

Congress of the United States
Washington, DC 20515

June 28, 2021

The Honorable Rosa L. DeLauro
Chairwoman
Committee on Appropriations
U.S. House of Representatives
The Capitol, Room H-307
Washington, D.C. 20515

The Honorable Mike Quigley
Chairman
Subcommittee on Financial Services
& General Government
U.S. House of Representatives
2000 Rayburn House Office Building
Washington, D.C. 20515

The Honorable Kay Granger
Ranking Member
Committee on Appropriations
U.S. House of Representatives
1036 Longworth House Office Building
Washington, D.C. 20515

The Honorable Steve Womack
Ranking Member
Subcommittee on Financial Services
& General Government
U.S. House of Representatives
1036 Longworth House Office Building
Washington, D.C. 20515

Dear Chairwoman DeLauro, Ranking Member Granger, Chairman Quigley, and Ranking Member Womack:

As you prepare to advance the FY2022 Financial Services and General Government appropriations bill, we respectfully request that you include a 3.2 percent pay raise for federal employees. The increase is in line with the Federal Adjustment of Income Rates (FAIR) Act (H.R. 392), which was introduced in the House of Representatives and has the support of 50 bipartisan co-sponsors.

Throughout the pandemic, civil servants performed the essential work of the federal government under the most extraordinary circumstances. Federal government employees risked exposure to COVID-19 to deliver mail, collect census responses, provide healthcare to veterans, distribute lifesaving stimulus benefits, inspect meat and poultry facilities, and help research therapies and vaccines for COVID-19.¹

Unfortunately, the federal government has a history of chronic underinvestment in its most valuable asset – the federal workforce. In recent years federal employees have been subject to multiple pay freezes, hiring freezes, and lost pay as the result of sequestration-related furloughs. In nine of the last ten years, federal employee pay increases have not kept pace with

¹ *Frontline Feds: Serving the Public During a Pandemic*, Subcommittee on Government Operations Hearing (Jun. 25, 2020) (online at <https://oversight.house.gov/legislation/hearings/frontline-feds-serving-the-public-during-a-pandemic>).

the statutory formula for determining annual salary adjustments.² Additionally, in the past eight years, federal employees have endured three government shutdowns, including two of the longest in U.S. history.³

The federal government must remain competitive when hiring the next generation of federal workers. In 2020, the Federal Salary Council stated that federal employees make an average of 23.1 percent less than their private sector counterparts.⁴ Currently, only 7 percent of the federal workforce is under the age of 30 while the civilian labor force enjoys nearly three times that number.⁵ With almost a third of the federal workforce eligible to retire in five years, we will face a talent crisis if we fail to make basic investments in the human capital of the federal government.⁶

Paying our federal workforce a fair wage is also a matter of equity that impacts every community in America. More than 80 percent of the nation's 2 million federal employees live in communities outside of the capital region.⁷ Some of these federal employees, like other Americans, live paycheck to paycheck with more than 600,000 federal employees making less than \$60,000 per year.⁸

² FederalPay.org, *General Schedule (GS) Pay Raise History* (accessed on June 21, 2021) (online at <https://federalpay.org/gs/raises>).

³ *This Was the Longest Government Shutdown in US History – A Timeline of Federal Shutdowns*, The Atlanta Journal-Constitution (Jan. 25, 2019) (online at <https://ajc.com/news/national/when-was-the-last-government-shutdown-timeline-shutdowns/KlN1FLdhfBz9FznrIBpTI/>).

⁴ *Salary Council: Federal Workers Make 23% Less than Private Sector Counterparts*, Government Executive (Oct. 21, 2020) (online at www.govexec.com/pay-benefits/2020/10/salary-council-federal-workers-make-23-less-private-sector-counterparts/169455/).

⁵ *States With Substantial Numbers of Lower-Wage Federal Workers*, Governing (Feb. 4, 2019) (online at <https://governing.com/archive/gov-low-wage-state-federal-workers.html>).

⁶ *The Federal Agencies Where the Most Employees Are Eligible to Retire*, Government Executive (June 18, 2018) (online at <https://govexec.com/pay-benefits/2018/06/federal-agencies-where-most-employees-are-eligible-retire/149091/>).

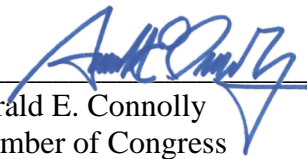
⁷ Partnership for Public Service, *Fed Figures: COVID-10 and the Federal Workforce*, (Accessed on June 21, 2021) (online at <https://ourpublicservice.org/fed-figures-covid-19-and-the-federal-workforce>).

⁸ *Public service and the federal government*, Brookings (May 27, 2020) (online at www.brookings.edu/policy2020/votervital/public-service-and-the-federal-government/); *78% of Workers Live Paycheck to Paycheck*, Forbes (Jan. 11, 2019) (online at www.forbes.com/sites/zackfriedman/2019/01/11/live-paycheck-to-paycheck-government-shutdown/?sh=6ef089ca4f10); *States With Substantial Numbers of Lower-Wage Federal Workers*, Governing (Feb. 4, 2019) (online at <https://governing.com/archive/gov-low-wage-state-federal-workers.html>).

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The Honorable Steve Womack
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Our nation's dedicated civil servants deserve respect and fair compensation. We respectfully ask that you provide a pay increase of 3.2 percent for all federal employees in the FY2022 Financial Services and General Government appropriations bill.

Sincerely,


Gerald E. Connolly
Member of Congress

/s/ Anthony G. Brown
Member of Congress

/s/ Stephen F. Lynch
Member of Congress

/s/ Peter A. DeFazio
Member of Congress

/s/ Carolyn B. Maloney
Member of Congress

/s/ Debbie Dingell
Member of Congress

/s/ Eleanor Holmes Norton
Member of Congress

/s/ Bill Foster
Member of Congress

/s/ Marie Newman
Member of Congress

/s/ Jesús G. "Chuy" García
Member of Congress

/s/ Ilhan Omar
Member of Congress

/s/ Jahana Hayes
Member of Congress

/s/ Jamie Raskin
Member of Congress

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/s/ Linda T. Sánchez
Member of Congress

/s/ John P. Sarbanes
Member of Congress

/s/ Jan Schakowsky
Member of Congress

/s/ Albio Sires
Member of Congress

/s/ Thomas R. Suozzi
Member of Congress