

STATEMENT OF

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LEGISLATIVE COORDINATOR
OF THE
COUNCIL OF PRISON LOCALS
AMERICAN FEDERAL OF GOVERNMENT EMPLOYEES
AFL-CIO**

BEFORE THE

**SUBCOMMITTEE ON THE FEDERAL WORKFORCE, POSTAL
SERVICE, AND THE DISTRICT OF COLUMBIA,
COMMITTEE ON OVERSIGHT AND GOVERNMENT REFORM
U.S. HOUSE OF REPRESENTATIVES**

ON

**“TEMPORARY EMPLOYEE PRACTICES:
HOW LONG DOES TEMPORARY LAST?”**

JUNE 30, 2010

Chairman Lynch, Ranking Member Chaffetz, and Members of the Subcommittee -

My name is Phil Glover. I am the National Legislative Coordinator for the Council of Prison Locals, American Federation of Government Employees. I have been a Correctional Officer in the Federal Bureau of Prisons (BOP) since September of 1990. I have served as a representative of our union since 1991, and have been involved in many representational and legislative issues throughout my service.

I want to thank you for the opportunity to testify today at this hearing on existing temporary employee authorities and their adverse impact on temporary employees' status and benefits. Our problem at BOP is the fact that many federal correctional workers who are participants in the Federal Employees Retirement System (FERS) are unable to make a "service credit" deposit into FERS for temporary civilian service performed after January 1, 1989.

Federal correctional workers, as well as other federal law enforcement officers, are covered by special retirement rules. Under 5 CFR Section 842.208, an employee working in law enforcement can retire after 25 years of service at any age, and at 50 years of age after 20 years of service. We have mandatory retirement at age 57. It has been determined that working with violent offenders requires a youthful and vigorous workforce. This has been in effect for correctional officers since Public Law 80-879 (July 2, 1948). Non-correctional officers were added in Public Law 84-854 (Jul 31, 1956). The mandatory retirement age was changed in 1990 from 55 to 57 years of age.

Our members perform dangerous work inside BOP correctional institutions. We maintain security at 114 federal prisons across the United States and in Puerto Rico. We supervise murderers, gang members, terrorists, and other dangerous inmates. Since the brutal stabbing murder of Correctional Officer Jose Rivera on June 20, 2008, by two prison inmates at USP Atwater, we have had at least 380 vicious inmate-on-worker assaults in the BOP system. After 20 to 25 years working in these facilities under such difficult and stressful conditions, most people are ready to leave. Once our employees attain their retirement age, it is normal, depending on their individual circumstances, to retire.

This is where the problem arises regarding service credit for temporary civilian service. 5 CFR Sections 304 and 305 do not allow a deposit for temporary civilian service after January 1, 1989 (see attached).

Many bargaining unit employees in the BOP have been hired using temporary employment rules. This is done for many reasons, such as to get a specialist on board quickly, or to hire large groups of employees while waiting for appropriate paperwork to be completed.

Between 1989 and 1991, the BOP went on a large hiring spree due to identified understaffing problems in the system. As many as 6,000 employees were hired and many of them were hired as temporary employees. Records from the Department of Justice (DOJ) indicate that between 1989 and 1993 there were 3,569 employees initially hired by the BOP as temporary employees and then – after short time periods – were transitioned into permanent employee status. Similarly, DOJ and National Finance Center (NFC) records show that between 1989 and 2010 there were over 6,200 employees initially hired by BOP as temporary employees and then again – after short time periods – were transitioned into permanent employee status.

Many of those BOP employees are now approaching retirement age. Many of them didn't even realize they were hired in a temporary employee situation. Many did not know of these regulations. We had a situation recently where one employee was hired before the January 1, 1989 date and thus could make a deposit for service credit while another employee hired one month later was informed he could not. This is clearly unfair. Another situation that confuses the issue is the employee's service date for seniority purposes is the date they began receiving paychecks in the BOP. However, their retirement date could be a year to three years later depending on the date they gain permanent employee status.

It is also unclear why this regulation was changed. In the change from the Civil Service Retirement System (CSRS) to the FERS, which passed in 1986, the ability to make a deposit for service credit was maintained. It wasn't until 1989 that creditable service was denied to employees who were willing to make a deposit.

