

Administration of Joseph R. Biden, Jr., 2024

Letter to Congressional Leaders Transmitting an Alternative Plan for Pay Adjustments for Civilian Federal Employees

August 30, 2024

Dear Mr. Speaker: (Dear Madam President:)

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 2025.

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 2025 pursuant to 5 U.S.C. 5303(b) and 5 U.S.C. 5304a.

Specifically, I have determined that for 2025, the across-the-board base pay increase will be 1.7 percent and locality pay increases will average 0.3 percent, resulting in an overall average increase of 2.0 percent for civilian Federal employees, consistent with the assumption in my 2025 Budget.

We must attract, recruit, and retain a skilled workforce with fair compensation in order to keep our Government running, deliver services, and meet our Nation's challenges today and tomorrow. This alternative pay plan decision will continue to allow the Federal Government to employ a well-qualified Federal workforce on behalf of the American people, acknowledging wage growth in the labor market and fiscal constraints.

The adjustment described above shall take effect on the first day of the first applicable pay period beginning on or after January 1, 2025.

Sincerely,

JOSEPH R. BIDEN JR.

NOTE: Identical letters were sent to J. Michael Johnson, Speaker of the House of Representatives, and Kamala D. Harris, President of the Senate. An original was not available for verification of the content of this letter.

Categories: Communications to Congress : Civilian Federal employees, pay adjustments, letter transmitting alternative plan.

Subjects: Federal employees, pay rate adjustments; Fiscal year 2025 budget proposal; Government employee recruitment and retention, strengthening efforts.

DCPD Number: DCPD202400737.