

Dear Senator/Representative (*Sen. 's/Rep. 's last name*):

As a federal employee, constituent and member of the Federal Managers Association (FMA), I am writing to urge your support in halting the disproportionate focus placed on federal workers' pay and benefits during ongoing fiscal year 2012 budget negotiations as we strive to develop sensible strategies to restore America's economic standing and decrease our national debt.

This past November, the President called upon civil servants to help right the nation's fiscal ship by imposing a congressionally-supported two-year federal pay freeze. Despite rising health care costs and increases in general living expenses, many federal employees accepted the freeze as a necessary sacrifice in the collective effort to pare down our mounting deficit. Unfortunately, the past six months have revealed many lawmakers' insatiable appetites when it comes to targeting federal workers' compensation as a means to reduce the nation's debt.

Of chief concern is any proposal requiring federal employees to contribute a larger percentage of their paychecks toward their retirement fund, a program that is fiscally sound. Both the National Commission on Fiscal Responsibility and Reform and the House-passed Fiscal Year 2012 Budget Resolution (H.Con.Res. 34) endorsed increasing civil servants' pension contributions by over five percent. If this proposal is ultimately approved, federal employees will face a corresponding pay cut the moment the measure takes effect. This will prove financially devastating to federal families, many of which are facing the same challenges as other Americans, particularly given the current pay freeze.

We also cannot ignore the damaging effect imposing a significant pension contribution increase will have on employee morale and recruiting/retention rates. We need a top-notch, fully engaged federal workforce to effectively address the myriad challenges facing budget-strapped federal agencies and the increased demand for government services. Supporting unbalanced cuts to federal employees' pay and benefits severely detracts from this objective.

The federal government's greatest assets are the men and women who devote themselves to serving the interests of the American public. As you continue to debate how best to steer this country forward to prosperity, I urge you to recognize the invaluable work performed by civil servants and the damaging effects passage of further pay cuts entails.

Thank you for your time and consideration of my views, and I look forward to your response.

Sincerely,

*Sign your name*

*Print your name and home address*