We have identified employees who have as much as three years temporary employment time in the BOP. These employees have worked along side full time employees who can retire at the appropriate age and time in service requirements. The employee with temporary service time is used in the same manner as those with full time service. They respond to emergencies, handle difficult inmates, and may have been on our voluntary Disturbance Control Teams or other emergency operations. They must pass a full 15-year background check, pass Basic Correctional Training in Glynco, GA and handle a firearm. Temporary employees in the BOP also have arrest authority pursuant to 18 U.S.C. 3050.

If Congress would change the provision back to the 1988 language, we believe it should include all current employees.

In closing, all law enforcement officers – including BOP correctional workers - should be able to make a "service credit" deposit into FERS for temporary civilian service performed after January 1, 1989, and therefore be able to retire at the date they started working in these hazardous prison conditions. After 20 or 25 years of service to the country, buying this small amount of time back should be allowed. We respectfully request Congress address this matter and return

the language to the 1988 service credit language. For men and women working together side by side with full time equivalent employees doing the same job it is only fair.

Again, thank you for inviting us today and I would be happy to answer any questions you may have.

5 C.F.R.

Sec. 842.208 Firefighters, law enforcement officers, and nuclear materials couriers.

(a) An employee who separates from service, except by removal for cause on charges of delinquency or misconduct, is entitled to an annuity--

(1) After completing any combination of service as a firefighter, law enforcement officer or nuclear materials courier totaling 25 years; or

(2) After becoming age 50 and completing any combination of service as a firefighter, law enforcement officer or nuclear materials courier totaling 20 years.

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(b) An annuity payable under paragraph (a) of this section commences on the first day of the month following separation.

[52 FR 4473, Feb. 11, 1987, as amended at 65 FR 2524, Jan. 18, 2000]

Sec. 842.304 Civilian service.

(a) Except as otherwise provided under title III of the Federal Employees' Retirement System Act of 1986, an employee or Member is entitled to credit for all purposes under FERS for a period of civilian service with the Government or the U.S. Postal Service--

(1) Performed after December 31, 1986, which is covered service under subpart A of this part and for which deductions required under 5 U.S.C. 8422(a) have not been refunded;

(2) That, other than service under paragraph (a)(1) of this section--

(i) Was performed before 1989;

(ii) Would have been creditable under 5 U.S.C. 8332 if the employee or Member were subject to subchapter III of chapter 83 of title 5, United States Code, without regard to any deposit, redeposit, or coverage requirement under that subchapter; and

(iii) Is covered by deductions or a deposit required by Sec. 842.305 and the deductions or deposit have not been refunded after the employee or Member first became subject to FERS;

(3) That was creditable under subchapter II of chapter 8 of title 1 of the Foreign Service Act of 1980 (Foreign Service Pension System), provided--

(i) The employee or Member waives credit for the service under the Foreign Service Pension System; and

(ii) The employee or Member makes the deposit required by Sec. 842.305, and the deposit is not refunded;

(4) While on leave of absence without pay, subject to a limit of 6 months per calendar year, except that the 6-month limit does not apply while--

(i) Performing military service; or

(ii) Receiving benefits under subchapter I of chapter 81 of title 5, United States Code;

(5) While on approved leave without pay granted to serve as a full-time officer or employee of an organization composed primarily of employees, as defined by section 8331(1) or 8401(11) of title 5, United States Code, provided--

(i) The employee elects, within 60 days after the commencing date of leave without pay, to pay to the employing agency the retirement deductions and agency contributions that would be applicable if the employee were in a pay status;

(ii) Payments of the deductions and contributions begin on a regular basis within 60 days after the commencing date of leave without pay; and

(iii) Payments of the required deductions and contributions are completed and not refunded; and

(6) While assigned on detail or leave without pay to a State or local government under 5 U.S.C. 3373, provided--

(i) The normal cost percentage (under subpart D of part 841 of this chapter) for the employee (who is deemed to continue in the same normal cost percentage category as applicable on the date of the assignment) is remitted to OPM for each pay period during the assignment; and

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(ii) The employee, or, if he or she dies without making an election, his or her survivor, does not elect to receive benefits under any State or local government retirement law or program, which OPM determines to be similar to FERS.

(b) Cadet Nurse Corps. (1) Service credit is allowed under Pub. L. 99-638 for a period of service performed with the Cadet Nurse Corps provided--

(i) The service totaled 2 years or more;

(ii) The individual submits an application for service credit to OPM no later than January 10, 1988;

(iii) The individual is employed by the Federal Government in a position subject to subchapter III of chapter 83 of title 5, United States Code (other than 5 U.S.C. 8344) or chapter 84 of that title (other than 5 U.S.C. 8468) at the time he or she applies to OPM for service credit under this provision; and

(iv) The individual makes a deposit for the service in accordance with Sec. 842.305(g) before the date of separation from service on which the individual's entitlement to annuity is based.

