

Dear Senator _____,

Recently S. 1045 (Federal Workforce and Performance Appraisal and Management Act of 2007) passed the Senate Homeland Security and Government Affairs Committee. As a member of the Federal Law Enforcement Officers Association (FLEOA) and a constituent of yours, I am strongly against the passage of this bill as it is currently written for two primary reasons. First, it would place a government employee under economic duress if their performance was found to be less than successful. In essence, under S. 1045, an employee with less than successful performance would be denied their cost of living increase and locality pay. While I think we can all agree that a substandard employee should not be promoted, it should not mean that their livelihood be taken away. If the bill is passed in its current form, it would shortcut the employee's due process rights.

The second reason why I am against S. 1045 is that it would elevate the Director of Office of Personnel Management (OPM) to that of a Czar of employee pay and benefits. The bill would clearly grant the OPM Director entirely too much discretionary authority to make changes to, and rule over our pay system and benefits. I believe that Congress, as a democratic body, should be the entity to rule over employee's rights and benefits. If S. 1045 comes before the Senate floor for a vote, I ask that you vote against it.

Thank you for taking the time to read my letter. I look forward to hearing from you on this important issue.

Sincerely,

Name

Address

Phone number