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United States Senate

COMMITTEE ON FOREIGN RELATIONS

WASHINGTON, DC 20510-6225

April 13, 2018

The Honorable Mark Green
Administrator
U.S. Agency for International Development
1300 Pennsylvania Avenue NW
Washington, DC 20004

Dear Administrator Green:

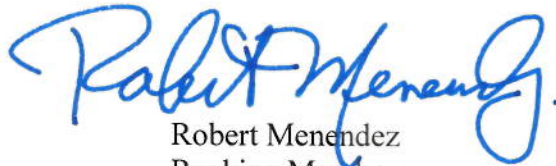
I write to express my concern about alleged pay inequities at USAID. It has come to my attention that allegations regarding a significant, sustained, and possibly structural gap in compensation between female and male senior officials at USAID currently stands before the Equal Employment Opportunity Commission. I understand that other current and former employees have alleged or are considering alleging similar pay disparities.

As I know you agree, building a diverse USAID workforce that draws on the talents of all Americans regardless of gender, race, ethnicity, religion, disability, or sexual orientation is critical to mission success. A crucial piece of sustaining such a workforce is equality in pay, benefits, and career opportunities. If USAID has fallen short of such ideals in the past, you have an opportunity to secure as part of your legacy an assurance that that will no longer be the case in the future. I stand ready to work with you to appropriately address and resolve any pay disparities within the Agency.

Please provide my office with detailed information demonstrating full salary for the last 10 years for senior officials (FE-OC, FE-MC, and FE-CM) at USAID, including pay structure, awards of bonuses and salary increases, and the value of benefits packages, delineated by gender and position/rank.

Thank you for your attention to this matter. I look forward to your written response by April 30, 2018, and I look working with you on this important issue.

Sincerely,



Robert Menendez
Ranking Member