Army Civilian Pay Rates

Civilian Pay Working Group

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What Are Army Civilian Pay Rates?

- The Civilian Pay Rates are a means to incorporate the average yearly salary and benefit percentages into the President's budget.

- When the rates file is combined with a civilian manpower file, this creates costed dollars used in the Planning, Programming, Budgeting, Execution System (PPBES) process.

- The rates are used by HQDA and Army Commands in Support of Planning, Programming, Budgeting and Execution.

How Army Civilian Pay Rates are Used?

- The rates are used to cost Army Civilian Manpower to produce a budget costing file.

- The budget costing file is used to analyze programmed manpower during the Program Objective Memorandum (POM), the Budget Estimate Submission (BES), and the President's Budget (PB).

- The budget costing file is also used to produce budget exhibits and the data is fed into several budget reporting systems that generate exhibits for OSD and Congress.

- Individual Army Civilian Pay rates are designed to provide the average cost for a specific sub-population of Army civilians.

- Important: the individual rate does not guarantee an accurate rate for a sub-population smaller than the rate key level (less than 10 civilians).

What Organizations Are Responsible for the Army Civilian Pay Rates?

Civilian Pay Working Group

ABO	G-1	DASA-CE
• Interface w/OSD • Obtain Raw Execution Data • President Budget Lead • Create Official Army Budget Exhibits • Provide Key Error Corrections • Propose and Review Business Rule Changes • Correct Execution Data Errors • Set up Group Meetings • Write Memo Announcing Draft POM Rates	• Interface w/OSD • POM Lead • Produce Official Budget Exhibits • Oversee Affordability • Provide Key Error Corrections • Correct Execution Errors • Propose and Review Business Rule Changes • Edit Execution Manpower to Match Controls • Provide CPWG Process Innovation	• Command Interface • Transform, Analyze, and Report on Execution and Rate Data • Process Raw Execution Data into Budget Format • Identify and Fix Key Errors • Make Rates • Provide Rate and Execution Data to IRMIS System • Maintain Execution Processing Business Rule and Rate Business Documentation • Maintain and Update Web Applications • Propose and Initiate Mid Year Execution Processing Business Rule Review and Drill • Group Coordination

Where are the Rates Located?

- The Army Civilian Rates Website:
  - https://www.asafm.army.mil/Cost-Materials/Army-Civilian-Pay-Rates/
  - Under the Rate Guidance Documents tab please review

  - POM Command Rate Drill Timing:

  - Detailed Rate Guidance: Appendix A: "How to" Guidelines for Civilian Pay Rate Review

  - Frequently Asked Questions Rates:

What Do the Army Civilian Pay Rates Look Like?

https://www.asafm.army.mil/Cost-Materials/Army-Civilian-Pay-Rates/

Level 3 Rates

Ctype	Appn	FY 2020
101	****	109,798
101	AFHO	108,043
101	AFMS	122,567
101	ANC	107,888
101	AWCF	98,852
101	DHPO	96,324
101	FWCF	98,852
101	MCA	130,696
101	OMA	115,601
101	OMAR	104,103
101	OMDW	120,761
101	OMNG	126,213
101	RDTE	132,257

Level 4 Rate

Ctype	FY 2020
101	109,798
102	74,953
105	15,843
110	56,512
121	231,656
124	92,930
125	86,612
130	69,011
131	152,691
132	152,691
150	231,656
151	109,798
202	65,712
204	14,499
205	0
206	97,847
424	92,930
425	86,612

Level 2 Rate

Oa	Ctype	Appn	FY 2020
**	101	OMA	115,601
08	101	OMA	138,659
17	101	OMA	102,704
21	101	OMA	144,593
22	101	OMA	148,744
25	101	OMA	152,564
29	101	OMA	123,507
2A	101	OMA	101,893
2B	101	OMA	92,698
36	101	OMA	130,749
39	101	OMA	72,359
40	101	OMA	132,639
41	101	OMA	80,536
50	101	OMA	82,001
57	101	OMA	103,333
5X	101	OMA	138,060
6A	101	OMA	120,330
74	101	OMA	103,708
76	101	OMA	116,432
78	101	OMA	190,089
82	101	OMA	128,495
84	101	OMA	120,679
86	101	OMA	144,678
89	101	OMA	131,743
8A	101	OMA	112,777
8B	101	OMA	128,557
8K	101	OMA	154,187
8M	101	OMA	147,709
8P	101	OMA	128,514
92	101	OMA	98,495
94	101	OMA	151,732
96	101	OMA	98,561
97	101	OMA	103,333

