

United States Senate

WASHINGTON, DC 20510

April 17, 2024

The Honorable Kiran Ahuja
Director
U.S. Office of Personnel Management
1900 E Street, N.W.
Washington, D.C. 20415

Dear Director Ahuja:

We write to you urging swift action on the regulatory recommendation agreed to by the Federal Prevailing Rate Advisory Committee (FPRAC) at its December 21, 2023, meeting to harmonize locality pay areas for hourly and salaried federal workers.

As you know, for over 15 years, FPRAC has grappled with the issue of inconsistent locality boundaries between the Federal Wage System (FWS), which determines the pay of hourly Wage Grade (WG) employees, and the General Schedule (GS) pay scale, which determines the pay of salaried GS employees. We recognize and commend FPRAC's recent work to align the FWS method of determining local labor market boundaries with the GS method. FPRAC's 9-1 vote, backed by representatives of both federal labor and management, to recommend this updated regulation would resolve an issue that many of us have been pushing OPM to adopt for years.

Despite strong support for the proposed regulation, three months have passed and OPM has not yet formally accepted the FPRAC recommendation. We ask that you act swiftly to accept the recommendation and begin to move the proposed regulation through the rulemaking process.

Revising 5 CFR § 532.211 will enable the federal government to compete with the private sector for the skilled tradesmen and women serving in critical government functions all across the country. FPRAC's recommended regulation will enhance military readiness during a time of global turmoil and establish fairness for the federal workforce, overcoming years of division that has undermined the sense of fairness and equity between the two major pay systems.

Thank you for your consideration of our concerns, and for OPM's continued work supporting the federal government's most valuable resource—its people.

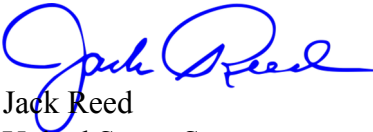
Sincerely,



Robert P. Casey, Jr.
United States Senator



Susan M. Collins
United States Senator



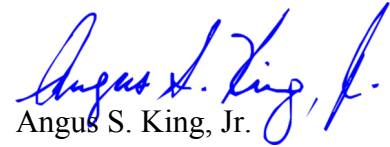
Jack Reed
United States Senator



Katie Boyd Britt
United States Senator



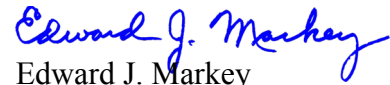
Sheldon Whitehouse
United States Senator



Angus S. King, Jr.
United States Senator



Elizabeth Warren
United States Senator



Edward J. Markey
United States Senator