



PROFESSIONAL MANAGERS ASSOCIATION

An Association for Federal Managers and Management Officials

P.O. Box 77235 • Washington, D.C. • 20013 • 202-874-0126 • www.promanager.org

August 30, 2018

U.S. Office of Personnel Management
ES/PL/Pay Systems
1900 E Street NW, Room 7H31
Washington, DC 20415-8200

Dear Ms. Roberts,

I am writing on behalf of the Professional Managers Association (PMA), a non-profit, non-partisan professional association that has for 37 years represented thousands of non-bargaining unit managers and employees within the Internal Revenue Service (IRS). PMA has 1,500 General Schedule members.

On July 10th, the Federal Salary Council (“the Council”) issued its recommendations for the coming year. Included in the recommendations are the creation of six new locality pay areas, and the establishment of two areas of application under existing locality pay areas.

Locality pay areas represent a vital tool used by the federal government to ensure it is compensating its employees at levels that are consistent with regional economic realities, wisely recognizing that there are sizable differences in the financial burden placed on federal employees expected to live in costlier metropolitan areas, such as San Francisco and New York City, and those stationed in less-populated areas with lower costs-of-living.

Relatedly, your recommendations note the Council’s ongoing work to hone the formulae and definitions behind the NCS/OES model, which is used in determining locality pay regions and rates. We appreciate that, even as there is some debate within the Council over how best to calculate and apply the current NCS/OES model, your recommendations nonetheless reflect timely adjustments to numerous ever-changing regional economic landscapes using the best currently-available information, while transparently recognizing the need for (and planning toward) a more thorough look at the methodology between now and 2020.

As the primary artery through which the overwhelming majority of federal revenue flows, the IRS boasts employees in every state. As such, PMA recognizes the necessity of ensuring compensation levels are not only fair and realistic, but are also competitive enough with other employers across our economy to ensure IRS and other federal agencies are able to attract a world-class workforce.

PMA appreciates and supports all of the Council’s recommendations. If I may be of further assistance, or if you would like to setup a meeting with PMA, please do not hesitate to reach out to me directly.

Sincerely,

Tom Burger
Executive Director
Professional Managers Association