Level 1 Rate

Oa	Ctype	Appn	Sag	FY 2020
2A	101	OMA	***	101,893
2A	101	OMA	121	92,487
2A	101	OMA	131	101,451
2A	101	OMA	132	97,026
2A	101	OMA	133	143,200
2A	101	OMA	333	95,792
2A	101	OMA	434	85,836
2A	101	OMA	493	139,486

Level 0 Rate

Oa	Ctype	Appn	Sag	Mdep	FY 2020
2A	101	OMA	131	MU1M	100,867
2A	101	OMA	131	QAAF	130,195
2A	101	OMA	131	QAAP	103,785
2A	101	OMA	131	QACS	93,687
2A	101	OMA	131	QCYS	70,248
2A	101	OMA	131	QDEH	118,131
2A	101	OMA	131	QDPC	81,942
2A	101	OMA	131	QDPW	118,131
2A	101	OMA	131	QEMS	68,666
2A	101	OMA	131	QFMC	114,117
2A	101	OMA	131	QHFM	92,313
2A	101	OMA	131	QLPR	87,327
2A	101	OMA	131	QMIS	180,209
2A	101	OMA	131	QMUN	118,131
2A	101	OMA	131	QNMG	108,366
2A	101	OMA	131	QPSG	76,315
2A	101	OMA	131	QPSM	69,540
2A	101	OMA	131	QSEC	110,797
2A	101	OMA	131	QUTS	118,131
2A	101	OMA	131	VENQ	112,097
2A	101	OMA	131	VIPP	117,978
2A	101	OMA	131	VTER	124,335

What Do The Army Civilian Rates Look Like (Continued)

- Rate Key Levels are used to describe the rate keys used to make rates at varying levels of detail.
  - level 0:   OA,CTYPE,APPN,SAG* or BA*, MDEP*
  - level 1:   OA,CTYPE,APPN,SAG or BA
  - level 2:   OA,CTYPE,APPN
  - level 3:   CTYPE,APPN
  - level 4:   CTYPE

- *Only OMA, OMAR, and OMNG rates receive a SAG all others receive "***".

- *Only RDTE rates receive a BA all others get "**".

- There is one additional rate level, level 5, the default Army rate.

- Rates are used to cost Army civilian manpower and the rate levels are used to provide the most detailed rate for costing based on the manpower key.

How Are Rates Derived? Execution Data Sources

- Execution data is pulled from several data sources including:
  - GFEBS
    - Payroll data (Sources: DCPS, FFPO, ILNPS, MLN)
    - Payroll data-KNPS
  - CEFMS (Corps of Engineers Financial Management System)
  - SOMARDS and STANFINS
  - LMP data for the AWCF
- Each GFEBS source requires a specific report and special pulling guidance to pull the correct data.
  - Some details of pulling guidance can be found in Appendix A on the Civilian rates web page.
- Data from these sources is stored in a SQL database and used as the starting point for rate execution processing.

How Are Rates Derived? Execution Processing

- Load and transform Army execution data from multiple systems with different formats into one dataset.

- Validate Army execution data
  - Uses PROBE definition tables to validate execution key fields
  - Check totals by CTYPE, APPN, OA
  - Check FY and pay period end dates

- Example of types of errors
  - Data entry errors in the source payroll systems
    - Example: enter 10,000 FTE instead of 10,000 dollars
  - Data Errors in the keys that define the payroll records
    - Example: data with blank APPN, CTYPE, OA, and SAG
  - Data with payroll dates that are out of an acceptable range for the current FY
    - Example: records with payroll FY other than the current FY

- Exclude data that is invalid and cannot be corrected.

How Are Rates Derived? Execution Processing (continued)

- Key Error Correction Process
  - Automated and manual processes that correct key errors with the fixes used to correct past versions and subject matter expertise.
  - New key errors are reviewed by CPWG subject matter experts who provide guidance on correct keys.
  - New key errors are corrected using the CPWG guidance.
  - CPWG subject matter experts review historical corrections, new corrections, and exclusions.
  - When all corrections meet CPWG approval, the execution data is ready to transform into a "budget" format that can be used for budget exhibit and rate generation.

How Rates Are Derived? "Budget" Format

- Apply rate processing business rules and transform data into a "budget" format.
  - Civilian pay includes multiple sub-elements of cost which are categorized IAW OMB A-11 and the DOD FMR. These are "BCOMP and the Seven Dwarves".

