

June 18, 2025

United States Senate
Washington, D.C. 20510

Dear Senator:

On behalf of the more than 200,000 managers and supervisors in the federal government whose interests are represented by the Federal Managers Association (FMA), I am writing to express our views on Committee on Homeland Security and Governmental Affairs provisions included in the reconciliation bill, Subtitle B – Governmental Affairs Provisions.

We are heartened the Senate proposal does not include changes to current federal employee's retirement benefits, shifting the goalposts on existing workers and annuitants. Changes to existing feds' benefits would only be broken promises and a new tax on these hard-working American citizens. Eliminating earned benefits for employees who dedicated a career of service to the country would cause irreparable harm to them, and to the critical work of the government.

Regrettably, we have deep concerns with the legislative proposals included in the Homeland Security and Governmental Affairs portion of the reconciliation bill. We respectfully urge you to oppose those legislative proposals when considered on the Senate floor. Specifically, FMA strenuously objects to the following:

- SEC. 90101. Election for At-Will Employment and Lower FERS Contributions for new federal civil service hires
- SEC. 90102. Filing fee for Merit Systems Protection Board claims and appeals
- SEC. 90104. Deductions from pay of federal employees

Forcing new hires to choose between at-will employment or giving nearly 15 percent of their paycheck to retirement is likely to have a dramatically negative effect on recruitment to the workforce. We fear that proposal is a step on the slippery slope of politicizing the civil service at a time when only nine percent of the workforce is made up of employees aged 30 or younger. That number is even more alarming when considering the same age group makes up nearly 23 percent of the private sector workforce. Further, federal pay has not kept pace with inflation, and subjecting new hires to pay almost 15 percent of their paycheck toward their retirement – with no value or benefit add – is excessive. The problem is worsened due to the fact feds already earn nearly 25 percent less than their private sector counterparts. We need a civil service that can execute the vital, congressionally mandated missions at each agency, and Congress should avoid efforts that will jeopardize recruitment of the next generation of civil servants.

The provision requiring a \$350 fee for civil servants to exercise their due process rights introduces a new burden on feds and generates very little "savings" – only \$3 million over 10 years. Making federal employees, many of whom live paycheck-to-paycheck, pay to file a case is cruel and unnecessary. It is

worth noting the MSPB once again cannot finalize any cases at this time due to a preventable lack of a quorum.

Finally, we oppose the introduction of a 10 percent fee for organizations who receive allotments from voluntary payroll deductions. This would directly impact our association and is nothing more than an attack on our members who are going the extra mile to be the best managers, supervisors, and executives they can be. Congress should be encouraging federal employees to better themselves through professional associations, not punishing them.

FMA implores Congress to oppose these proposals. Thank you for your time and consideration of our concerns.

Sincerely,



Craig Carter
National President