(c) National Guard technician service before January 1, 1969--(1) Definition. In this section, service as a National Guard technician is service performed under section 709 of title 32, United States Code (or under a prior corresponding provision of law) before January 1, 1969.

(2) Employees on or after November 6, 1990. Employees, subject to FERS retirement deductions, whose only service as a National Guard technician was performed prior to January 1, 1969, are entitled to credit under FERS if they--

(i) Submit to OPM an application for service credit in a form prescribed by OPM;

(ii) Are employed by the Federal Government in a position subject to FERS retirement deductions after November 5, 1990; and

(iii) Complete the deposit for the service through normal service credit channels before final adjudication of their application for retirement or have the deposit deemed made when they elect the alternative form of annuity.

(3) Former Federal employees. Former Federal employees who were subject to FERS retirement deductions and separated after December 31, 1968, but before November 6, 1990, with title to a deferred annuity, may make a deposit for pre-1969 National Guard technician service provided they--

(i) Submit a written application for the pre-1969 National Guard

technician service to OPM before November 6, 1991; and

(ii) Complete a deposit for the additional service in a lump sum or in installment payments of \$50 or more. Payments must be completed before their retirement claim is finally adjudicated, unless the deposit is deemed made when they elect an alternative form of annuity.

(4) Annuitants and survivors. (i) Individuals who were entitled to receive an immediate annuity (or survivor annuity benefits) as of November 6, 1990, may make a deposit for pre-1969 National Guard technician service provided they--

(A) Submit a written application for service credit to OPM before November 6, 1991; and

(B) Complete a deposit for the additional service in a lump sum or in equal monthly annuity installments to be completed within 24 months of the date of the written application.

(ii) To determine the commencing date of the deposit installment payment period for annuitants and survivors, the ``date of application'' will be considered to be the first day of the second month beginning after OPM receives a complete written application from the individual.

(iii) To be a complete application, the individual's written request for pre-1969 National Guard technician service credit must also include a certification of the dates of employment and the rates of pay received by the individual during the employment period. The individual may obtain certification of service from the Adjutant General of the State in which the service was performed.

(d) Credit for service performed as an employee of a nonappropriated fund instrumentality. (1) Credit for service with a nonappropriated fund instrumentality is allowed in accordance with an election under 5 CFR part 847, subpart D or H.

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(2) Service under FERS for which the employee withdrew all deductions is creditable in accordance with an election made under 5 CFR part 847, subpart D.

(3) An annuity that includes credit for service with a nonappropriated fund instrumentality under 5 CFR part 847, subpart D, or refunded service under paragraph (d)(2) of this section is computed under 5 CFR part 847, subpart F.

(4) An annuity that includes credit for service with a nonappropriated fund instrumentality under 5 CFR part 847, subpart H, is computed under 5 CFR part 847, subpart I.

(e) Certain Government service performed abroad after December 31, 1988, and before May 24, 1998--(1) Definition. In this section, certain Government service performed abroad is service performed at a United States diplomatic mission, consular post (other than a consular agency), or other Foreign Service post abroad under a temporary appointment pursuant to sections 309 and 311 of the Foreign Service Act of 1980 (22 U.S.C. 3949 and 3951).

(2) Conditions for Creditability. Service credit is allowed under section 321 of Pub. L. 107-228 for certain Government service performed abroad after December 31, 1988, and before May 24, 1998, provided--

(i) The service in the aggregate totaled 90 days or more;

(ii) The individual performing the service would have satisfied all eligibility requirements under regulations of the Department of State (as in effect on September 30, 2002) for a family member limited noncareer appointment (within the meaning of such regulations, as in effect on September 30, 2002) at the time the service was performed,

except that, in applying this paragraph, an individual not employed by the Department of State while performing the service shall be treated as if then so employed;

(iii) The service would have been creditable under FERS had it been performed before 1989 and had the deposit requirements of Sec. 842.305 been met;

(iv) The service is not otherwise creditable under FERS or any other retirement system for employees of the U.S. Government (disregarding title II of the Social Security Act);

(v) The individual applying for the service credit submits a written application to make a deposit with the department or agency where the service was performed, and completes the deposit, in accordance with Sec. 842.305(j); and

(vi) The department or agency where the service was performed remits Government contributions for the service to OPM in accordance with Sec. 842.305(j).

