

119TH CONGRESS
1ST SESSION

S. 2473

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 SENATE OF THE UNITED STATES

JULY 28, 2025

Mr. GALLEGO (for himself and Mr. MORENO) introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

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,*

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

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

6 (b) PURPOSES.—The purposes of this Act, and the
7 amendments made by this Act, are—

1 (1) to improve pay equality between Federal
2 firefighters, other Federal employees, and municipal
3 and other public sector firefighters;

4 (2) to enhance recruitment and retention of
5 firefighters in order to maintain the highest quality
6 of Federal fire service;

7 (3) to include the pay of all regularly reoccur-
8 ring scheduled hours during the firefighter workweek
9 when computing the retirement benefits of fire-
10 fighters; and

11 (4) to establish the regular workweek for Fed-
12 eral firefighters.

13 **SEC. 2. COMPUTATION OF PAY.**

14 Section 5545b of title 5, United States Code, is
15 amended—

16 (1) in subsection (b)(1)(A), by striking “2756”
17 and inserting “2087”; and

18 (2) in subsection (c)(1)(B), by striking “2756”
19 and inserting “2087”.

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

22 (a) IN GENERAL.—Section 5545b of title 5, United
23 States Code, is amended by adding at the end the fol-
24 lowing:

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 that 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 that year (or
 10 other period), include an amount equal to $\frac{1}{2}$ the basic
 11 hourly rate of the firefighter (as computed under sub-
 12 section (b)(1)(A)) for that year (or other period) times the
 13 number of overtime hours included as part of the regular
 14 tour of duty of the firefighter during that year (or other
 15 period).”.

16 (b) CONFORMING AMENDMENTS.—Title 5, United
 17 States Code, is amended—

18 (1) in section 8331(4), by striking the semi-
 19 colon at the end and inserting “, subject to section
 20 5545b(e);”; and

21 (2) in section 8401(3), by striking the semi-
 22 colon at the end and inserting “, subject to section
 23 5545b(e);”.

1 **SEC. 4. ESTABLISHMENT OF A MAXIMUM HOURS OF FED-**
2 **ERAL FIREFIGHTERS' REGULAR WORKWEEK.**

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

6 “(f)(1) Not later than 1 year after the date of enact-
7 ment of this subsection, the Director of the Office of Per-
8 sonnel Management shall prescribe regulations estab-
9 lishing the maximum number of regularly reoccurring
10 hours that comprise a workweek for a firefighter covered
11 by this section.

12 “(2) The maximum number of hours described in
13 paragraph (1) shall not exceed an average of 60 hours per
14 week.”.

15 **SEC. 5. APPLICATION.**

16 The amendments made by this Act shall apply with
17 respect to any annuity entitlement that is based on a sepa-
18 ration from service occurring after the date that is 60 days
19 after the date of enactment of this Act.

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