- Basic Compensation (BCOMP)   Overtime   (OTIME)
- Basic Benefits   (BBENE)   Cash Award   (CASHA)
- Other Compensation (OCOMP)   Former Employee Compensation (FECMP)
- Holiday Pay   (HOPAY)   Severance Pay   (SVPAY)

How Rates Are Derived? What's Included in Budget Format?

Basic Compensation

- Base Pay
- Locality Pay
- Medical Premium Pay
- Staffing Differential

Other Compensation

- Saturday/Sunday Differential
- Night Differential
- Hazardous Duty/Environment Pay
- Overseas Differential (incl. LQA/PA)
- Other Premium Pay
- Supervisory Special Pay
- Physician Comparability Pay
- Terminal Leave Pay

Overtime

Holiday Pay

Cash Award

Basic Benefits

- Retirement (CSRS, FERS, etc.)
- Health Insurance
- Life Insurance
- Social Security
- TSP
- Mass Transit Subsidy
- Uniform Allowance
- Recruit Incentive/Bonus
- Retain Incentive/Bonus
- Relocation Incentive/Bonus
- Federal Student Loan Repayment

Severance Pay

- VERA/VSIP Incentives
- Severance Pay

Former Employee Compensation

How Rates Are Derived? Processing Business Rules

- Rate execution deletions
  - Military data
  - Overtime (Note: except for TC 4930)
  - CTYPE 305
  - Separation allowance (Except for Korean Foreign Nationals)
  - Most Civilian PCS costs
  - Relocation/retention/recruitment incentive/bonuses
  - All object class 13
  - Incentive/other cash awards
  - Performance cash awards
  - Terminal leave lump-sum
  - All special MDEP data (VINJ, VX01, VX03, VMTS, VUPC)
  - Premium pay
  - OCO funding

Please see Appendix A on the Civilian pay rates web site for details!

How Rates Are Derived? Pay Adjustments

- Pay Raises
  - Provided after official government decision
  - Can be delayed or changed when a new administration enters
  - Not given at the start of the fiscal year

- Foreign Currency Fluctuation
  - Provided after official government decision

- Locality Pay
  - Locality pay given in the execution data year is included in the execution data
  - Locality pay planned for program years is included as a special adjustment factor

- Special adjustments – handled on a case by case basis based on the adjustment

How Rates Are Derived? What's Not Included in Rates

- Travel

- Training

- Supplies

- Equipment

- Rent/lease (Except for Overseas LQA)

- Fees/licensing

- Most PCS expenses

- Indirect overhead costs (i.e., DFAS bill) et al.

Rate Generation Goals

- Flexibility
  - Build a rate generation process that allows the CPWG to react to changing guidance quickly
  - Design a system that can handle changing guidance without requiring a large degree of rework

- Accuracy
  - Algorithms and results checked by CPWG and commands
  - Process checked by Commands during the Command Review

- Repeatability
  - Using the same inputs to the rate generation process gives the same outputs

- Auditability
  - Versioned inputs and outputs
  - Audit trail of what versions are used to make each set of rates

Baseline Rate Values

- AYSAL – Average Yearly Salary = BCOMP/FTE (execution data)

- OCPER – Other Compensation Percentage = OCOMP/BCOMP

- BEPER – Basic Benefits Percentage = BBENE/BCOMP

- CAPER – Cash Allowance Percentage = CASHA/BCOMP

- FEPER – Foreign Employee Compensation Percentage = FECOMP/BCOMP

- HOPER – Holiday Pay Percentage = HOPAY/BCOMP

- OTPER – Overtime Pay Percentage = OTIME/BCOMP

- SVPER – Severance Pay Percentage = SVPAY/BCOMP

- Fully Burdened Rate = Total Work Year Cost = AYSAL*(1+ BEPER + OCPER + OTPER + HOPER + FEPER + SVPER + CAPER)

Important Rate Rules

- Small Population Rule
  - The CPWG does not make individual rates for sub-populations with fewer than 10 FTEs.
  - Rates for populations with fewer than 10 FTEs receive the next higher level rate.
  - Example: If a level 1: OA,CTYPE,APPN,SAG or BA level rate only had 7 FTEs in the execution data, when that rate was costed it would use the level 2: OA,CTYPE,APPN rate instead (if the level 2 rate had 10 or more FTE).

- PEO Rates
  - These rates have been broken out. They are not at a summarized rate level under 5X as they used to be.

- Why There Are Different Rate Levels:
  - There are different rate levels to make sure during the costing that all types of manpower get a rate if small populations are encountered at the MDEP or higher levels.