

Pay Adjust table for Jan 2024 with pay raise assumptions

Pay Adjust Type	Fiscal Year	CTYPE	Pay raise Fiscal Month	Percent	Narrative
F	2024	105	1	-17.58%	Korean Foreign Currency % change
F	2024	109	1	-16.78%	European Foreign Currency % change
F	2024	202	1	-16.78%	European Foreign Currency % change
F	2024	204	1	-17.58%	Korean Foreign Currency % change
F	2024	205	1	-26.86%	Japanese Foreign Currency % change
F	2025	207	1	-16.78%	European Foreign Currency % change
F	2025	105	1	2.18%	Korean Foreign Currency % change
F	2025	109	1	5.60%	European Foreign Currency % change
F	2025	202	1	5.60%	European Foreign Currency % change
F	2025	204	1	2.18%	Korean Foreign Currency % change
F	2025	205	1	-4.72%	Japanese Foreign Currency % change
F	2025	207	1	5.60%	European Foreign Currency % change
P	2023	101	4	4.6%	Graded (GS) Pay raise
P	2023	102	7	4.6%	WG system Pay raise
P	2023	105	10	4.6%	Korean Pay raise
P	2023	109	4	4.6%	Italian Pay raise
P	2023	110	4	4.6%	Other DH FN Pay raise
P	2023	121	4	4.6%	SES Pay raise
P	2023	124	4	4.6%	Graded RCT Pay raise
P	2023	125	7	4.6%	WG RCT Pay raise
P	2023	130	4	4.6%	HQDA Intern Pay raise
P	2023	131	4	4.6%	Graded non-GS special schedule pay plan
P	2023	132	4	4.6%	Graded non- GS Acquisition special schedule pay plan
P	2023	133	4	4.6%	GS special schedule pay plan
P	2023	150	4	4.6%	Senior Executive Service Acquisition
P	2023	151	4	4.6%	Graded GS Acquisition
P	2023	202	4	4.6%	German Pay raise
P	2023	204	10	4.6%	Korean Pay raise
P	2023	205	4	4.6%	Japanese Pay raise
P	2023	206	4	4.6%	Other DH FN Pay raise
P	2023	207	4	4.6%	Benelux Pay raise
P	2024	101	4	5.2%	Graded (GS) Pay raise
P	2024	102	7	5.2%	WG system Pay raise
P	2024	105	10	5.2%	Korean Pay raise
P	2024	109	4	5.2%	Italian Pay raise
P	2024	110	4	5.2%	Other DH FN Pay raise
P	2024	121	4	5.2%	SES Pay raise
P	2024	124	4	5.2%	Graded RCT Pay raise
P	2024	125	7	5.2%	WG RCT Pay raise
P	2024	130	4	5.2%	HQDA Intern Pay raise

Pay Adjust Type	Fiscal Year	CTYPE	Pay raise Fiscal Month	Percent	Narrative
P	2024	131	4	5.2%	Graded non-GS special schedule pay plan
P	2024	132	4	5.2%	Graded non- GS Acquisition special schedule pay plan
P	2024	133	4	5.2%	GS special schedule pay plan
P	2024	150	4	5.2%	Senior Executive Service Acquisition
P	2024	151	4	5.2%	Graded GS Acquisition
P	2024	202	4	5.2%	German Pay raise
P	2024	204	10	5.2%	Korean Pay raise
P	2024	205	4	5.2%	Japanese Pay raise
P	2024	206	4	5.2%	Other DH FN Pay raise
P	2024	207	4	5.2%	Benelux Pay raise
P	2025	101	4	2.0%	Graded (GS) Pay raise
P	2025	102	7	2.0%	WG system Pay raise
P	2025	105	10	2.0%	Korean Pay raise
P	2025	109	4	2.0%	Italian Pay raise
P	2025	110	4	2.0%	Other DH FN Pay raise
P	2025	121	4	2.0%	SES Pay raise
P	2025	124	4	2.0%	Graded RCT Pay raise
P	2025	125	7	2.0%	WG RCT Pay raise
P	2025	130	4	2.0%	HQDA Intern Pay raise
P	2025	131	4	2.0%	Graded non-GS special schedule pay plan
P	2025	132	4	2.0%	Graded non- GS Acquisition special schedule pay plan
P	2025	133	4	2.0%	GS special schedule pay plan
P	2025	150	4	2.0%	Senior Executive Service Acquisition
P	2025	151	4	2.0%	Graded GS Acquisition
P	2025	202	4	2.0%	German Pay raise
P	2025	204	10	2.0%	Korean Pay raise
P	2025	205	4	2.0%	Japanese Pay raise
P	2025	206	4	2.0%	Other DH FN Pay raise
P	2025	207	4	2.0%	Benelux Pay raise
P	2026	101	4	2.1%	Graded (GS) Pay raise
P	2026	102	7	2.1%	WG system Pay raise
P	2026	105	10	2.1%	Korean Pay raise
P	2026	109	4	2.1%	Italian Pay raise
P	2026	110	4	2.1%	Other DH FN Pay raise
P	2026	121	4	2.1%	SES Pay raise
P	2026	124	4	2.1%	Graded RCT Pay raise
P	2026	125	7	2.1%	WG RCT Pay raise
P	2026	130	4	2.1%	HQDA Intern Pay raise
P	2026	131	4	2.1%	Graded non-GS special schedule pay plan
P	2026	132	4	2.1%	Graded non- GS Acquisition special schedule pay plan
P	2026	133	4	2.1%	GS special schedule pay plan

Pay Adjust Type	Fiscal Year	CTYPE	Pay raise Fiscal Month	Percent	Narrative
P	2026	150	4	2.1%	Senior Executive Service Acquisition
P	2026	151	4	2.1%	Graded GS Acquisition
P	2026	202	4	2.1%	German Pay raise
P	2026	204	10	2.1%	Korean Pay raise
P	2026	205	4	2.1%	Japanese Pay raise
P	2026	206	4	2.1%	Other DH FN Pay raise
P	2026	207	4	2.1%	Benelux Pay raise

For Pay Raises for FYs greater than the last FY in the Pay Adjust table use the Pay Raise for the last FY in the table.

CTYPE Description:

- 101 - Graded (GS) Employees and other White Collar Pay Plans- U.S. Citizens (EOR ending with B or Z)
- 102 - Federal Wage Grade System - U.S. Citizens (EOR ending with C)
- 105 - Koreans (Direct Hire) (EOR ending with R)
- 109 – Italian Foreign Nationals (Data from ILNPS (Italian Local National Pay System))
- 110 - Other Direct Hire Foreign Nationals (EOR ending with T)
- 121 - Senior Executive Service & Civilian Executive Schedule (EOR ending with F)
- 124 - Graded Reserve Component Technicians (EOR ending with J)
- 125 - Federal Wage Sys - Reserve Component Technicians (EOR ending with K)
- 130 - HQDA Interns (EOR ending with 7)
- 131 - Graded non-GS special schedule pay plan
- 132 - Graded non- GS Acquisition special schedule pay plan
- 133 - GS special schedule pay plan
- 150 - Senior Executive Service Acquisition
- 151 - Graded (GS) Employees Acquisition
- 202 - German Nationals (EOR ending with 2)
- 204 - Korean Service Corps (EOR ending with 1)
- 205 - **No rates** for Japanese Master Labor Contract (MLC) (EOR ending with 4)
- 206 - Other Indirect Hire Foreign National (EOR ending with 5)
- 207 – Benelux Indirect Hire Foreign National (Data from MLN (Manual Pay Local Nationals Netherlands/Belgium))