

JOHN HOEVEN
NORTH DAKOTA

338 RUSSELL SENATE OFFICE BUILDING
TELEPHONE: (202) 224-2551
FAX: (202) 224-7999

hoeven.senate.gov

COMMITTEES:
AGRICULTURE
APPROPRIATIONS
ENERGY AND NATURAL RESOURCES
INDIAN AFFAIRS

United States Senate

WASHINGTON, DC 20510

March 20, 2014

Dr. Stephen E. Condrey
Chairman, Federal Salary Council
c/o Office of Personnel Management
1900 E St., NW
Washington, DC, 20415-1000

Dear Dr. Condrey:

The development of energy resources in western North Dakota has led to dramatic changes in the cost of living for many of my constituents. I write to ask you to study the need for locality pay increases in this area. A locality pay adjustment would have a dramatic impact for many federal employees, including several civilians working for the Air Force at Minot Air Force Base.

Survey data suggests that the cost of living in Minot has moved from being 14% below the national average in 2003 to six percent above the national average in 2013. This large increase in the cost of living dwarfs the increases in federal pay over the same period. The ripple effect of the expanding energy industry will continue to push the cost of living higher, and federal salaries will continue to lag behind unless locality pay can be adjusted.

I am committed to fair pay for federal employees in Minot and throughout the western part of North Dakota. I have asked the Air Force to look for ways to increase compensation for its employees, and I understand that the Department of Defense is looking for ways to pay its civilians in the area on a competitive basis. I have also spoken to the head of the Office of Personnel Management on this issue. I hope the Federal Salary Council can make recommendations that will contribute to this effort.

Thank you for your consideration of this request.

Sincerely,



John Hoeven
U.S. Senator