

April 2, 2014

The Honorable Gerry Connolly
424 Cannon House Office Building
Washington, DC 20515

Dear Congressman Connolly:

On behalf of the over 200,000 managers and supervisors currently serving our nation in the federal government and whose interests are represented by the Federal Managers Association (FMA), we fully extend support for your bill, the Federal Adjustment of Income Rates (FAIR) Act (H.R. 4306). Your legislation addresses the inequity General Schedule and wage-grade employees faced over the past three years due to the federal pay freeze as well as the minimal one percent pay raise received at the beginning of the year. Your call for a 3.3 percent raise better reflects a fair method of calculating the pay structure of federal employees.

When Members of Congress first called upon the federal workforce to contribute to federal deficit reduction through a pay freeze, federal employees saw it as a shared sacrifice in order to right our country's financial ship. The men and women of the federal government ensure the safety of our borders, protect the nation's food supply, care for our elderly and veterans, and serve alongside our military forces. But after contributing over \$114 billion toward economic recovery, we have done our part. It is time for the federal workforce to be recognized for their dedication to serving our country at home and abroad, and H.R. 4306 does that.

In addition to providing a fair pay schedule to federal employees, FMA believes H.R. 4306 will help to combat the problem of morale, recruitment, and retention in the federal government. As you and your fellow Democrats in the House Oversight and Government Reform Committee have noted, poor morale throughout the federal government hinders the ability of the federal workforce to meet congressionally-mandated missions and goals. On top of this, federal departments and agencies are finding it harder to keep as well as hire dedicated men and women due to low compensation and poor recognition. By calling for a modest 3.3 percent raise, you have taken a step in the right direction to ensuring a fully engaged federal workforce that remains dedicated to serving the nation.

Thank you for your continued support of the men and women in the public sector. Should you have any questions or concerns, please contact FMA's Government Affairs Director Greg Stanford at gstanford@fedmanagers.org or (703) 683-8700.

Sincerely,



Patricia J. Niehaus
National President