(3) Departments or agencies no longer in existence. If the department or agency where the individual performed certain Government service abroad no longer exists, the Department of State must process applications for service credit under this section. Government contributions for the service will not need to be remitted to OPM.

[52 FR 18193, May 14, 1987, as amended at 56 FR 6554, Feb. 19, 1991; 56 FR 55596, Oct. 29, 1991; 61 FR 41720, Aug. 9, 1996; 68 FR 2178, Jan. 16, 2003; 70 FR 50953, Aug. 29, 2005]

Sec. 842.305 Deposits for civilian service.

(a) Eligibility--current and former employees or Members. An employee or Member subject to FERS and a former employee or Member who is entitled to an annuity may make a deposit for civilian service described under paragraphs (a)(2) and (a)(3) of Sec. 842.304 upon application to OPM in a form prescribed by OPM. A deposit for civilian service cannot be made later than 30 days after the first regular monthly payment as defined in Sec. 842.602.

(b) Eligibility--survivors. If an employee or Member was, at the time of death, eligible to make a deposit, the employee's survivor may make the deposit for civilian service. A deposit under this paragraph cannot be made after adjudication of the survivor's application for benefits becomes final, which is 30 days after the date of OPM's notice to the survivor of the annuity rates with and without making the deposit.

(c) Distinct period of service. A deposit is not considered to have been made for any distinct period of service unless the total amount due for the period is paid in full. A distinct period of civilian service for this purpose is a period of civilian service that is not interrupted by a break in service of more than 3 days.

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(d) Amount of deposits. The amount of a deposit for a period of service under Sec. 842.304(a)(2) equals 1.3 percent of the basic pay for the service, plus interest. The amount of a deposit for a period of service under Sec. 842.304(a)(3) equals the amount that would have been deducted from pay under 5 U.S.C. 8422(a) had the employee been subject to FERS during the service, plus interest.

(e) Interest. (1) Interest is charged at the rate of 4 percent a year through December 31, 1947; 3 percent a year beginning January 1, 1948, through December 31, 1984; and thereafter at a rate as determined by the Secretary of the Treasury for each calendar year that equals the overall average yield to the Civil Service Retirement and Disability Fund (the Fund) during the preceding fiscal year from all obligations purchased by the Secretary during such fiscal year under 5 U.S.C. 8348 (c), (d), and (e).

(2) The computation of interest is on the basis of 30 days to the month. Interest is computed for the actual calendar time involved in each case; but, whenever applicable, the rule of average applies.

(3) Interest is computed from the midpoint of each service period included in the computation. The interest accrues annually on the outstanding portion, and is compounded annually, until the portion is deposited. Interest is not charged after the commencing date of annuity or for a period of separation from the service that began before October 1, 1956.

(f) Forms of deposit. Deposits may be made in a single lump sum or in installments not smaller than \$50 each.

(g) Cadet Nurse Corps. (1) Upon receiving an application for service credit with the Cadet Nurse Corps, OPM will determine whether all the conditions for creditability (Sec. 842.304(b)) have been met; compute the deposit, including interest; and advise the employing agency and the employee of the total amount of the deposit due. The rate of basic pay for this purpose is deemed to be \$15 per month for the first 9 months of study; \$20 per month for the 10th through the 21st months of study; and \$30 per month for any month in excess of 21 months. Interest is computed in accordance with paragraph (e) of this section.

(2) The employing agency must establish a deposit account showing the total amount due and a payment schedule (unless deposit is made in one lump sum) to record the date and amount of each payment.

(3) If the individual cannot make payment in one lump sum, the employing agency must accept installment payments (by allotments or otherwise). The employing agency, however, is not required to accept individual checks in amounts less than \$50.

(4) Payments received by the employing agency must be remitted to OPM immediately for deposit to the Civil Service Retirement and Disability Fund.

(5) Once the employee's deposit has been paid in full or closed out, the employing agency must submit the documentation pertaining to the deposit to OPM in accordance with instructions issued by OPM.

