



## 2022 Legislative Priority: Fairly Pay Federal Employees

**Background:** Federal workers on the General Schedule have seen over 30 years of Congress and the President ignoring the formula in the Federal Employees Pay Comparability Act (FEPCA), determining every year that there is an “economic emergency” that precludes letting Federal worker pay keep pace with the U.S. Department of Labor’s Employment Cost Index. Local 777 believes that if that is not feasible in any economic conditions, then Federal worker pay should at least keep up with the Consumer Price Index, so that workers aren’t priced out of government service.

**Current Status:** Due to the General Schedule’s rigid rules, agencies are greatly constrained in how they can financially compensate valuable government workers. Many of our members have specialized skill sets that cost taxpayers large sums of money to replace if a worker leaves for higher pay outside the Federal government. Regardless of how you calculate federal compensation vs. private-sector compensation, many workers use salary as a bottom-line comparison when deciding whether to join or stay with the Federal government. Further, there are bipartisan calls for federal workers to return to the office to help local businesses such as restaurants and dry cleaners, but if salaries don’t keep up with costs, workers still can’t patronize those businesses regardless of where they work.

**Impact:** Federal workers on the General Schedule are more than 25% behind private sector salaries *if* the FEPCA formula were to be adopted. Whether or not this represents overall compensation, the FEPCA formula is clearly broken.

### **Requested Actions:**

- Amend the FEPCA to a bipartisan, data-driven formula to remove the uncertainty from General Schedule pay-setting.
- Ensure that Federal workers are able to afford a consistent standard of living - and able to contribute to their local economies - by using public data to keep salaries in line with expenses.

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*Local 777, IFPTE, AFL-CIO represents over 200 employees of the U.S. Army Corps of Engineers, Chicago District. We work in Illinois, Indiana, and Wisconsin and plan, design, build, operate, and maintain Federal water resources infrastructure and environmental restorations, and protect our nation’s aquatic resources and commercial navigation.*

*Our members work in offices, on construction sites, at locks and dams, on government vessels, at flood control reservoirs, and at dredged material management and electric barrier facilities.*

*The views expressed are those of Local 777 only, and not of the Department of Defense or Department of the Army.*