



# NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Affiliated with the International Association of Machinists & Aerospace Workers, AFL-CIO

March 22, 2017

The Honorable James Mattis  
Secretary of Defense  
1000 Defense Pentagon – Room 3E880  
Washington, D.C. 20301-1000

Dear Mr. Secretary:

We are writing to express our serious concerns regarding a pay issue affecting the sixty-five (65) police officers of the Camp Pendleton Marine Corps Base Police Force. The National Federation of Federal Employees (“NFFE”) represents these officers. They provide security at Camp Pendleton Marine Corps Base, the Corps' largest West Coast expeditionary training facility with a daytime population of 77,000 military and civilian personnel.

On March 8, 2017, the Civilian Human Resources Office at Camp Pendleton notified the Union of its belief that the base police officers, consisting of 65 Bargaining Unit Members, have been improperly paid a special rate of pay since 2008. The Agency indicated that it will remove police officers from the Special Rate Table Number 983R and place them on the San Diego County salary table, resulting in a significant reduction of pay. The Agency also indicated that the impacted police officers will be receiving overpayment notices from Defense Financial Accounting Services (“DFAS”).

All officers were given and accepted written employment offers at the special rate of pay. Now they face an unfair twenty-five (25) percent pay cut and their overpayment bills from DFAS will total \$25,000 or more for long term officers.

It is our understanding that there is a process whereby the Department of Defense (“DOD”) can seek approval from the Office of Personnel Management to add locations covered by the Special Rate Table Number 983R. Several bases were added in June of 2016. Since the police officers have been paid at the special rate of pay for over eight years, the Union is calling on DOD to immediately take the administrative steps necessary to add Camp Pendleton, CA to the applicable locations on the Special Rate Table Number 983R. Further, we are calling on DOD to immediately take steps to expedite the process for waiver of any overpayments caused by DOD’s administrative error.

Thank you for your prompt attention to this matter.

Sincerely,

Randy L. Erwin  
National President  
National Federation of Federal Employees

CC: Senator Dianne Feinstein, U.S. Senate  
Senator Kamala Harris, U.S. Senate  
Congressman Duncan Hunter, U.S. House of Representatives  
Congressman Darrell Issa, U.S. House of Representatives