



**Congress of the United States**  
**House of Representatives**  
**Washington, DC 20515-6502**

April 14, 2021

President Joseph R. Biden Jr.  
The White House  
1600 Pennsylvania Avenue NW  
Washington, DC 20505

Dear Mr. President:

As you prepare to submit your Fiscal Year 2022 budget proposal to Congress, I urge you to include a request that federal civilian employees and military service-members receive the same pay adjustment in calendar year 2022.

Dating back to my earliest years in the U.S. House of Representatives, I have strongly and consistently advocated for what has become known as “pay parity.” Under this principle, federal civilian employees and military personnel serving in non-hazardous duty stations are recognized as performing equally important work for the American people and, therefore, ought to receive the same basic pay adjustment each year. Inconsistent application of the principle of pay parity over the past decade has, in several calendar years, resulted in federal civilian employees receiving either a smaller annual adjustment than military personnel or – as occurred in 2011, 2012, and 2013 – no adjustment at all.

It bears pointing out that, over the last ten years, federal civilian employees have, conservatively, contributed \$120 billion toward deficit reduction, endured pay and hiring freezes, lost family income to sequestration-related furloughs, and increased their pension contributions. I am deeply concerned that the federal government’s ability to recruit and retain the talented personnel needed to carry out its responsibilities to the American people will steadily diminish unless your Administration and Congress demonstrate their commitment to our federal civilian workforce.

I urge your Administration to recognize the contributions of federal civilian employees to our nation by ensuring they receive the same pay adjustment that members of the armed services receive next year. Thank you for your attention to this important issue that directly affects more than 2 million middle-class federal workers and their families in every state and Congressional district.

Sincerely yours,

STENY H. HOYER  
HOUSE MAJORITY LEADER