



## FEDERAL LAW ENFORCEMENT OFFICERS ASSOCIATION

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April 12, 2016

The Honorable Jason Chaffetz  
Chairman, Committee on Oversight  
and Government Reform  
U.S. House of Representatives  
Washington, DC 20515

The Honorable Elijah Cummings  
Ranking Member, Committee on  
Oversight and Government Reform  
U.S. House of Representatives  
Washington, DC 20515

Dear Mr. Chairman and Representative Cummings:

On behalf of the Federal Law Enforcement Officers Association (FLEOA) – the nation’s largest professional, non-profit association representing 26,000 federal law enforcement officers from 65 agencies – I am writing to advise you of our support for legislation to be considered by the Committee to expand Law Enforcement Availability Pay (LEAP) to law enforcement officers of the U.S. Customs and Border Protection’s Air and Marine Operations division.

Currently, within the U.S. Department of Homeland Security (DHS), law enforcement officers of the U.S. Customs and Border Protection’s (CBP) Air and Maritime Operation AMO division are compensated through multiple premium pay mechanisms for their overtime:

Administratively Uncontrollable Overtime (AUO), Fair Labor Standards Act (FLSA), Law Enforcement Availability Pay (LEAP) and Title 5 overtime (FEPA). This proposal would harmonize premium pay across the organization by making all AMO law enforcement officers eligible for LEAP. CBP estimates that shifting overtime compensation to LEAP will help the agency save approximately \$1.6 million in premium pay in the first year alone.

Prior to the creation of the DHS, all U.S. Customs Service Air personnel were included in the LEAP statute. Legacy U.S. Customs Service responsibilities have been retained, but today’s AMO functions encompass a broader scope of authorities. Implementing LEAP for all AMO law enforcement officers would enhance CBP operational efficiencies and monetary savings by providing an efficient, effective, and uniform system of compensation for the unique work conditions and substantial hours commonly required of AMO agents.

FLEOA appreciates your efforts to advance this legislation. Please do not hesitate to contact us if we can provide any additional information or assistance.

Respectfully,

*Dominick L. Stokes*

Dominick L. Stokes  
FLEOA Vice President for Legislative Affairs

CC: The Honorable Will Hurd, U.S. House of Representatives  
The Honorable Gerald Connolly, U.S. House of Representatives  
Members, Committee on Oversight and Government Reform, U.S. House of Representatives