

Federal Fire Fighter Retirement Equity

The IAFF supports the Federal Firefighter Pay Equity Act and encourages members of Congress to cosponsor the bill.

BACKGROUND

Under current law, federal fire fighters are the only federal workers to receive partial retirement credit for their regularly scheduled work shift. Federal fire fighters protect military installations, veterans' hospitals and other critical federal properties. Federal fire fighters are typically required to work 19 hours of mandatory scheduled overtime per week, in addition to their 53 hours of non-overtime work. This unique arrangement denies federal fire fighters the pension credit they have earned.

In 1998, Congress reformed the pay system of federal fire fighters to ensure they receive

a fair hourly rate of pay. However, despite improvements in the hourly wage rate, the reforms fell short of adequately incorporating a fire fighter's entire pay, including compensation for the mandatory 19 hours of overtime work.

The Federal Firefighter Pay Equity Act would change the calculation to ensure the government bases a fire fighter's pension on the full value of pay compensation received during their regular tour of duty. This bill would ensure that federal fire fighters receive the full pension they earned.

LEGISLATION

Senate: [HR 1255, the Federal Firefighter Pay Equity Act](#)
Sponsors: Representative Gerry Connolly (D-VA); Representative Jackie Walorski (R-IN)

Summary: The Federal Firefighter Pay Equity Act changes the calculation of pension benefits to include the full pay received for all regularly scheduled work, while continuing to exclude overtime pay for hours above an employee's normal work schedule.