



SENIOR
EXECUTIVES
ASSOCIATION

The voice of career federal executives since 1980

FOR IMMEDIATE RELEASE
December 27, 2023

Contact Information:

Jason Briefel

jason.briefel@seniorexecs.org

202-971-3300

SEA Praises Federal Pay Raise, Urges Broader Action on Pay Compression

WASHINGTON, DC—Today, Marcus Hill, President of the Senior Executives Association (SEA)—representing the interests of career federal executives in the Senior Executive Service (SES), Senior Level (SL), Scientific and Professional (ST) and equivalent positions—released the following statement regarding the White House Executive Order providing on average a 5.2% pay raise to federal employees:

“Federal employees must be appropriately compensated for their work on behalf of the American people. Adequate pay is critical to ensuring the most talented and skilled individuals are working for the federal government. For this reason, we applaud President Biden’s Executive Order providing an average 5.2% pay raise to federal civilian employees. This year, many Americans across the public and private sectors, felt financially strained based on the economy. This pay raise helps to mitigate the financial stressors and assist federal employees to better focus on their important work.,” SEA President Hill said.

“Unfortunately, many Senior Executives will not receive this pay raise as federal pay remains severely compressed. In 30 locality pay zones across the country, federal employees hit the pay cap of the General Schedule at the mid GS-15 range. This issue does not incentivize federal employees to pursue senior executive positions in the government and contributes to morale challenges, as evidenced by the recent Federal Employee Viewpoint Survey results indicating just 57% of federal employees are satisfied with their pay—down 10 percent from 2020. Despite a bipartisan recognition of this problem, pay compression remains real issue. SEA strongly urges the Administration to address the systemic compensation challenges caused by the federal government’s outdated pay system.” Hill concluded.

###

The Senior Executives Association (SEA) is a professional association representing Senior Executive Service members and other career Federal leaders. Founded in 1980, SEA’s goals are to improve the efficiency, effectiveness, and productivity of the Federal government; to advance the professionalism and advocate the interests of career Federal executives; and to enhance public recognition of their contributions. For more information, visit www.seniorexecs.org.