

118TH CONGRESS  
2D SESSION

# S. 3688

To increase the rates of pay under the statutory pay systems and for prevailing rate employees by 7.4 percent, and for other purposes.

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## IN THE SENATE OF THE UNITED STATES

JANUARY 30, 2024

Mr. SCHATZ (for himself, Mr. WHITEHOUSE, Ms. WARREN, Mr. KAINE, Mr. HEINRICH, Mr. BLUMENTHAL, Mr. PADILLA, Mr. MARKEY, Mr. WARNER, Mr. BROWN, Mr. MERKLEY, Mr. SANDERS, Mr. VAN HOLLEN, Mr. FETTERMAN, Mr. CARDIN, and Ms. HIRONO) introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

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## A BILL

To increase the rates of pay under the statutory pay systems and for prevailing rate employees by 7.4 percent, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Federal Adjustment  
5 of Income Rates Act” or the “FAIR Act”.

6 **SEC. 2. ADJUSTMENT TO RATES OF PAY.**

7 (a) STATUTORY PAY SYSTEMS.—For calendar year  
8 2025, the percentage adjustment under section 5303 of

1 title 5, United States Code, in the rates of basic pay under  
2 the statutory pay systems (as defined in section 5302 of  
3 title 5, United States Code) shall be 4 percent.

4 (b) PREVAILING RATE EMPLOYEES.—Notwith-  
5 standing the wage survey requirements under section  
6 5343(b) of title 5, United States Code, for fiscal year  
7 2025, the rates of basic pay (as in effect on the last day  
8 of fiscal year 2024 under section 5343(a) of such title)  
9 for prevailing rate employees in each wage area and the  
10 rates of basic pay under sections 5348 and 5349 of such  
11 title shall be increased by 4 percent.

12 **SEC. 3. ADJUSTMENT TO LOCALITY PAY.**

13 For calendar year 2025, the percentage adjustment  
14 under section 5304 of title 5, United States Code, shall  
15 be an increase of 3.4 percent.

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