



September 5, 2014

The Honorable Ed Royce  
Chairman  
House Committee on Foreign Affairs  
2170 Rayburn House Office Building  
Washington, DC 20515

Dear Chairman Royce:

On behalf of the American Foreign Service Association (AFSA) and the 31,000 active-duty and retiree members of the Foreign Service, I wish to convey our deepest appreciation for the dedication and commitment you have demonstrated toward Foreign Service employees and their families.

As the voice of the Foreign Service, AFSA urges your support for permanent authorization of overseas comparability pay (OCP) for Foreign Service employees. As you know, OCP adjustment is intended to bring the base pay of Foreign Service personnel posted overseas to levels comparable to our colleagues serving in Washington, D.C. who receive locality pay. This pay anomaly affects morale and the ability of the foreign affairs agencies to retain Foreign Service personnel. It also acts as a financial disincentive to serve overseas and has a negative impact on retirement pay. I recognize the limitations of a constrained budget environment, but am confident that as the authorization and appropriations processes continue, your leadership will help us protect our members' ability to do their jobs and to be appropriately compensated for their work.

Investing in diplomacy, development, and the Foreign Service personnel who support the execution of our policy priorities is essential to keep our fellow American safe and spearhead continued economic growth and job creation. Every penny allocated to civilian programs further contributes to our national interests, while helping reduce expenses associated with military operations and the potential loss of life.

AFSA urges your support in securing the third and final tranche of OCP adjustment through legislative authorization.

Thank you, once again, for your leadership and dedication to the Foreign Service. We look forward to working with you on your authorization bill.

Sincerely,

A handwritten signature in blue ink that reads "Robert J. Silverman".

Robert J. Silverman  
AFSA President



September 5, 2014

The Honorable Bob Corker  
Ranking Member  
Senate Foreign Relations Committee  
446 Dirksen Senate Office Building  
Washington, DC 20510

Dear Ranking Member Corker:

On behalf of the American Foreign Service Association (AFSA) and the 31,000 active-duty and retiree members of the Foreign Service, I wish to convey our deepest appreciation for the dedication and commitment you have demonstrated toward Foreign Service employees and their families. We also appreciate the important work of the Senate Foreign Relations Committee in exercising its oversight role and in moving nominees forward.

As the voice of the Foreign Service, AFSA urges your support for permanent authorization of overseas comparability pay (OCP) for Foreign Service employees. As you know, OCP adjustment is intended to bring the base pay of Foreign Service personnel posted overseas to levels comparable to our colleagues serving in Washington, D.C. who receive locality pay. This pay anomaly affects morale and the ability of the foreign affairs agencies to retain Foreign Service personnel. It also acts as a financial disincentive to serve overseas and has a negative impact on retirement pay. I recognize the limitations of a constrained budget environment, but am confident that as the authorization and appropriations processes continue, your leadership will help us protect our members' ability to do their jobs and to be appropriately compensated for their work.

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Thank you, once again, for your leadership and dedication to the Foreign Service. We look forward to working with you on your authorization bill.

Sincerely,

Robert J. Silverman  
AFSA President



September 5, 2014

The Honorable Bob Menendez  
Chairman  
Senate Foreign Relations Committee  
444 Dirksen Senate Office Building  
Washington, DC 20510-6225

Dear Chairman Menendez:

On behalf of the American Foreign Service Association (AFSA) and the 31,000 active-duty and retiree members of the Foreign Service, I wish to convey our deepest appreciation for the dedication and commitment you have demonstrated toward Foreign Service employees and their families. We also appreciate the important work of the Senate Foreign Relations Committee in exercising its oversight role and in moving nominees forward.

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Robert J. Silverman  
AFSA President



September 5, 2014

The Honorable Elliott Engel  
Ranking Member  
House Committee on Foreign Affairs  
B-360 Rayburn House Office Building  
Washington, DC 20515

Dear Ranking Member Engel:

On behalf of the American Foreign Service Association (AFSA) and the 31,000 active-duty and retiree members of the Foreign Service, I wish to convey our deepest appreciation for the dedication and commitment you have demonstrated toward Foreign Service employees and their families.

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