

SB-18

Removal of the federal pay cap for General Schedule employees of the Government, in order to secure top talent in government positions and prevent rapid turnover.

IN THE SENATE OF THE AMERICAN LEGION BOYS NATION

Mr. Wiest of Rhode Island introduced the following bill;

A BILL

Removal of the federal pay cap for General Schedule employees of the Government, in order to secure top talent in government positions and prevent rapid turnover.

Be it enacted by The American Legion Boys Nation Senate assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the "Fair Compensation of Federal Workers".

SECTION 2. FINDINGS

Senate finds the following;

- 1.) The U.S. Government has difficulty holding executive level employees because of inadequate salaries
- 2.) Training for new executive level employees drain federal resources, chief among them being time and funding

- 3.) Almost a third of the federal workforce is eligible to retire in five years, we will face a talent crisis if we fail to make basic investments in federal pay that will attract early career talent to federal government service.
- 4.) In 2020, the Federal Salary Council stated that federal employees make an average of 23.1 percent less than their private sector counterparts
- 5.) The current artificial pay cap for GS employees limits the ability to fully compensate highly experienced and professional portions of the federal workforce, forcing many to contemplate early retirement or leaving federal service in favor of the private sector.

SECTION 3. DEFINITIONS

- 1.) "GS" means General Schedule classification of the federal pay-scale that accounts for civilian white-collar Federal employees in professional, technical, administrative, and clerical positions.
- 2.) "Step" or "Steps" refers to the 10 ranks among each GS level to which a federal increase of payment is present
- 3.) "Federal Pay Cap" means the current legislation for GS employees in accordance with the Level 4 Executive Schedule that states no salary of any GS employee shall surpass \$176,300. GS employees are not directly subject under the Level 4 Executive Schedule, but rather are subject to reference their paycap to the current standing Level 4 Executive Schedule.
- 4.) "Level 4 Executive Schedule" sets the yearly salary for top government officials. Level 4 Employees report to an undersecretary or administrator of a major federal agency. Level 4 positions are usually the second in command within an agency.
- 5.) "Pay Tables" or "Pay Table" refers to the charts for GS employees salary based on step, locality and rank (1-15) controlled and managed by the OPM.
- 6.) "OPM" refers to the United States Office of Personnel Management, the source for Federal jobs and employment information by which Federal agencies meet their legal obligations to provide public notice of Federal employment opportunities to Federal employees and American citizens. The OPM regulates and controls salaries, positions, and all other employment facets of US Civilian positions in

the federal government.

7.) "Federal Pay Scale" refers to the salaries of all GS employees determined through a pay table based on locality. The Federal Pay Scale is regulated and enforced by the OPM.

SECTION 4. REMOVAL OF FEDERAL PAY CAP

1.) The federal pay cap for GS employees shall be eliminated through the removal of relevant sections of 5 USC ? 5304 G-1 to allow for uncapped salaries for GS employees.

2.) GS employees' salaries will no longer have to appeal in accordance with the Level 4 of the Executive Schedule pay cap, and will therefore become uncapped.

SECTION 5. FEDERAL PAY SCALE

1.) GS employees will be compensated according to the regular federal pay scale upon the removal of the federal pay cap, and salary scaling based on location and overtime pays will not be affected.

SECTION 6. ENACTMENT

1.) The OPM will mandate the adequate application of previous pay scale rates for GS employees once the Federal Pay Cap is removed. OPM would continue to maintain GS employee pay tables, and no changes would be made to the salaries of GS positions 1-15.