

**Richard G. Thissen**  
*National President*



**Jon Dowie**  
*National Secretary/Treasurer*

May 28, 2015

The Honorable Katherine Archuleta  
Chair  
Chief Human Capital Officers Council  
1900 E. St. NW Suite 5H27  
Washington, DC 20415

Dear Director Archuleta:

On behalf of the five million federal employees and retirees represented by the National Active and Retired Federal Employees Association (NARFE), I am asking for your assistance in advancing phased retirement across the federal government. In your positions as the Chair of the Chief Human Capital Officers Council and Director of the Office of Personnel Management, you are in a unique position to both encourage agencies to utilize this tool, and track agency usage.

As you know, Congress passed, and the President signed, legislation creating phased retirement for federal employees in July 2012. Two years later, OPM issued the final regulations implementing phased retirement, along with guidance to federal agencies, so they could move quickly in offering it to their employees. It has been nearly three years since the law passed and NARFE is aware of only one agency that has offered phased retirement to its employees.

After the law passed, and to this day, NARFE members continue to contact our offices, wondering when phased retirement will be available at their agency. Many said they were delaying retirement decisions until their employing agency provided more information on phased retirement options. These were long-serving, dedicated public servants who felt they had knowledge to pass on to their successors, and were not yet ready to leave civil service full time. Unfortunately, most of them have since retired, taking vast institutional knowledge with them, as their agency has not yet implemented phased retirement. This is counter to the intent of the law.

As we near the three-year anniversary of the law's passage, I am respectfully requesting that you work with the members of the CHCO Council to ascertain when their agencies will be implementing phased retirement, and report this information publicly. Should you require any additional information or have any questions, please contact NARFE's Legislative Director, Jessica Klement, at [jklement@narfe.org](mailto:jklement@narfe.org) or (703) 838-7760. Thank you for your consideration of our request.

Sincerely,

Richard G. Thissen  
National President

**National Active and Retired Federal Employees Association**

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