

Register for free Federal Times E-Newsletters

- Weekly highlights from print
- Daily round-up of top govt. news
- Monthly topic-specific reports



THE ROTH OPTION:
MAKE IT WORK FOR YOU NOW

WAITING 'TIL A **ROTH OPTION** IS AVAILABLE IN YOUR **TSP**? INVEST IN YOUR TOMORROW WITH A **ROTH IRA** TODAY.

REGISTER NOW FOR THE **FREE FINANCIAL WEBCAST** 04/06/11 @ 1PM EST

PRESENTED BY **FirstCommand**
BROUGHT TO YOU BY **FEDERALTIMES.com**

[Pay & Benefits >> Pay & Performance]

Lawmakers task GAO to review federal pay system

By STEPHEN LOSEY | Last Updated: April 4, 2011

Comments (17)

Recommend

Like 3

5

SHARE

Two leading House Republicans last week asked the Government Accountability Office to help lay the groundwork for replacing the General Schedule with a performance-based system.

House Oversight and Government Reform Committee Chairman Darrell Issa, R-Calif., and Rep. Dennis Ross, R-Fla., the chairman of the federal workforce subcommittee, said in an April 1 letter to GAO that the GS system must be replaced "with a merit-based, market sensitive system that recognizes and rewards individual employee performance."

The federal government's own studies, based on data from the Bureau of Labor Statistics, show federal employees are paid on average 24 percent less than their private-sector counterparts. But recent studies from conservative and libertarian groups such as the Heritage Foundation and Cato Institute conclude that federal employees are vastly overcompensated.

Issa and Ross asked GAO to review the different pay studies and identify why they have come to different conclusions.

They also want GAO to examine the methodology behind the GS system's annual pay adjustments, and study how much the GS system recognizes individual employee performance.

Issa and Ross are vocal critics of the government's step increase system, which awards pay raises to most GS employees every one to three years.

A recent **Federal Times investigation** found that only a few hundred GS employees are denied step increases for poor performance each year.



House Oversight and Government Reform Committee Chairman Darrell Issa, R-Calif., co-authored the letter that asks the Government Accountability Office to help lay the groundwork for replacing the General Schedule with a performance-based system. (File photo / Getty Images)

Search Topics : Pay & Performance, Congress, OPM & Policy, GAO

Comments | Read reactions to this story

Federal Times Video

Newest first



RiteSedFed wrote:

Nothing done to collect a penny of taxes on nearly \$15 billion dollars of GE corporate profits. Billions of taxpayer dollars going to welfare being used for cruises, trips to Las Vegas, exotic Caribbean vacations, tattoo parlors, spa visits, etc. Hundreds of billions of squandered taxpayer dollars is of no concern to these same folks. \$900 billion in tax breaks to the wealthy. Hundreds of billions in bonuses being handed out like candy on Wall St. to hedge fund managers and banks and GM. We would not want to do anything about some significant \$\$\$\$\$\$\$\$\$\$ issues of concern to taxpayers now would we. Millionaire congressmen receiving an additional \$175,000 per year with golden lifetime benefits, are busy using massive amounts of time and resources attacking middle class federal employees rather than address any real serious financial issues. Give me a break with this nonsense.

4/5/2011 6:25:23 AM

[Recommend \(6\)](#) [Reply to this Post](#) [Report Abuse](#)



Norm_from_GA wrote:

I'd prefer to think this was an April Fools prank Issa was pulling on the freshman congressman from Florida, that must have simply gotten out of hand.

If not, senior Republican leader, Issa has slept through six years worth of committee hearings concerning NSPS and its lessons learned, and should be keeping a low profile anytime "pay for performance" is mentioned.

4/5/2011 6:10:28 AM

[Recommend \(4\)](#) [Reply to this Post](#) [Report Abuse](#)



emgabriel wrote:

Replying to 1oldtimer2:What is unfortunate, is that the politician are not federal employees, Ross (R) Florida had a letter on his websites from a constituent who talkd about how federal employees don' even pay social security. CSRS has different rules than FERS but I have paid into Social Security my entire federal tenure which is greaterthan 15 years.

