittee on Indian and Insular Affairs

#### **Contact Information:**

U.S. House of Representatives 1531 Longworth Office Building Washington, DC 20515

Phone: 202.225.5916

Website: http://randall.house.gov

# **MEET YOUR LEGISLATORS**

# U.S. REPRESENTATIVE JASON SMITH

(R-Missouri)



Jason Smith, who represents the 8th District of Missouri in the House of Representatives, serves as Chairman of the powerful Ways and Means Committee – the oldest committee of the United States Congress. The Ways and Means Committee has jurisdiction over all tax and revenue raising measures, tariffs, the Social Security system, Medicare, and more. Prior to chairing this committee, Chairman Smith served as Ranking Member of the House Budget Committee and as Secretary of the House Republican Conference.

He was selected to chair the Ways and Means Committee in 2023, the youngest member to chair the committee in modern times. His top priority as Chairman of the Ways and Means Committee is "delivering for the working families, farmers, and small businesses that make the American economy the envy of the world." Prior to his service in Washington, D.C., Smith served in elected politics in the Missouri General Assembly from 2005 to 2013. He began as the youngest member of the chamber and rose to be Speaker Pro Tempore, before being elected to the U.S. House of Representatives in a special election.

Smith is a 7th generation Missourian and 4th generation owner of his family's farm. He received a Bachelor of Science degree from the University of Missouri and a Juris Doctor degree from Oklahoma City University. He is a licensed real estate agent and practiced law at a law firm in Missouri. Additionally, he has operated his family farm and coowned a dog-breeding small business.

Chairman Smith is unmarried. •

# THE FACTS:

Birthplace: St. Louis, Missouri

**Born:** June 16, 1980

**Education:** University of Missouri, B.S., 2001; Oklahoma City University, J.D., 2004

#### Career:

- Representative, 8th District of Missouri (2013-Present)
- Missouri General Assembly, 150th District (2005-2013), 120th District (2013)
- Real Estate Company Owner
- Realtor
- Farmer
- Lawyer

Elected: 2024 (7th full term)

#### **Committees:**

- · House Ways and Means Committee (Chairman)
- House Joint Taxation (Chairman)

#### **Contact Information:**

U.S. House of Representatives 1011 Longworth House Office Building Washington, DC 20515

Phone: 202.225.4404

Website: http://jasonsmith.house.gov



# **RETIREES**



to contact me or Greg Stanford, Director of Government and Public Affairs, if you have any questions or concerns.

WOW! Do you feel like the world has turned upside-down and is rotating backwards? What a time of extreme changes since the beginning of the year!

There are so many topics to address, and so many changes. When you read this, please follow up to ensure the information hasn't changed since my writing this article. Where do I begin?

#### Possible Reductions in Force (RIFs):

This topic strikes fear in the hearts of many federal employees. There are multiple types of RIFs - early retirement, discontinued service, separation incentives, and more. Some of you may have been offered the DRP (Deferred Resignation Plan). There are many factors

continued on next page

#### EMERGENCY LOANS | DISASTER RELIEF | SCHOLARSHIPS | CHILDCARE SUBSIDIES

## Have you heard about **FEEA?**

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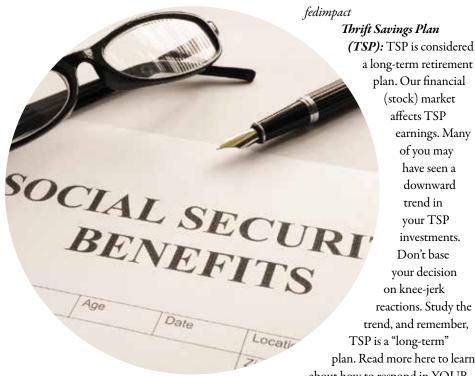
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# **RETIREES**



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the Social Security Administration lately,

Social Security: Have you tried contacting

or tried to use the Social Security website? Hold on! Much stricter processes have been implemented to verify your identity. I personally entered into this website using my LogIn.Gov credentials, just to retrieve a 1099-R statement for filing taxes. (Using a simple username and password will no longer work.) There are many steps and verification requirements just in order to view your statements. In some cases, (such as changing anything), you will have to prove your identity via a video call, or visit an office in person. In my case, I needed to upload a copy of my driver's license, and one other form of identity verification (such as my social security card, or birth certificate). The website clearly states what will and will not be accepted as identify verification. Allow plenty of extra time to conduct any business on this website. And don't mess up your log-in information three times, or you will be locked

out for 24 hours! Bottom line: PATIENCE

IS A MUST.

