

May 10, 2023

President Joseph R. Biden
The White House
1600 Pennsylvania Avenue, NW
Washington, DC 20500

Dear Mr. President,

I write on behalf of the managers, supervisors and executives in the federal government whose interests are represented by the Federal Managers Association (FMA). FMA members from across the country recently came together for FMA's 85th National Convention to discuss FMA business and our 2023 legislative agenda, which we took to Congress on our annual *Day on the Hill*. Today I write to share our legislative priorities with you and urge your administration to support these efforts as we work with the 118th Congress.

Founded at the Washington Navy Yard in 1913, FMA is the oldest and largest professional nonprofit membership organization representing managers across the federal workforce. We are proudly nonpartisan and work with legislators of any party to invest in and empower the profession of management. Our members cover more than forty different agencies and departments, including active and retired feds. FMA's mission is to advocate for excellence in public service, and our legislative agenda and goals reflect that mission. We believe there is much overlap between your administration's efforts, and those of FMA, and we seek your support of all of our issues.

1. Congress should pass all appropriations bills in a timely manner.
2. Congress should protect federal employees' compensation, health and retirement benefits. Additionally, pay caps should be raised to help with recruitment and retention of federal employees.
3. Congress should pass meaningful hiring reforms for the federal workforce, including expanding direct hire authority.
4. Congress should authorize capital investments across the federal government to restore and/or modernize facilities to meet their operational needs.
5. Congress should allow Federal Employees Retirement System (FERS) employees to make deposits for non-deduction federal service performed, in the same manner as Civil Service Retirement System (CSRS) employees and former military personnel.
6. To significantly reduce costs to American taxpayers, as well as reduce the federal government's footprint, agencies should effectively utilize and expand telework options for employees across the federal workforce, as successfully demonstrated during the Covid-19 pandemic.

7. Congress should pass legislation to establish and fund initial and ongoing mandatory training requirements for all managers and supervisors across the federal government, and provide for a dual-track system to allow technical experts to rise without taking on management roles.
8. Congress should preserve due process for all federal employees and prevent a future return of Schedule F.
9. Congress should pass legislation to make cost-of-living-adjustments (COLAs) more accurate and fair, and allow FERS employees access to the Voluntary Contribution Program available to CSRS employees.
10. Congress should pass legislation to repeal or mitigate the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO).

We recognize and appreciate the 5.2 percent pay raise the administration has proposed for 2024. While we support that as the largest proposal in many years, FMA has endorsed the FAIR Act, which would provide for an 8.7 percent pay raise. We also understand the administration is working on efforts to address salary compression and its impact on recruitment and retention. FMA notes this as a critical issue and will eagerly work with your administration on reasonable solutions for this growing challenge.

Thank you for your consideration of FMA's issue briefs and legislative priorities. If you have any questions, please contact FMA Director of Government and Public Affairs Greg Stanford at gstanford@fedmanagers.org or (703) 683-8700, ext. 104.

Sincerely,



Craig Carter
National President