

February 11, 2026

The Honorable Brian Schatz
722 Hart Senate Office Building
Washington, DC, 20510

Dear Senator Schatz:

On behalf of the managers and supervisors currently serving our nation in the federal government and whose interests are represented by the Federal Managers Association (FMA), we extend our strongest support for your bill, the Federal Adjustment of Income Rates (FAIR) Act (S. 3823). This legislation, providing a much-deserved 4.1 percent pay raise for 2026, addresses the inequity federal employees have faced for years due to the pay freezes and minimal pay raises in recent years. S. 3823 better reflects a fair method of calculating the pay structure of federal employees.

The federal workforce ensures the safety of our borders, protect the nation's food supply, cares for our elderly and veterans, and serves alongside our military forces. But the minimal increases in pay received do not reflect the duties of these dedicated workers. It is time for the federal workforce to be recognized for their dedication to serving our country at home and abroad, and your legislation does that.

In addition to providing a fair pay schedule to federal employees, FMA believes S. 3823 will help to combat the problem of morale, recruitment, and retention in the federal government. As the federal government continues to struggle with these issues, your bill is a step towards offering competitive salaries, attracting and keeping the brightest and best to the federal workforce. By calling for wages that reflect the abilities and responsibilities of the federal workforce, you recognize the need to ensure a fully engaged federal workforce that remains dedicated to serving the nation.

Thank you for your continued support and leadership on behalf of our federal workforce. Should you have any questions or concerns, please contact FMA's Government Affairs Director Greg Stanford at gstanford@fedmanagers.org or (703) 683-8700.

Sincerely,



Craig Carter
National President