

June 9, 2015

The Honorable Katherine Archuleta
Director
Office of Personnel Management
1900 E Street, NW
Washington, DC, 20415

Dear Director Archuleta:

On behalf of the managers and supervisors currently serving our nation in the federal government and whose interests are represented by the Federal Managers Association (FMA), we extend our deepest thanks and support for providing new guidance and efforts to reform and improve the use of administrative leave. This is an issue our members have taken a strong interest in, and FMA is encouraged by your efforts to curb abuses and improper practices with administrative leave.

In recent years, there have been instances of inappropriate uses of administrative leave, such as the National Archives Inspector General who retired in 2014 after an investigation into allegations of misconduct dragged on for more than two years. This only supports a Government Accountability Office (GAO) report twchich highlighted waste within the use of administrative leave. GAO found that the federal government spent more than \$3 billion on salaries of employees on administrative leave from fiscal year 2011 through fiscal year 2013, despite no uniform standards covering this leave.

FMA recommends steps to prevent similar future abuses, including truncating the length of time agencies and agency attorneys take to prepare a case when an employee is under investigation. A time limit to complete investigations and shorten the use of administrative leave would save the government money and provide career certainty to the employee. Further, unless the employee under investigation poses an immediate risk to his or her coworkers or national security, that employee should remain working and producing for their agency or department. In many instances the individual involved could utilize telework or remote work so as not to get paid for doing nothing. In this time of reduced budgets, it is imperative that federal departments and agencies continue to meet the public demand.

FMA strongly supports your directive for agencies to collect information from payroll providers. Enacting these changes is a solid step toward ensuring fiscal responsibility within the federal government and will help provide employees with equal treatment with regard to administrative leave in the future.

Thank you for your continued support of the men and women in the public sector. Should you have any questions or concerns, please contact FMA's Government Affairs Director, Greg Stanford, at gstanford@fedmanagers.org or (703) 683-8700, ext. 104.

Sincerely,



Patricia J. Niehaus
National President