

Dear FLEOA Members,

Today, the Senate passed the Defense Authorization bill by a vote of 62 to 29. As the bill makes its way to the President for signing, we can all begin our weekend with this victory in hand.

In my last message, I hit on the two key provisions of the bill that impact our membership: the repeal of NSPS and the FERS Sick Leave Retirement Credit. As we continue to oppose pay for performance systems for law enforcement, the repeal of NSPS serves as a major victory for our DOD members.

We will remain actively involved as the voice for our DOD members as the Department attempts to transition off the NSPS. Also, I ask that you all assist in disseminating the positive outcome regarding the FERS Sick Leave Retirement Credit provision. To help our members understand this provision, here's a user friendly example of how it applies towards a retirement pension:

At retirement eligibility, a FERS member will receive 34% of the average of their high three salary years. Let's say for the member's high three salary years, the member earned an annual salary of \$80,000, \$85,000 and \$90,000. The average of the three years is \$85,000. You would take this amount and multiply it by 34% to determine what the member's annual pension amount would be (this does not include the Social Security law enforcement supplement or interest from a TSP annuity). This amount is \$28,900. Now say the member has accrued one years worth of sick leave (2080 hours) at the time they're ready to retire. This one years worth of sick leave will increase the member's retirement annuity from 34% to 35% of their three high salary years. In this example, that would increase the member's annuity to \$29,750.

While this doesn't amount to an overwhelming bonanza at retirement, it certainly helps all of us as we do our best to endure a recessionary economy. As I mentioned in the last message, I'd like to see this same concept be applied to LEAP hours that are lost due to a member maxing out in a pay period. These lost hours should be accumulated and credited towards our retirement at a minimum. During the past seven years, we've advocated for having LEAP excluded from the pay cap. Given the reality of the present economic situation, we stand a better chance of having legislation introduced that would recapture our lost LEAP hours for the purpose of calculating our retirement annuity.

In any event, all of you have exerted a considerable amount of effort in the furtherance of these provisions. Thank you for your sustained support; it's invigorating when our collective efforts result in a great outcome.

Please stay safe.

Respectfully,

-Jon