

August 29, 2011

The Honorable Patty Murray  
448 Russell Senate Office Building  
Washington, D.C. 20510

Dear Senator Murray:

On behalf of the over 200,000 managers and supervisors currently serving our nation in the federal government whose interests are represented by the Federal Managers Association (FMA), I respectfully request that you reject proposals that would make substantive changes to the federal pay and pension systems as you craft the proposal to decrease our national debt by \$1.5 trillion over the next decade. Our unprecedented deficit was not borne out of rising and exorbitant federal employee pay and benefits, and taking steps to reverse our government's spending should not be unduly shouldered by our nation's civil servants.

This past November, the President called upon federal workers to help right the nation's fiscal ship by imposing a congressionally-supported two-year federal pay freeze. Federal managers understand that our country finds itself mired in economic uncertainty, and like many Americans, FMA members believe that shared sacrifice is necessary to restore our economic standing. Similar to their private sector counterparts, federal workers are confronting rising health care costs and general living expenses, and many are responsible for supporting their families on a single paycheck. Unfortunately, the past months have revealed many lawmakers' insatiable appetites when it comes to targeting federal workers' compensation as a means to reduce the nation's debt.

As you know, when the budget deal was agreed upon on August 1, federal agencies faced budget cuts of \$1 trillion, which will undoubtedly lead to hiring freezes, downsizing and possible layoffs. You now have the arduous task of deciding from where an additional \$1.5 trillion in cuts or revenues will come. FMA believes it is the responsibility of Congress and the Administration to ensure the public is afforded a civil service that is efficient, effective and responsive. As you debate this challenging endeavor, please keep in mind the services that federal employees provide to the American citizens on a daily basis. From managing and executing many of the bold initiatives to restore America's financial security to serving alongside their Armed Forces counterparts on the ground in Iraq and Afghanistan, today's federal workforce wears many hats in the effort to provide the American public with the programs and services they expect. Their service to America deserves recognition, not further denigration.

The federal government's greatest assets are the men and women who devote themselves to serving the interests of the American public. Putting an unfair financial burden on the backs of federal employees simply because they perform the work of our government is misguided. As you continue to consider how best to steer this country towards prosperity, I urge you to recognize the invaluable work performed by civil servants and the damaging effects passage of

further personnel, pay and benefits cuts entail. We need a top-notch, fully engaged federal workforce to effectively address the myriad challenges facing budget-strapped federal agencies and the increased demand for government services. Supporting the propagation of unbalanced cuts to federal employees' pay and benefits severely detracts from this objective.

Thank you for your time and consideration of our views. Should you have any questions or concerns, please contact FMA's Government Affairs Director Jessica Klement at [jklement@fedmanagers.org](mailto:jklement@fedmanagers.org) or (703) 683-8700.

Sincerely,



Patricia Niehaus  
National President