Resources for You as an FMA Member: Because you are a member of FMA, you are able to receive the services of our Corporate Partners. One of FMA's Corporate Partners is GPIS. If you're considering retirement, or already retired, an Employee Benefits Specialist with GPIS can help you do the research so that you may choose the best option for you. They will provide a free retirement analysis, and make recommendations. You are not obligated to GPIS to implement the recommendations. You can contact GPIS at info@gpis4u.org, or call 866.201.7829. Their website is gpis4u.org.

I wish you all the best this quarter and beyond. Step back, breathe, and make the best choices you can. We're in this together, to take care of you, still a valued asset to our government workforce!

Make Your Voice Heard!

Make Your Voice Heard! Use your freedom of speech as a retiree to speak up and get involved. Check out the Legislative Action Center on the FMA website. And please take the time to send Action Letters to your Representative and Senators. The FMA website makes it easy and efficient to send communications to Capitol Hill. To send prepared Action Letters, visit: fedmanagers. org/Action-Letters. And make sure to visit your elected representatives at their local offices or schedule a virtual meeting.

As always, thank you for reading this column! It is my absolute pleasure to share useful and interesting information with my fellow retired federal managers, and I welcome your feedback, questions, and ideas for future topics. Please reach out to me anytime at FMA121Parker@gmail.com.

Christine Parker is FMA's Retiree Conference Chair and National Vice President.

involved in every choice, and not everyone qualifies for his/her choice. As I always say, "Do your homework." Ask as many questions as you're able to get the answers you need. This is not a time to be passive – assert yourself and learn the benefits and pitfalls.

The windows of opportunity for these programs are short. Get educated now and be ready if it comes to your agency. For example, the Department of Defense announced a DRP and Voluntary Early Retirement Authority (VERA) for civilian employees in early April. The window was only one week long (April 7-14, 2025).

In the MyFederal Retirement newsletter, dated April 7, 2025, Chris Kowalik provides helpful Fact Sheets pertaining to Reduction in Force. Several areas are addressed and worth the read to prepare yourself for possible action. Additionally, be sure to consider your specific agency requirements, rules, and deadlines. The following link provides links to the Fact Sheets. At the end of the article are two links - "RIF Training Series," and "Financial Consequences of Early Retirements and Buyouts."

Reduction in Force (RIF) Fact Sheets

www.myfederalretirement.com/fact-sheets-

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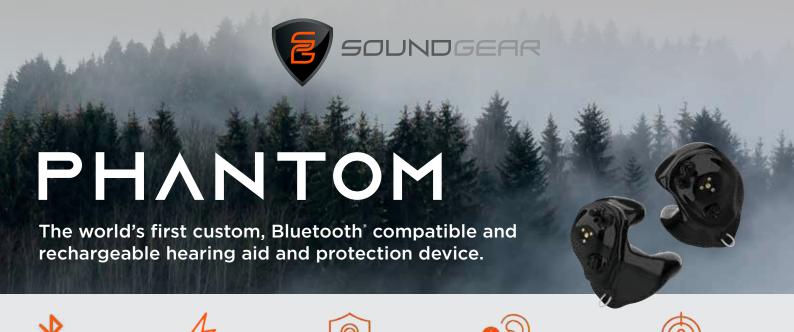
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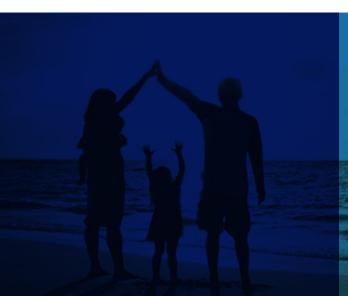






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