

119TH CONGRESS
1ST SESSION

H. R. 759

To amend title 5, United States Code, to provide for pay equality and the more accurate computation of retirement benefits for certain firefighters employed by the Federal Government, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 28, 2025

Mr. CONNOLLY (for himself, Mr. FITZPATRICK, Mr. GARCIA of California, Ms. BONAMICI, Ms. BROWNLEY, Mr. CARSON, Mr. CASTEN, Mr. COHEN, Mr. COSTA, Mr. DAVIS of Illinois, Ms. DELBENE, Mr. DELUZIO, Mr. HOYER, Mr. KRISHNAMOORTHY, Mr. MCGOVERN, Mr. MRVAN, Ms. NORTON, Ms. PINGREE, Mr. POCAN, Ms. SÁNCHEZ, Ms. SCANLON, Mr. SHERMAN, Mr. TAKANO, Mr. THANEDAR, Ms. TITUS, Mr. NORCROSS, Mr. CARBAJAL, Mr. LYNCH, Mr. HARDER of California, Mr. EVANS of Pennsylvania, Mr. FROST, Mr. RASKIN, and Mr. GARAMENDI) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To amend title 5, United States Code, to provide for pay equality and the more accurate computation of retirement benefits for certain firefighters employed by the Federal Government, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

1 **SECTION 1. SHORT TITLE; PURPOSES.**

2 (a) **SHORT TITLE.**—This Act may be cited as the
3 “Federal Firefighters Families First Act”.

4 (b) **PURPOSES.**—The purposes of this Act are—

5 (1) to improve pay equality between Federal
6 firefighters, other Federal employees, and municipal
7 and other public sector firefighters;

8 (2) to enhance recruitment and retention of
9 firefighters in order to maintain the highest quality
10 of Federal fire service;

11 (3) to include the pay of all regularly reoccur-
12 ring scheduled hours during the firefighter workweek
13 when computing such retirement benefits of fire-
14 fighters; and

15 (4) to establish the regular workweek for Fed-
16 eral firefighters.

17 **SEC. 2. COMPUTATION OF PAY.**

18 Sections 5545b(b)(1)(A) and 5545b(c)(1)(B) of title
19 5, United States Code, are amended by striking “2756”
20 and inserting “2087”.

21 **SEC. 3. COMPUTATION OF ANNUITY BASED ON CERTAIN**
22 **FIREFIGHTER SERVICE.**

23 (a) **IN GENERAL.**—Section 5545b of title 5, United
24 States Code, as amended by section 2, is further amended
25 by adding at the end the following:

1 “(e) For purposes of any determination of ‘average
2 pay’ under section 8331(4) or 8401(3), in the case of a
3 firefighter who is subject to subsection (b), the rate of
4 basic pay in effect for such firefighter for a year of cred-
5 itable service (or, in the case of an annuity under sub-
6 section (d) or (e)(1) of section 8341 or under chapter 84
7 based on less than 3 years of creditable service, for any
8 other period of creditable service) shall, in addition to the
9 amount determined under subsection (b) for such year (or
10 other period), include an amount equal to one-half the
11 firefighter’s basic hourly rate (as computed under sub-
12 section (b)(1)(A)) for such year (or other period) times
13 the number of overtime hours included as part of such
14 firefighter’s regular tour of duty during such year (or
15 other period).”.

16 (b) CONFORMING AMENDMENTS.—Sections 8331(4)
17 and 8401(3) of title 5, United States Code, are amended
18 by striking the semicolon at the end and inserting “, sub-
19 ject to section 5545b(e);”.

20 **SEC. 4. ESTABLISHMENT OF A MAXIMUM HOURS OF FED-**
21 **ERAL FIREFIGHTERS’ REGULAR WORKWEEK.**

22 Section 5545b of title 5, United States Code, as
23 amended by section 3, is further amended by adding at
24 the end the following:

1 “(f) Not later than one year after the date of enact-
2 ment of the Federal Firefighters Families First Act, the
3 Office of Personnel Management shall prescribe regula-
4 tions establishing the maximum number of regularly reoc-
5 ccurring hours which comprise a workweek for a firefighter
6 covered by this section. The maximum number of such
7 hours shall not exceed an average of 60 hours per week.”.

8 **SEC. 5. EFFECTIVE DATE.**

9 The amendments made by this Act shall apply with
10 respect to any annuity entitlement to which is based on
11 a separation from service occurring after the end of the
12 60-day period beginning on the date of the enactment of
13 this Act.

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