July 10, 2020

The Honorable Nita Lowey  
Chairwoman  
House Committee on Appropriations  
H-307 The Capitol  
Washington, D.C. 20515

The Honorable Mike Quigley  
Chairman  
Subcommittee on Financial Services and  
General Government  
H-307  
Washington, D.C. 20515

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

The Honorable Tom Graves  
Ranking Member  
Subcommittee on Financial Services and  
General Government  
1036 Longworth House Office Building  
Washington, D.C. 20515

Dear Chairwoman Lowey, Chairman Quigley, Ranking Member Granger, and Ranking Member Graves:

Included in the Fiscal Year 2021 National Defense Authorization Act (NDAA) is a 3.0 percentage pay increase for our service men and women.¹ As in previous years, we support the biggest pay increase possible for our military members. We also want to note that with very few exceptions Congress has maintained pay parity with respect to pay raises for military and civilian federal employees. We write to ask that this pay parity continue – particularly in light of the continued work of our federal employees throughout a global pandemic.²

We write to respectfully urge you to include a 3% pay increase for the civilian workforce to ensure continued pay parity between military and civilian employees.

The federal civilian workforce is comprised of dedicated individuals who have demonstrated their critical value to this nation each day throughout this pandemic. During this global crisis, our federal government never shut down. Instead, its civilian workforce ramped up: delivering mail, providing healthcare to veterans, inspecting meat and poultry facilities, and researching cures for COVID-19. We should not take these dedicated employees for granted.


Throughout this Administration, federal civilian employees have been vilified. Public sector unions have been attacked.\(^3\) Just last year these civilian employees endured the longest government shutdown in this nation’s history.\(^4\)

In January 2019, the House passed the bipartisan Federal Civilian Workforce Pay Raise Fairness Act.\(^5\) And in the bipartisan funding deal reached last December, Congress once again provided for pay parity between our federal civilian employees and service members.\(^6\)

We feel strongly that federal employees have demonstrated they are invaluable to this nation and that they deserve parity with respect to pay increases provided by the federal government. The pay increase equates to less than one-tenth of one percent of the federal discretionary budget – spread across 12 appropriations bills. And Congress has historically maintained this pay parity. This year, in particular, our federal civilian workforce has served this nation at the time when services were most needed. Congress must step up and ensure that the federal workforce is treated with the respect it deserves.

Sincerely,

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\begin{array}{ll}
\text{Gerald E. Connolly} & \text{Carolyn B. Maloney} \\
\text{Member of Congress} & \text{Member of Congress} \\
\hline
\text{Eleanor Holmes Norton} & \text{John Sarbanes} \\
\text{Member of Congress} & \text{Member of Congress} \\
\hline
\text{Donald S. Beyer Jr.} & \text{Brian Fitzpatrick} \\
\text{Member of Congress} & \text{Member of Congress} \\
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\(^6\) Pub. L. 116-93.
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<th>Name</th>
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<tr>
<td>Anthony G. Brown</td>
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<td>Jamie Raskin</td>
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<td>Jennifer Wexton</td>
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<td>David Trone</td>
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