



National Association of Assistant United States Attorneys

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January 21, 2022

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Robert M. (Monty) Wilkinson
Director, Executive Office for United States Attorneys
RFK Main Justice Building
950 Pennsylvania Ave NW
Washington, DC 20530-0001

RE: 2022 Annual Pay Review

Dear Director Wilkinson:

On behalf of the National Association of Assistant United States Attorneys (NAAUSA), representing the interests of the over 6,000 Assistant U.S. Attorneys (AUSAs) working in the 94 U.S. Attorney Offices, we write regarding your upcoming Annual Pay Review for Assistant U.S. Attorneys.

At the beginning of this year, federal employees received a 2.2% cost-of-living pay increase. However, the Consumer Price Index rose at an annual rate of 7% in December 2021. In effect, federal employees, including Assistant United States Attorneys are suffering a 4.8% pay cut because their purchasing power has eroded against increased prices.

Simultaneously, wages are increasing for all workers. The largest law firms now pay their entry-level lawyers over \$200,000 per year. These lawyers are often AUSAs' adversaries in high-stakes investigations and cases. While we understand that AUSA salaries will never approach the pay received by top private-sector lawyers, it is important that United States Attorney's Offices remain able to attract and retain strong legal talent.

Each Spring, your office issues a memorandum concerning the Annual Pay Review (APR) for Assistant United States Attorneys. That memorandum provides the timeline for the process and notifies each office of the funding available for APRs that year. Last year, for example, the Executive Office for United States Attorneys created a pool equal to 2.5% of non-capped AUSA salaries for raises. In the current climate, this raise pool is simply insufficient.

In order to limit the effect of inflation on AUSAs and in order to retain excellent lawyers, NAAUSA requests a significant increase in the APR pool for 2022. The pool should increase to a minimum of 4.8% of non-capped onboard AUSA salaries for the 2022 APR process. Without substantial pay increases, we fear that many AUSAs may be forced to resign in order to maintain a reasonable standard of living for their families this year.

To discuss this issue with the NAAUSA team, please contact our Washington

Executive Director
Robert O. Patterson

Washington Reps.
Jason Briefel
Natalia Castro

Counsel
Debra Roth

Representative Natalia Castro at ncastro@shawbransford.com. Thank you for considering NAAUSA's perspective and we look forward to being your partner on this issue.

Respectfully,

A handwritten signature in black ink, appearing to read "Steven Wasserman". The signature is fluid and cursive, with a large initial "S" and "W".

Steven B. Wasserman
President

CC: Lisa Monaco, Deputy Attorney General
Norman Wong, Deputy Director, EOUSA