

Congress of the United States
Washington, DC 20510

December 11, 2024

The Honorable Joseph R. Biden
President of the United States
The White House
1600 Pennsylvania Avenue, N.W.
Washington, DC 20500

Dear President Biden:

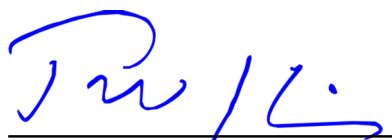
We write concerned about the lack of parity between the proposed military and civilian pay raises in your Fiscal Year 2025 Budget Request (PBR). Although you submitted an alternative pay plan in August, it continued to support a differential pay increase: 4.5% for military employees and 2% for civilian employees. This deviation between military and civilian employee pay increases upends historical bipartisan support for pay parity across the federal workforce. Although we understand this decision was made under the constraints put in place by the Fiscal Responsibility Act caps, we believe it is imperative you revise your budget to align military and civilian employee pay raises. Specifically, we request you issue a revised alternative pay plan seeking a 4.5% pay increase for the entire federal workforce, including military and civilian employees alike.

Our nation's servicemembers and civilian employees both work tirelessly to keep us safe and run the critical operations of the government. Of the federal workforce, more than 2.2 million civilian employees work to ensure resources and services are provided to countless communities across America. By aligning military and civilian pay raises for 2025, you will recognize the efforts of the entire federal workforce.

Our request is grounded in longstanding tradition and precedent. For example, on December 8, 2016, President Barack Obama submitted an alternative federal pay plan to Congress that increased the federal civilian pay raise to the same level as military employees. We implore you to move swiftly to submit a revised alternative pay plan that supports our entire federal workforce.

Thank you for your attention to this important issue. We believe this request is fair and timely. We hope you are able to continue to uphold the longstanding bipartisan tenet of federal pay parity.

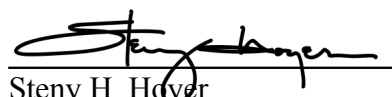
Sincerely,



Tim Kaine
United States Senator



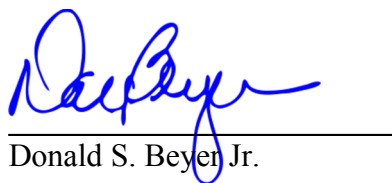
Mark R. Warner
United States Senator



Steny H. Hoyer
Member of Congress



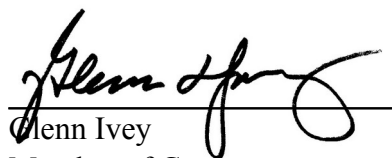
Eleanor Holmes Norton
Member of Congress



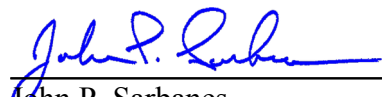
Donald S. Beyer Jr.
Member of Congress



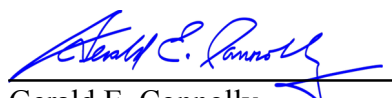
C. A. Dutch Ruppersberger
Member of Congress



Glenn Ivey
Member of Congress



John P. Sarbanes
Member of Congress



Gerald E. Connolly
Member of Congress



Chris Van Hollen
United States Senator



John Fetterman
United States Senator



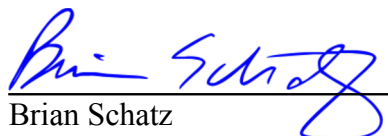
Jamie Raskin
Member of Congress



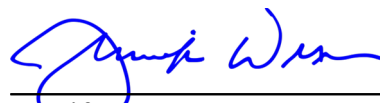
Benjamin L. Cardin
United States Senator




Robert C. "Bobby" Scott
Member of Congress



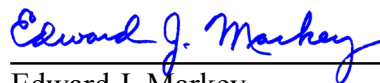
Brian Schatz
United States Senator



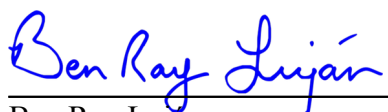
Jennifer Wexton
Member of Congress



Elizabeth Warren
United States Senator



Edward J. Markey
United States Senator



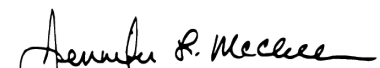
Ben Ray Lujan
United States Senator



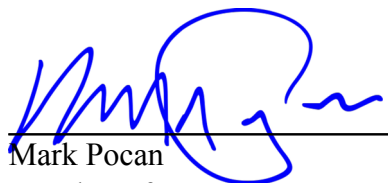
Bernard Sanders
United States Senator



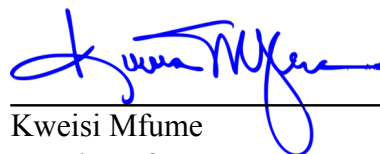
Donald Norcross
Member of Congress



Jennifer L. McClellan
Member of Congress



Mark Pocan
Member of Congress



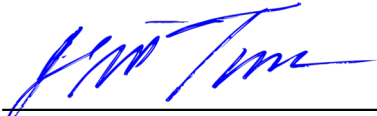
Kweisi Mfume
Member of Congress



Abigail Davis Spanberger
Member of Congress



Alex Padilla
United States Senator



David J. Trone
Member of Congress