

On Federal Pay:

- The federal pay gap is determined annually by Bureau of Labor Statistics surveys comparing compensation rates for federal jobs with comparable jobs in the private sector.
- Official government figures unequivocally show that federal employees make 24% less than workers performing similar work in the private sector.
- Federal workers are struggling in this economy as well. With spouses out of a job, home values plummeting, and health insurance rates exploding, they are feeling the same squeeze as every other American.
- Bringing federal pay and benefit practices more in line with the private sector would in fact require a hefty pay *increase* for federal workers.
- Federal workers do their part to keep the federal budget down every day when they accept substantially less compensation to do the same work as their counterparts in the private sector.
- Each of his eight years in office, President George W. Bush signed onto budgets certifying that federal workers were underpaid on average 23% when compared to private sector workers doing the same jobs.
- Bush would not have cooked the books to make overly generous federal salaries seem reasonable. The reason Bush confirmed federal workers were significantly underpaid is because they were underpaid then, and they still are today.
- Federal pay was a virtual non-issue before the 2010 campaign. Republicans campaigning for office saw a political opportunity in painting the federal workforce as a symbol of big government, and they have exploited it to the fullest.
- Legislation attacking the federal workforce is often justified by deeply misleading reports from ultra-conservative think tanks like the Heritage Foundation and CATO Institute, which have periodically issued apples-to-oranges comparisons of the federal and private sectors.
- All of these proposals are being offered in the guise of federal deficit reduction, but in reality they are politically driven.
- It is positively shameful that elected officials are looking to score political points at the expense of VA doctors and nurses, border patrol agents, and defense civilians who support the mission of our armed forces overseas.

On Federal Pay Freeze:

- Further calls for a federal pay freeze are based on misleading reports that distort federal compensation figures with no basis in fact.
- Freezing the salaries of nearly 2 million federal workers for another __ years will hurt more than just federal workers and their families - it will hurt the economic recovery.

- A pay freeze amounts to a pay cut when you take inflation, rising health care costs, and plummeting home values into consideration.
- A longer federal pay freeze would significantly impact the bottom line of federal workers in both the short and long term; it will set back their bottom line right away, while diminishing their retirement annuities in the long run.
- Freezing federal pay even longer would weaken the government's ability to recruit and retain top talent at the federal agencies that care for our veterans, protect our borders, and prevent terrorist attacks.

On Average Federal Salary vs. Average Private Salary:

- To compare the federal and private workforces is an apples to oranges comparison.
- The vast majority of federal employees work in white collar positions which require more experience, education, and skills than most private sector jobs.
- Due to the excessive outsourcing of blue collar federal jobs in recent decades, the federal workforce is composed of mostly white collar jobs that require more education, skills, and experience than most private sector jobs.
- Federal workers are on average better educated than those in the private sector. 51% of federal workers hold a Bachelors degree or higher, compared to just 34% in the private sector. 20% of federal workers have a Masters degree or higher compared to just 13 percent in the private sector.
- Geography also factors into the pay conversation. Federal facilities are often located in high-cost of living areas such as Washington, D.C., New York City, and San Francisco, while private entities are located all over the map.

On Federal Workers Making Over \$150,000

- While technically true, the reasons for the increase in federal workers making \$150,000 per year under President Obama have been greatly misconstrued.
- In 2008, federal salaries for the highest paid federal workers were capped at \$149,000. Before leaving office, President Bush included in his 2009 budget a 2.9% pay adjustment for the federal workforce, which was later signed into law by Obama, and was applied to all civilian and military feds.
- The impact of this adjustment inched the federal pay cap past \$150,000, a coincidental and arbitrary threshold.