



# NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Affiliated with the International Association of Machinists & Aerospace Workers, AFL-CIO

February 9, 2023

Dear Chairman Comer and Ranking Member Raskin:

The National Federation of Federal Employees (NFFE) urges you to show your support for the Federal Adjustment of Income Rates (FAIR) Act of 2023 (H.R. 536). This legislation, introduced by Representative Gerry Connolly (D-VA) would provide an 8.7% pay adjustment for federal employees next year. This number corresponds to the cost-of-living adjustment for Social Security Income payments in 2023.

According to the Department of Labor, last year's salaries for federal employees were severely lacking behind those in comparable positions in the private sector, as has been the case for many years now. In fact, the public-private pay gap grew last year, from a 22.5% difference in 2021 to 24.1% in 2022. This pay gap leads to significant challenges in recruitment and retention within the civil service.

To keep our country on a sustainable path forward, federal agencies and departments must be able to attract and retain a qualified and talented workforce. Providing inadequate pay adjustments year after year make this difficult, if not impossible, to accomplish. As a result of the squeeze on federal workers' pay, morale at many federal agencies and departments has fallen dramatically, and critical services to the American people are suffering.

The growing pay gap leaves civil servants in a difficult financial position. Recognizing that inflation has been a major issue in recent months, if federal employees' pay is not appropriately adjusted, they will be left vulnerable to the rising costs of gas, groceries, and other necessities. Too often in recent years, we have seen inflation occur, both in the cost of goods and services and private sector wages, only to see federal workers left behind and forced to accept a pay adjustment that fails to keep pace with inflation. These dedicated workers do not deserve a pay cut; they deserve fair pay and compensation for all the good they do for this country.

Again, I ask you to support the Federal Adjustment of Income Rates (FAIR) Act of 2023 (H.R. 536). Please contact NFFE Executive Director Steve Lenkart at [slenkart@nffe.org](mailto:slenkart@nffe.org) if you have any questions.

Sincerely,

Randy Erwin  
National President  
National Federation of Federal Employees