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Congress of the United States
House of Representatives

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RECYCLED PAPER

The Honorable Ray E. Mabus
Secretary of the Navy
1000 Navy Pentagon
Washington, DC 20350-1000

Dear Mr. Secretary:

A number of my constituents who work at Puget Sound Naval Shipyard and Intermediate Maintenance Facility (PSNS & IMF), have contacted me concerning the negative impact from the late notification of a policy change relating to retention of Grandfathered Compensatory Time (GFT) earned in past years. I believe that their concerns have merit and I am writing to ask that you seriously consider working to mitigate this policy which has been the source of great inconvenience for many of these individuals.

According to information from a Puget Sound Naval Shipyard memo, PSNS & IMF, the Department of Defense (DOD), the Defense Finance and Accounting Service (DFAS) and the International Federation of Professional and Technical Engineers (IFPTE) Local 12, agreed in 1998 that GFT that was earned and not used between September 12, 1999 and September 10, 2000, would not be subject to expiration or conversion to pay. This compensatory time would be placed in an account until the employee requested its use or that it be liquidated as a cash payment.

In a Navy memorandum dated July 24, 2009, the Acting Deputy Under Secretary for Civilian Personnel Policy informed the PSNS & IMF leadership that any unused GFT would expire by May 22, 2010. This change from the 1998 agreement resulted from an Office of Personnel Management (OPM) regulation at Part 550 of title 5 of the Code of Federal Regulations (C.F.R.), issued on March 15, 2007. The PSNS & IMF leadership and workers had no knowledge of the C.F.R. change, nor were they informed of its impact on their accrued GFT. I believe that the Navy should investigate the inadequate notification provided in this instance, to assure that similar problems do not take place in the future. In this specific case, it prevented shipyard employees from planning their GFT use around the tightly-scheduled maintenance workload.

Accordingly, I ask that you review this matter and work with OPM to extend the GFT expiration date so that the employees have a more reasonable three-year interval of time to use their accrued GFT. This will provide the PSNS & IMF leadership and workforce the flexibility required to schedule the use of their earned compensatory time while they continue to provide

excellent support to the maintenance needs of the United States Navy. The workforce at PSNS & IMF is a valuable Navy resource that we need to support if we are to maintain the Fleet's readiness going forward. I hope that you will give this matter serious consideration and keep me informed of your actions in this regard.

Sincerely,



NORM DICKS
Member of Congress