

Congress of the United States
Washington, DC 20515

April 4, 2019

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

The Honorable Tom Graves
Ranking Member
Subcommittee on Financial Services
& General Government
1016 Longworth House Office Building
Washington, D.C. 20515

Dear Chairman Quigley and Ranking Member Graves:

As you prepare the Fiscal Year 2020 Financial Services and General Government Appropriations bill, we respectfully request that you include a 3.6 percent pay raise for federal employees.

For the second consecutive year, the President's Budget proposes an across-the-board pay freeze for federal civilian employees. Last year, in the middle of a partial government shutdown, President Trump signed an executive order to freeze pay for federal civilian employees for calendar year 2019. The Consolidated Appropriations Act, 2019 (P.L. 116-6) enacted by Congress earlier this year overrode the President's executive order and included a 1.9 percent retroactive pay raise for federal civilian employees for this year. This amount is below the 2.6 percent pay raise military personnel received this year and federal civilian employees are still waiting for the Administration to implement this pay raise.

A 3.6 percent pay increase for calendar year 2020 would begin to restore the years of lost wages for federal civilian employees. Since 2011, federal employees have contributed nearly \$200 billion to deficit reduction. They have had to endure government shutdowns – including the longest one in U.S. history – pay freezes, hiring freezes, and lost pay as a result of sequestration-related furloughs. In nine of the last ten years, Congress has failed to enact an increase to basic pay for federal employees that matches or exceeds the amount called for in the Federal Employee Pay Comparability Act of 1990 (5 U.S. Code § 5303). In eight of the last ten years, basic pay increases have trailed increases in the cost of living.

This situation is not sustainable. We need a talented and dedicated federal workforce carrying out the complex and vital missions of the federal government. These are the men and women who inspect the airplanes we fly on with our families, who go abroad to support diplomatic and military missions, and who serve in federal law enforcement to keep us safe. 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.

We ask that you provide a pay increase of 3.6 percent for all federal employees in calendar year 2020. We believe this would represent a critical investment in the recruitment and retention of an effective federal workforce.

Sincerely,



Gerald E. Connolly
Member of Congress



Elijah E. Cummings
Member of Congress



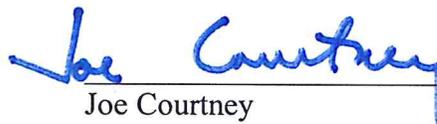
Dina Titus
Member of Congress



John P. Sarbanes
Member of Congress



Alcee L. Hastings
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Joe Courtney
Member of Congress



Eddie Bernice Johnson
Member of Congress



Albio Sires
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Gwen Moore
Member of Congress



Juan Vargas
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Chellie Pingree
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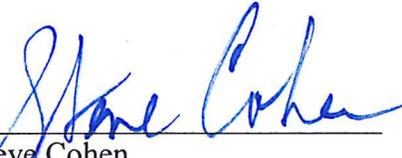
Eleanor Holmes Norton
Member of Congress



Peter A. DeFazio
Member of Congress



Diana DeGette
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Steve Cohen
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Tulsi Gabbard
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Joe Neguse
Member of Congress



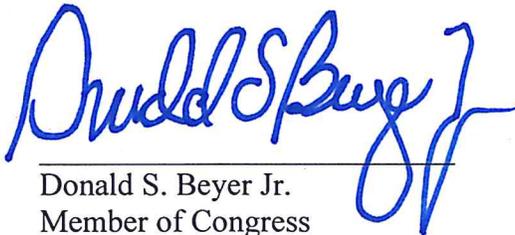
Anthony G. Brown
Member of Congress



Deb Haaland
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Jennifer Wexton
Member of Congress



Donald S. Beyer Jr.
Member of Congress



Katie Hill
Member of Congress



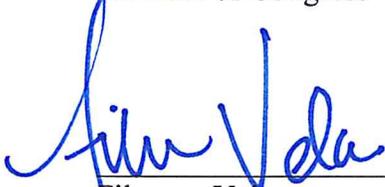
Mark DeSaulnier
Member of Congress



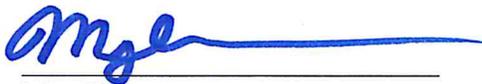
Jamie Raskin
Member of Congress



Chris Pappas
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A. Donald McEachin
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