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January 21, 2015

The Honorable Eric H. Holder,  
Jr.

Attorney  
General

Department of  
Justice

950 Pennsylvania Avenue,  
N.W.

Washington,  
D.C.

Re: Pay Variance between AUSAs and DOJ Trial Attorneys

Dear General  
Holder:

On behalf of the 5,500 Assistant United States Attorneys within the Department, I write to

ask you to correct the pay disparity between Assistant United States Attorneys and DOJ Trial

Attorneys by revising AUSA pay upward to be equal to DOJ Trial Attorney pay.

There is mounting concern among AUSAs, especially at the entry-level, over the variance

of as much as \$30,000 in pay between similarly-situated AUSAs and DOJ Trial Attorneys. We

believe that the situation has caused some of the best AUSAs, especially at lower levels of the pay

scale, to depart United States Attorney Offices, some for Trial Attorney positions in Main

Justice. The situation also continues to undermine AUSA morale generally. Federal law and civil

service merit system principles do not sanction unequal pay among similarly situated employees.

The Department has acknowledged the existence of the pay variance. More recently, the Justice Management Division has examined the situation and the remedial alternatives, including the restoration of parity between AUSAs operating under the Administratively Determined Pay Schedule and DOJ Trial Attorneys operating under the General Schedule.

Your correction of the pay disparity issue would be greeted with widespread enthusiasm and appreciation by all Assistant United States Attorneys and advance the legacy you leave as Attorney General. Thank you for your attention to this issue.

Respectfully  
yours,

Robert Gay  
Guthrie

President

cc: Sally Quillian Yates, Acting Deputy Attorney General

Lee Lofthus, Assistant Attorney General for  
Administration

Monty Wilkinson, Director of the Executive Office for United States  
Attorneys



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