

**Congress of the United States**  
**Washington, DC 20515**

January 22, 2007

The Honorable George W. Bush  
The White House  
Washington, D.C. 20500

Dear Mr. President:

As members of Congress representing tens of thousands of federal civilian employees and military personnel, we are writing to ask that you embrace the principle of pay parity for members of the armed services and the civilian Federal workforce in your fiscal year 2008 budget proposal that you will shortly be sending to Congress.

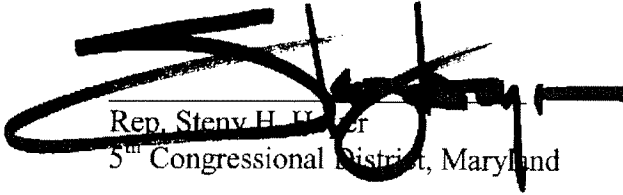
Pay parity is not a new concept. Historically, Congress has expressed strong bipartisan support for parity in pay adjustments between our military and federal civilian sectors, due to the essential service military and civilian employees provide to our nation and the vast wage gap that exists between public and private sector wages.

In nearly every year during the past two decades, there have been equal adjustments in the compensation of members of the uniformed services and the compensation of civilian employees of the United States as a means under the General Schedule system to help achieve pay comparability between the public and private sector.

We cannot express strongly enough the importance of continuing the tradition of pay parity between military and civilian employees in the coming fiscal year. As we fight the war on terrorism at home and abroad, both the armed services and the federal civilian workforce are integral to fulfilling the role of government for the American people. An equal pay adjustment in 2008 will send the important message that the services civilians and military personnel provide to America every day are highly valued. In addition, the federal government is facing a "human capital crisis," with many of our most experienced employees poised to retire. It is critical that we be able to recruit and retain quality employees in the future.

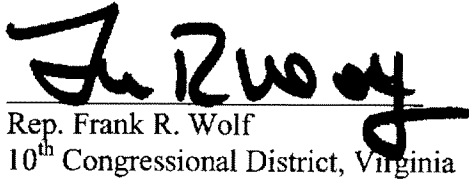
Thanking you and with kindest personal regards, we are

Sincerely,

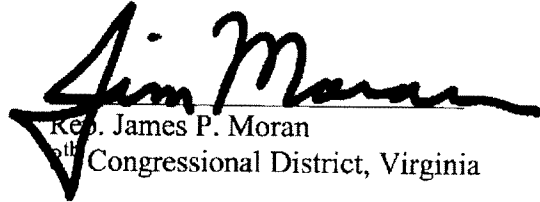


Rep. Steny H. Hoyer  
5<sup>th</sup> Congressional District, Maryland

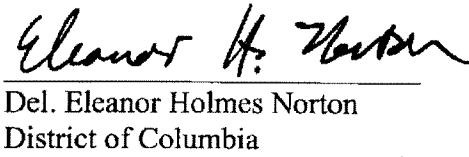
Tom Davis  
Rep. Tom Davis  
11<sup>th</sup> Congressional District, Virginia



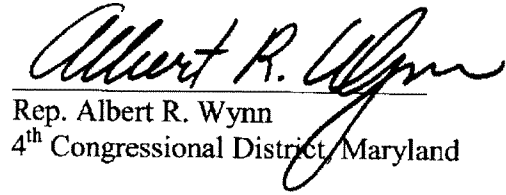
Rep. Frank R. Wolf  
10<sup>th</sup> Congressional District, Virginia



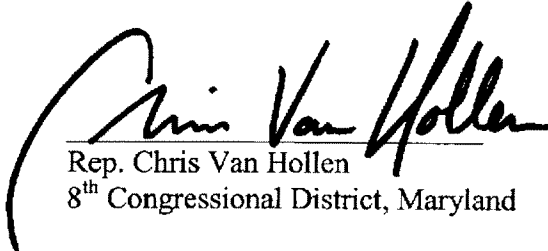
Rep. James P. Moran  
11<sup>th</sup> Congressional District, Virginia



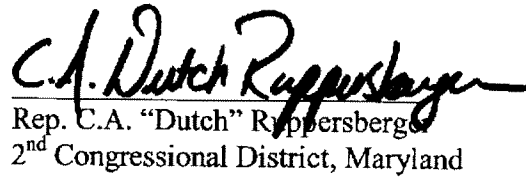
Del. Eleanor Holmes Norton  
District of Columbia



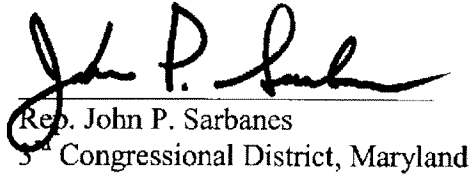
Rep. Albert R. Wynn  
4<sup>th</sup> Congressional District, Maryland



Rep. Chris Van Hollen  
8<sup>th</sup> Congressional District, Maryland



Rep. C.A. "Dutch" Ruppel  
2<sup>nd</sup> Congressional District, Maryland



Rep. John P. Sarbanes  
5<sup>th</sup> Congressional District, Maryland