



SENIOR
EXECUTIVES
ASSOCIATION

The voice of career federal executives since 1980

April 29, 2025

The Honorable James Comer, Chairman
The Honorable Gerry Connolly, Ranking Member
Committee on Oversight & Government Reform
U.S. House of Representatives
Washington, DC 20515

RE: April 30 Full Committee Markup on Budget Legislation

Dear Chairman Comer, Ranking Member Connolly, and Members of the Committee:

On behalf of the Senior Executives Association (SEA) – which represents the interests of over 10,000 career federal executives in the Senior Executive Service (SES), Senior Level (SL), Scientific and Professional (ST) – I write in strong opposition to the House Republicans budget reconciliation instructions to cut \$50 billion in pay and benefits from hard-working middle class federal employees.

Federal employees are not the cause of the government's debt nor deficit, and it is dishonest to suggest they are. Career federal employees who reach the executive ranks in government have forgone significant income opportunities in pursuit of public service impact. Those who have chosen to do so made that choice based on benefits formulas enshrined in law and which serve as the basis of the government's employment value proposition. Many dedicated civil servants made professional and family financial plans based on these promises. It would be wrong to pull the rug out from under these individuals and change the formula on them; SEA strongly believes compensation and benefits changes should be made on a prospective basis, not for current employees.

- **SEC. 90001. RAISE FERS EMPLOYEE CONTRIBUTION REQUIREMENTS.** — SEA strongly opposes the 3.3% pay cut for experienced employees. Federal employees have repeatedly been singled out in recent years and have already contributed billions in deficit savings through past pay freezes, minimal raises, and FERS contribution changes.
- **SEC. 90002. ELIMINATION OF THE FERS ANNUITY SUPPLEMENT.** — The FERS Annuity Supplement provides income assurance for qualifying public servants who devote at least 30 years of service (or 20 years for public safety professionals with mandatory retirement). Eliminating this supplement dishonors the decades of public service of individuals while risking their income security.
- **SEC. 90003. HIGH-5 AVERAGE PAY FOR CALCULATING CSRS AND FERS PENSION.** — Changing annuity calculations from the high-three to high-five years reduces already modest pensions. It is nothing short of theft of earned benefits.
- **SEC. 90004. ELECTION FOR AT-WILL EMPLOYMENT AND LOWER FERS CONTRIBUTIONS FOR NEW FEDERAL CIVIL SERVICE HIRES.** — The budget proposes lower retirement costs for new hires – only if they waive their legal rights including protections against unlawful retaliation. This proposal opens the door to corruption and diminished public trust in government.

- **SEC. 90005. FILING FEE FOR MERIT SYSTEMS PROTECTION BOARD CLAIMS AND APPEALS.** — Charging federal employees fees to enforce their rights and secure due process through the Merit Systems Protection Board (MSPB) is wrong and appears intended to stifle transparency and accountability, and to intimidate whistleblowers. The MSPB rules in favor of management over 85% of the time.
- **SEC. 90006. FEHB PROTECTION.**— Ensuring only those employees and dependents who are eligible for FEHB coverage receive it and authorizing the use of funds for more of these kinds of audits, is an appropriate and needed change.

SEA believes it is short-sighted and management malpractice to impose cuts that will only make the government less competitive and attractive as an employer for the talent needed to serve America. Should the Congress want to make changes to federal employee pay and benefits, it should do so for new employees going forward, not dishonoring current employees who have devoted their lives and careers to public service based on the deal Uncle Sam offered them.

Thank you for your consideration of SEA's perspective. Jason Briefel, SEA's Director of Policy and Outreach, serves as my point of contact on this matter and can be reached at jason.briefel@seniorexecs.org.

Sincerely,

A handwritten signature in dark ink, appearing to read 'MLHill', with a stylized flourish at the end.

Marcus L. Hill
President

CC: Members of the House Committee on Oversight and Accountability