

Federal Worker Pay Adjustment

The IAFF supports the Federal Adjustment of Income Rates (FAIR) Act seeking to offset past attacks on federal pay and benefits.

BACKGROUND

The past several years has been hard on federal employee pay and benefits. Elected officials have focused on reducing overall spending, but unfortunately much of the actual deficit reduction has come at the expense of wages and benefits for federal employees. Cuts to federal workers' pay and benefits have been estimated to exceed \$280 billion and federal fire fighters have faced more cuts than any other group.

Past pay freezes, furloughs, government shutdowns and increases in employee pension contributions undermine employee morale and jeopardize the productivity of federal agencies. Unfortunately, attacks on federal worker pay and benefits continue. Whenever Congress is forced to seek new revenue for projects, such as building highways, maintaining weapons systems, recovering from the effects of natural

disasters – the first suggestion from many lawmakers is to tap federal workers' pay and benefits.

America's federal fire fighters safeguard some of the nation's most sensitive and vital resources. They protect military installations, veterans' hospitals, national laboratories and prized wildlands. Many federal fire fighters work an arduous 72-hour workweek, and their hourly rate of pay significantly lags behind fire fighters in the municipal sector. Further cuts to federal pay and benefits will make it far more difficult to recruit and retain highly qualified fire fighters.

While some members of Congress have proposed more reductions to federal worker pay and benefits in the current Congress, this legislation seeks to restore some of the cuts impacting federal employees.

LEGISLATION

House: [HR 1073, the Federal Adjustment of Income Rates \(FAIR\) Act](#)
Sponsor: Representative Gerry Connolly (D-VA)

Senate: [S 426, the Federal Adjustment of Income Rates \(FAIR\) Act](#)
Sponsor: Senator Brian Schatz (D-HI)

Summary: The Federal Adjustment of Income Rates (FAIR) Act would help offset the wages lost to pay freezes and benefit cuts over the past four years by providing federal employees a 3.6 percent pay raise.