



THE WHITE HOUSE

WASHINGTON

December 20, 2019

To Our Incredible Federal Workforce:

As 2019 comes to a close and we head into a New Year and new decade, the United States is stronger and more prosperous than ever before. Your devoted and vigilant efforts are critical to our Nation's success, as we work together to serve the citizens of our magnificent Country. Your great contributions to this Nation are why I am pleased to inform you that I recently signed into law major improvements to compensation and benefits for Federal Employees included in the 2020 appropriations package and the 2020 National Defense Authorization Act. Through hard work and determination, my Administration overcame partisan gridlock to get these bills to my desk and to deliver these real results for you and your families.

In 2020, most Federal Employees will see their PAY INCREASE by an average of 3.1 percent—the largest raise in more than 10 years. This pay raise reflects the excellent work of our Federal workforce and complements another unprecedented benefit that I also just signed into law—Paid Parental Leave.

Before I was President, I promised to deliver Paid Family Leave for workers across the Nation. I am proud to report that after decades of empty promises and inaction, the legislation I have signed into law provides 12 WEEKS OF PAID PARENTAL LEAVE FOR FEDERAL EMPLOYEES. This ensures parents are not forced to choose between their jobs and spending precious time with their children. Strong and thriving families are the true source of America's success—and the key to America's future. As the chief executive of the Country's largest workforce, I am proud to say that our Government is leading by example in changing the culture of how we support working families. Along with the pay raise, the new Paid Parental Leave benefit will help ensure Federal Employees have the resources and support they need to raise healthy and happy families.

Our Country has never been stronger. Almost 160 million great Americans are working—more than ever before—the unemployment rate is at a 50-year low, and wages are up substantially for the first time in decades. Our economy is thriving and the Stock Market has set more than 130 record highs over the last 3 years. As a result, your Thrift Savings Plans are reaching extraordinary levels!

As we end this year, I hope you spend time with your friends and family and reflect upon the great work we have accomplished together in service to our Nation. That is why, earlier this week, I signed an Executive Order to excuse Federal Employees from duty so they can celebrate Christmas Eve with friends and loved ones.

I want to thank each of you for your work this past year, and I am excited about what we will achieve working together for the American people in 2020. Our Country has never done better—and we are just getting started! May God bless you and your family this holiday season, and may God continue to bless the United States of America.

Merry Christmas, and Happy New Year!

Sincerely,



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