

AN ALTERNATIVE PLAN FOR PAY ADJUSTMENTS FOR  
CIVILIAN FEDERAL EMPLOYEES COVERED BY THE  
GENERAL SCHEDULE AND CERTAIN OTHER PAY  
SYSTEMS IN JANUARY 2022

---

COMMUNICATION

FROM

**THE PRESIDENT OF THE UNITED STATES**

TRANSMITTING

AN ALTERNATIVE PLAN FOR PAY ADJUSTMENTS FOR CIVILIAN  
FEDERAL EMPLOYEES COVERED BY THE GENERAL SCHEDULE  
AND OTHER PAY SYSTEMS IN JANUARY 2022, PURSUANT TO 5  
U.S.C. 5303(b)(1)(A); PUBLIC LAW 89-554, SEC. 5303(b)(1)(A) (AS  
AMENDED BY PUBLIC LAW 101-509, SEC. 529); (104 STAT 1430)  
AND 5 U.S.C 5304a(a); PUBLIC LAW 101-509, TITLE I, SEC.  
101(a)(1); (104 STAT. 1436)



AUGUST 31, 2021.—Referred to the Committee on Oversight and Reform  
and ordered to be printed

---

U.S. GOVERNMENT PUBLISHING OFFICE



THE WHITE HOUSE,  
*Washington, August 27, 2021.*

Hon. NANCY PELOSI,  
*Speaker of the House of Representatives,*  
*Washington, DC.*

DEAR MADAM SPEAKER: I am transmitting an alternative plan for pay adjustments for civilian Federal employees covered by the General Schedule and certain other pay systems in January 2022.

Title 5, United States Code, authorizes me to implement alternative plans for pay adjustments for civilian Federal employees covered by the General Schedule and certain other pay systems if, because of “national emergency or serious economic conditions affecting the general welfare,” I view the increases that would otherwise take effect as inappropriate.

Accordingly, I have determined that it is appropriate to exercise my authority to set alternative pay adjustments for 2022 pursuant to 5 U.S.C. 5303(b) and 5 U.S.C. 5304a.

Specifically, I have determined that for 2022, the across-the-board base pay increase will be 2.2 percent and locality pay increases will average 0.5 percent, resulting in an overall average increase of 2.7 percent for civilian Federal employees, consistent with the assumption in my 2022 Budget. This alternative pay plan decision will not materially affect our ability to attract and retain a well-qualified Federal workforce.

The adjustment described above shall take effect on the first day of the first applicable pay period beginning on or after January 1, 2022.

Sincerely,

JOSEPH R. BIDEN, Jr.

○