(h) Processing applications for pre-1969 National Guard technician service credit for employees subject to FERS retirement deductions after November 5, 1990--(1) OPM determines creditable service. OPM will determine whether all conditions for crediting the additional service have been met, compute the deposit, and notify the employee of the amount of and the procedures for submitting the deposit payments to OPM to obtain credit for the service.

(2) Computing the deposit. (i) For individuals who will not have a CSRS component, the deposit will be computed based on--

(A) One and three tenths percent of basic pay at the time the service was performed; and

(B) Interest at the rate of 3 percent per year computed as specified by section 8334(e)(2) of title 5, United States Code, until the date the deposit is paid.

(ii) For individuals who will have a CSRS component, the deposit will be computed as specified in 5 CFR 831.306(c).

(i) Processing applications for pre-1969 National Guard technician service credit for annuitants (and survivors) and for former employees who separated after December 31, 1968, and before November 6,

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1990--(1) OPM determines creditable service. OPM will determine whether all conditions for crediting the additional service have been met, compute the amount of the deposit, and notify the individual.

(2) Computing the deposit for annuitants and survivors. (i) For individuals who do not have a CSRS component, the deposit will be computed based on--

(A) One and three tenths percent of basic pay at the time the service was performed; and

(B) Interest at the rate of 3 percent per year as specified by section 8334(e)(2) of title 5, United States Code, to the midpoint of the 24-month installment period, or if paid in a lump sum, the date the deposit is paid.

(ii) For individuals who will have a CSRS component, the deposit will be computed as specified in 5 CFR 831.306(e)(2)(i) and (ii)(A).

(iii)(A) OPM will notify annuitants and survivors of the amount of the deposit and give them a proposed installment schedule for paying the deposit from monthly annuity payments. The proposed installment payments will consist of equal monthly payments that will not exceed a period 24 months from the date a complete written application is received by OPM.

(B) The annuitant or survivor may allow the deposit installments to be deducted from his or her annuity as proposed or make payment in a lump sum within 30 days from the date of the notice.

(C) Increased annuity payments will begin to accrue the first day of the month after OPM receives the complete written application.

(iv) If an annuitant dies before completing the deposit installment payments, the remaining installments will be deducted as established for the annuitant from benefits payable to the survivor annuitant (but not if the only survivor benefit is payable to a child or children of the deceased), if any. If no survivor annuity is payable, OPM may collect the balance of the deposit from any lump sum benefits payable or from the decedent's estate, if any.

(3) Computing the deposit for former Federal employees separated after December 31, 1968 but before November 6, 1990. For former employees with title to a deferred annuity that commences after November 6, 1990, the deposit will be computed as provided in paragraph (i)(2) above, except that interest will be computed through the commencing date of annuity or the date the deposit is paid, whichever comes first.

(j) Certain Government service performed abroad after December 31, 1988, and before May 24, 1998--(1) Eligibility--current and former employees, and retirees. A current or former employee, or a retiree who performed certain Government service abroad described in Sec. 842.304(e) may make a deposit for such service, in a form prescribed by OPM.

(2) Eligibility--survivors. A survivor of a current employee, former employee, or a retiree eligible to make a deposit under paragraph (j)(1) of this section may make a deposit under this section if the current or former employee, or retiree is deceased and the survivor is eligible or would be eligible for a survivor annuity under FERS based on the service of the current or former employee, or retiree.

(3) Filing of deposit application. An individual eligible to make a deposit under paragraphs (j)(1) and (2) of this section for service

described in Sec. 842.304(e) must submit a written application to make a deposit for such service with the appropriate office in the department or agency where such service was performed. If the department or agency where the service was performed no longer exists, the individual must submit the written application to the appropriate office in the Department of State.

(4) Time limit for filing application. An application to make a deposit under this section must be submitted on or before August 29, 2008.

(5) Amount of deposit. (i) A deposit under this section must be computed using distinct periods of service. For the purpose of this section, a distinct period of service means a period of service not interrupted by a break in service of more than 3 days. A deposit may be made for any or all distinct periods of service.

(ii) The amount of deposit under this section equals the amount of deductions from basic pay that would have been required under section 8422 of title

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5, United States Code, if at the time the service was performed the service had been subject to FERS deductions under that section, plus interest.

(6) Forms of deposit. A deposit under this section must be made as a single lump sum within 180 days of being notified of the deposit amount.

(7) Processing deposit applications and payments. (i) The department or agency where the service described in Sec. 842.304(e) was performed must process the deposit applications and payments under this section. If the department or agency where the service was performed no longer exists, the Department of State must process the deposit applications and payments under this section.

