



National Treasury Employees Union Legislative Action

110th Congress 2nd Session

FAIR AND EQUITABLE PAY FOR FEDERAL EMPLOYEES

The Administration has proposed only a 2.9% pay raise for federal workers next year. This not only fails to recognize the important role of our Nation's workforce in protecting our homeland and providing services to the American public, it is less than the 3.4% average pay raise the President recommends for the military. The White House's support for a higher military pay raise ignores the essential role federal employees play in protecting our nation at the borders, in the domestic and international movement of money, in public health, in nuclear security, and in the collection of revenue.

For most of the last twenty years, government employees in civil service and military service have received the same pay raises in recognition of the fact that they work side by side in support of our country. Moreover, the Federal Employees Pay Comparability Act (FEPCA), enacted in 1990 to close the gap between federal and private sector pay, has never been fully implemented, leaving a 23% disparity between federal employees and their private sector counterparts. Under the President's plan, federal employees will fall even further behind the private sector.

Bringing federal worker pay into line with the private sector would be the most effective cure to the federal government's hiring crisis. At a minimum, federal civilian and military employees should receive a 3.9% pay raise next year. A raise of 3.9% represents the Employment Cost Index (ECI) plus ½%. It would take a small step toward closing the pay gap. ECI plus ½% is also what military and civilian employees received last year. While the Bush Administration has proposed inequitable pay adjustments for federal employees in most of its budget submissions, bi-partisan majorities in Congress have overridden the White House position and mandated parity for federal employees every year. Congress should act to prevent the further loss of dedicated, experienced, and skilled employees from public service.

NTEU also opposes the "pay for performance" scheme as proposed by the Bush Administration. At a recent congressional hearing, the evidence was overwhelming that these proposals have not worked, particularly when imposed without collective bargaining rights. They have been found to destroy morale, have a discriminatory impact on minorities and workers over age 40 and produce no measurable positive results.

NTEU seeks your commitment to pay parity and support for a minimum 3.9% pay raise for the Nation's federal workforce for FY 2009.