

Letter to Congressional Leaders Transmitting an Alternative Pay Plan for Members of the Uniformed Services

August 28, 2015

Dear Mr. Speaker: (Dear Mr. President:)

I am transmitting an alternative plan for monthly basic pay increases for members of the uniformed services for 2016.

I am strongly committed to supporting our uniformed service members, who have made such great contributions to our Nation over the past decade of war. As our country continues to recover from serious economic conditions affecting the general welfare, however, we must maintain efforts to keep our Nation on a sustainable fiscal course. This effort requires tough choices, especially in light of budget constraints.

Accordingly, I have determined it is appropriate to exercise my authority under section 1009(e) of title 37, United States Code, to set

the 2016 monthly basic pay increase at 1.3 percent. This decision is consistent with my fiscal year 2016 Budget and it will not materially affect the Federal Government's ability to attract and retain well-qualified members for the uniformed services.

The adjustments described above shall take effect on January 1, 2016.

Sincerely,

BARACK OBAMA

NOTE: Identical letters were sent to John A. Boehner, Speaker of the House of Representatives, and Joseph R. Biden, Jr., President of the Senate. An original was not available for verification of the content of this letter.

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

August 28, 2015

Dear Mr. Speaker: (Dear Mr. President:)

I am transmitting an alternative plan for pay increases for civilian Federal employees covered by the General Schedule and certain other pay systems in January 2016.

Title 5, United States Code, authorizes me to implement alternative pay plans for pay increases 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 adjustments that would otherwise take effect as inappropriate.

Accordingly, I have determined that it is appropriate to exercise my statutory alternative plan authority under 5 U.S.C. 5303(b) and 5304a to set alternative January 2016 across-the-board and locality pay adjustments. Specifically, I have determined that for 2016, across-the-board pay increases will be 1.0 percent. Also, I will make a decision by November 30,

2015, regarding an alternative plan for locality payments under 5 U.S.C. 5304a. The alternative plan for locality payments will be limited so that the total combined cost of the 1.0 percent across-the-board base pay increase and the varying locality pay increases will be 1.3 percent of basic payroll, consistent with the assumption in my 2016 Budget. These decisions will not materially affect our ability to attract and retain a well-qualified Federal workforce.

The adjustments described above shall take effect on the first applicable pay period beginning on or after January 1, 2016.

Sincerely,

BARACK OBAMA

NOTE: Identical letters were sent to John A. Boehner, Speaker of the House of Representatives, and Joseph R. Biden, Jr., President of the Senate.