(ii) Whenever requested, the Department of State must assist the department or agency responsible for processing deposit applications under this section determine whether the application meets the requirements of Sec. 842.304(e).

(iii) Upon receiving a deposit application under this section, the department or agency must determine whether the application meets the requirements of Sec. 842.304(e); compute the deposit, including interest; and advise the applicant of the total amount of deposit due.

(iv) The department or agency must establish a deposit account showing the total amount due.

(v) When it receives an individual's payment for the service, the department or agency must remit the payment to OPM immediately for deposit to the Civil Service Retirement and Disability Fund in accordance with instructions issued by OPM.

(vi) Once a deposit has been paid in full or otherwise closed out, the department or agency must submit the documentation pertaining to the deposit to OPM in accordance with instructions issued by OPM.

(8) Government contributions. (i) The department or agency where service described in Sec. 842.304(e) was performed must pay Government contributions for each period of service covered by a deposit under this section.

(ii) The amount of contributions under this section equals the amount of Government contributions which would have been required for the service under section 8423 of title 5, United States Code, if the service had been covered under chapter 84 of title 5, United States Code, plus interest.

(iii) The department or agency must remit the amount of Government contributions under this section to OPM at the same time it remits the employee deposit for this service to OPM in accordance with instructions issued by OPM.

(9) Interest. Interest must be computed as described under paragraphs (2) and (3) of 5 U.S.C. 8334(e). Interest must be computed for each distinct period of service from the midpoint of each distinct period of service. The interest accrues annually on the outstanding deposit and is compounded annually, until the deposit is paid.

(10) Effect of deposit. An individual completing a deposit under this section will receive retirement credit for the service covered by the deposit when OPM receives certification that the deposit has been paid in full, and the deposit payment and agency contributions are remitted to the Civil Service Retirement and Disability Fund.

(11) Appeal rights. When the department or agency processing an application for deposit under this section determines that the individual is not eligible to make a deposit for a period of service, it must provide the individual with a written decision explaining the reason for the decision and explaining the individual's right to appeal the decision to the Merit Systems Protection Board.

[52 FR 18193, May 14, 1987, as amended at 56 FR 55597, Oct. 29, 1991; 56 FR 65419, Dec. 17, 1991; 70 FR 50953, Aug. 29, 2005]

Sec. 842.405 Air traffic controllers, firefighters, law enforcement officers, and nuclear materials couriers.

The annuity of an air traffic controller retiring under Sec. 842.207 or a law enforcement officer, firefighter or nuclear materials courier retiring under Sec. 842.208 is--

(a) One and seven-tenths percent of average pay multiplied by 20 years; plus

(b) One percent of average pay multiplied by the years of service exceeding 20 years.

[52 FR 4475, Feb. 11, 1987, as amended at 65 FR 2524, Jan. 18, 2000]

BIOGRAPHY

PHILIP W. GLOVER, LEGISLATIVE COORDINATOR

COUNCIL OF PRISON LOCALS, AFGE, AFL-CIO

SERVED FROM 1982-1985, U.S. ARMY, 118TH MP CO (ABN), 18TH AIRBORNE CORPS

SERVED FROM 1986-1990, U.S. ARMY, 505 PARACHUTE INFANTRY REGIMENT, 82ND AIRBORNE DIVISION, 18TH AIRBORNE CORPS

1990-PRESENT, DEPARTMENT OF JUSTICE, BUREAU OF PRISONS, FEDERAL CORRECTIONAL INSTITUTION, LORETTO, PA, CURRENTLY SENIOR OFFICER SPECIALIST, GS-08

1991-1992, A.F.G.E. LOCAL 3951, VICE PRESIDENT

1992-1994, A.F.G.E. LOCAL 3951, LOCAL PRESIDENT

1994-1997, NORTHEAST REGIONAL VICE PRESIDENT, COUNCIL OF PRISON LOCALS, AFGE, AFL-CIO

1997-2005, COUNCIL PRESIDENT, COUNCIL OF PRISON LOCALS, AFGE, AFL-CIO

2005-PRESENT, COUNCIL NATIONAL LEGISLATIVE DIRECTOR, COUNCIL OF PRISON LOCALS, AFGE, AFL-CIO

46 YEARS OF AGE

MARRIED WITH 2 CHILDREN

CURRENTLY RESIDES IN JOHNSTOWN, PA