We are not the bad guys.

This is what people voted for. I warned my good conservative friends that voting Republican would probably cost them their jobs but they voted for them anyway. Now that the chickens have come home to roost even they are worried about the job. Darrell Issa is a crook and a sham but ihe s not much different than many other conservative congressmen that came to DC to dismantle it, they ran as anti-government candidates and their actions prove it. For someone who works 3 days a week making \$174,000 a year Darrell does have gall to complain about the poor GS-1 making too much money or any other GS for that matter.

4/5/2011 5:52:10 AM

[Recommend \(3\)](#) [Reply to this Post](#) [Report Abuse](#)



1oldtimer2 wrote:

I do however have to agree with some of the points made in the article. As someone who has tried to take action against a non or poor performer, without your own supervisors support nothing will happen. Especially when it come to well connected employees, women, vets and others. The simple threat of an EEO complaint or union action compels most upper level managers to offer an appeasement approach rather than corrective action and then lecture you about better managing your employees.

4/5/2011 5:45:27 AM

[Recommend \(2\)](#) [Reply to this Post](#) [Report Abuse](#)



1oldtimer2 wrote:

This is what people voted for. I warned my good conservative friends that voting Republican would probably cost them their jobs but they voted for them anyway. Now that the chickens have come home to roost even they are worried about the job. Darrell Issa is a crook and a sham but ihe s not much different than many other conservative congressmen that came to DC to dismantle it, they ran as anti-government candidates and their actions prove it. For someone who works 3 days a week making \$174,000 a year Darrell does have gall to complain about the poor GS-1 making too much money or any other GS for that matter.

4/5/2011 5:31:42 AM

[Recommend \(5\)](#) [Reply to this Post](#) [Report Abuse](#)

[1](#) [2](#) [3](#) [4](#) >> [Last](#)

FULL PAGE VIEW See more comments per page and quote other replies

Most Popular Federal Stories

Today	Past Week	Past Month
Step increases threatened (6376)		
Lawmakers task GAO to review federal pay system (3620)		
Larger debt debate looms on Capitol Hill (1506)		
Unions to press Congress to avoid government shutdown (1411)		
Funding crunch daunting as agencies slog through CR (801)		

Text Alerts

Sign up for breaking federal government news alerts. Enter your phone number.

Continue

Powered by 4INFO. Standard Messaging Rates or other charges apply. To Opt-out text STOP to 4INFO (44636). For more information text HELP to 4INFO (44636). Contact your carrier for more details.

Federal Experts

Same expert advice. New format.

Reg Jones
Retirement

Mike Miles
Money Matters

Lily Whiteman
Careers

Bill Bransford
Ask The Lawyer

Related Stories

- [Lawmakers task GAO to review federal pay system](#) - Apr 04, 2011
- [Step increases threatened](#) - Apr 03, 2011
- [Bill aims to eliminate raises for DoD poor performers](#) - Mar 31, 2011
- [OPM: No raise on horizon for Senior Executive Service members](#) - Mar 29, 2011
- [SES members' performance-based raises revoked](#) - Mar 25, 2011

[Pay & Benefits](#) [Personnel](#) [Agency News](#) [Travel](#) [IT](#) [Acquisition](#) [Facilities, Fleet & Energy](#) [Congress](#) [Advice & Opinion](#) [Departments](#) [Forums](#) [Site Map](#)

SEE WHAT YOU MISSED
REGISTER NOW FOR THE
FREE WEBCAST

**MOBILE TELEPHONY:
THE NEXT WAVE IN CYBER CRIME**

BROUGHT TO YOU BY [FEDERALTIMES.com](#)

PRESENTED BY



Use of this site signifies your agreement to the [Terms of Service](#) and [Privacy Policy](#)

Copyright © 2010 Gannett Government Media Corporation