

BARRY LOUDERMILK  
11TH DISTRICT, GEORGIA

WEBSITE  
LOUDERMILK.HOUSE.GOV  
FACEBOOK  
FACEBOOK.COM/RELOUDERMILK  
TWITTER & INSTAGRAM  
@RELOUDERMILK

**Congress of the United States**  
**House of Representatives**  
**Washington, DC 20515-1011**

February 1, 2017

329 CANNON HOUSE OFFICE BUILDING  
WASHINGTON, DC 20515  
(202) 225-2931

9898 HWY 92, SUITE 100  
WOODSTOCK, GA 30188  
(770) 429-1776

135 CHEROKEE AVENUE, SUITE 122  
CARTERSVILLE, GA 30120  
(770) 429-1776

600 GALLERIA PARKWAY, SE  
SUITE 120  
ATLANTA, GA 30339  
(770) 429-1776

Dear Colleague:

Our constituents have sent a clear message: they want America to be great, and they want the services paid for with taxpayer dollars to be the highest quality possible. According to a 2015 GAO report, it takes an average of 300 days to dismiss an under-performing federal worker. Continued service as a federal employee should be based on merit, not bureaucracy. The solution is easy, and its precedent is already in action at the VA. It's time to put it in action for the entire civil service.

Please become a co-sponsor of **H.R. 559, The Modern Employment Reform, Improvement, and Transformation (MERIT) Act.**

**The problem:**

*It has proven easier to promote or transfer poorly performing government employees than to terminate them – resulting in diminished efficiency, workplace morale, and quality of service to Americans.*

**The solution:**

*Civil service employee dismissal should be more comparable to what takes place in the private sector.*

- Increase agency management's power to remove under-performing employees.
- Expedited timelines: 7 to 21-days' notice of action.
- Simple presentation of cause with employees given opportunity to respond.
- Retain employees' right to appeal to the Merit Systems Protection Board (MSPB).
- Cap appeal decision time at 30 days, after which the dismissal is upheld unless declared otherwise.
- Require that, if the 30-day deadline is not met, MSPB must report to Congress and the oversight committees in the House and Senate to explain non-compliance.
- Uphold whistleblower protections.


**The MERIT Act establishes an alternative dismissal protocol, but does not replace the current system, so managers may follow it at their discretion to get bad employees out and new ones in.**

Already enacted in law for the Department of Veterans Affairs for senior executives, this alternative is an expedited tool to purge our agencies of bad actors, and get the best and brightest back into the civil work force.

This bill is supported by Americans for Prosperity, The R Street Institute, Council of Citizens Against Government Waste, Americans for Tax Reform, Campaign for Liberty, FreedomWorks, Less Government, National Taxpayers Union, and Taxpayers Protection Alliance.

To co-sponsor the MERIT Act, please contact Aubrey Neal in my office at [Aubrey.Neal@mail.house.gov](mailto:Aubrey.Neal@mail.house.gov). I am excited to partner with you and answer the call for positive change.

Sincerely,

  
Barry Loudermilk  
Member of Congress