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To: NSF Employees <nsf-empl@nsf.gov>

Subject: 2023 Pay Update

Dear Colleagues,

We promised you a decision on how we will move forward on the challenges we face with pay equity. While we must find a solution to these challenges, we want you to know that we will NOT be implementing the proposal that prematurely went to staff last week.

All eligible agency staff will receive the full 4.1% increase plus any appropriate locality pay, which totals 4.6% total for the D.C. area.

The principle of Equity in its fullest form is what will ensure that we as the premier S&T agency for the nation can unleash progress and prosperity. Ensuring an equitable and supportive environment for everyone is our highest priority. NSF leadership values all employees equally no matter what position, pay plan, rank, or role they serve in. Our workforce is our most important asset, and we cannot accomplish our mission without you.

As we look to address equity issues agency-wide, an important aspect is the pay differentiation between the AD, SES, and GS pay scales which must be addressed. To be clear, we will use a transparent process to develop a strategy to address this equity challenge as well as some of the other topics that were raised at the listening session yesterday.

In the coming weeks, we will be meeting with SES, AD, and GS staff to hear directly from you on this issue and others that impact our work. Regular and constructive communication, sharing issues and ideas, and hearing from each other is key to building a strong agency.

Together we can address these challenges head-on so that we can continue to thrive as an agency and carry out our vital mission in the advancement of science and engineering. The country is relying on us to keep us at the vanguard of innovation for the future of our economic and national security.

Sethuraman Panchanathan

Director

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