

*Administration of Barack H. Obama, 2010*

**Message to the Congress Transmitting an Alternative Plan for Pay Increases for Civilian Federal Employees**

*November 30, 2010*

*To the Congress of the United States:*

The law authorizes me to implement an alternative pay plan for locality pay increases for civilian Federal employees covered by the General Schedule and certain other pay systems in January 2011, if I view the adjustments that would otherwise take effect as inappropriate due to "national emergency or serious economic conditions affecting the general welfare." Our country faces serious economic conditions affecting the general welfare. As the economic recovery continues, the time has come to put our Nation back on a sustainable fiscal course, an effort that requires tough choices and shared sacrifice. Accordingly, I have determined that it is appropriate to exercise my statutory alternative plan authority under 5 U.S.C. 5304a to set alternative January 2011 locality pay rates. This decision will not materially affect our ability to attract and retain a well-qualified Federal workforce.

Under the authority of section 5304a of title 5, United States Code, I have determined that the current locality pay percentages in Schedule 9 of Executive Order 13525 of December 23, 2009, shall not increase from their 2010 levels. Pursuant to the Non-Foreign Area Retirement Equity Assurance Act of 2009 (sections 1911–1919, Public Law 111–84), I am also establishing applicable 2011 locality pay rates for Alaska and Hawaii that are based on 2010 locality pay levels.

The locality pay rates established in 2010, and continued in 2011 under this alternative plan, are shown in the attachment.

BARACK OBAMA

The White House,  
November 30, 2010.

*Categories:* Communications to Congress : Federal employees, pay increases, message transmitting alternative plan.

*Subjects:* Budget, Federal : Congressional spending restraint; Economy, national : Recession, effects; Government organization and employees : Federal employee pay freeze, proposed.

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