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April 29, 2025

The Honorable James Comer
Chairman
House Committee on Oversight
and Government Reform
Washington, D.C. 20515

The Honorable Gerry Connolly
Ranking Member
House Committee on Oversight
and Government Reform
Washington, D.C. 20515

RE: April 30 Full Committee Markup on Budget Legislation

Dear Chairman Comer, Ranking Member Connolly, and Members of the Committee:

On behalf of the Professional Managers Association – the non-profit professional association that has, since 1981, represented professional managers, management officials, and non-bargaining unit employees at the Internal Revenue Service (IRS) – I write in strong opposition to the committee's consideration of \$51.62 billion in cumulative cuts to the earned pay and benefits of federal employees included in the budget reconciliation legislation.

- **SEC. 90001. RAISE FERS EMPLOYEE CONTRIBUTION REQUIREMENTS.** –In the past 15 years federal employees have already contributed over \$300 billion to federal deficit reduction, including through increased FERS contributions for new employees. PMA believes strongly that pay and benefits changes should only be applied prospectively, and strongly opposes the proposed 3.6% pay cut for experienced employees.
- **SEC. 90002. ELIMINATION OF THE FERS ANNUITY SUPPLEMENT.** — Eliminating this supplement dishonors the required decades of public service of individuals while risking their retirement security.
- **SEC. 90003. HIGH-5 AVERAGE PAY FOR CALCULATING CSRS AND FERS PENSION.** — Changing annuity calculations from the high-three to high-five years reduces already modest pensions of middle-class public servants. This cut is nothing short of theft of current employee earned benefits and a dissuasion for new employees.
- **SEC. 90004. ELECTION FOR AT-WILL EMPLOYMENT AND LOWER FERS CONTRIBUTIONS FOR NEW FEDERAL CIVIL SERVICE HIRES.** — Bipartisan action by Congress enshrined federal employment rights in the law. President Trump's new Schedule P/C would likely strip those rights from PMA members at the IRS.
- **SEC. 90005. FILING FEE FOR MERIT SYSTEMS PROTECTION BOARD CLAIMS AND APPEALS.** — Charging federal employees fees to enforce their rights and secure due process through the Merit Systems Protection Board (MSPB) is wrong

and appears intended to stifle transparency and accountability, and to intimidate whistleblowers. The MSPB rules in favor of management over 85% of the time.

- **SEC. 90006. FEHB PROTECTION.**— PMA supports actions to ensure only those employees and dependents who are eligible for FEHB coverage receive it and authorizing the use of funds for more of these kinds of audits.

Please contact PMA Washington Representative Jason Briefel (jbriefel@shawbransford.com) if we can be of further assistance. Thank you for your consideration of PMA's perspective.

Sincerely,



Kelly Reyes
Executive Director