

**DEPARTMENT OF THE ARMY  
HEADQUARTERS, JOINT READINESS TRAINING CENTER AND Fort Polk  
FORT POLK, LOUISIANA 71459-5341**

**CIVILIAN PERSONNEL  
BULLETIN No. 17-11**

**21 January 2011**

**GENERAL SCHEDULE LOCALITY PAY SCHEDULE**

1. On December 22, 2010, President Obama signed legislation to prohibit statutory pay adjustments for most Federal civilian employees. He also issued a memorandum which stated that agencies should forgo similar increases to pay schedules and rates that are set by administrative discretion. In addition, the President signed an Executive order dated December 22, 2010, documenting the 2011 pay rates for certain pay systems discussed in the memorandum and establishing the 2011 increased pay rates for the uniformed services.

**Covered Employees.**

The pay freeze applies to approximately 2 million Federal civilian employees in the Executive branch. Employees of the United States Postal Service and the Postal Regulatory Commission are not covered, nor are members of the Uniformed Services (as defined in 37 U.S.C. 101(3), i.e., Army, Navy, Air Force, Marine Corps, Coast Guard, National Oceanic and Atmospheric Administration, and Public Health Service). **Covered employees include employees under the General Schedule, Executive Schedule, Senior Executive Service (SES), Senior Foreign Service (SFS), senior-level and scientific and professional (SL/ST), prevailing rate, and other Executive branch pay systems and schedules.**

**Covered Pay Adjustments**

**The pay freeze statute prohibits “statutory pay adjustments” for Federal civilian employees that would otherwise take effect in 2011 and 2012.** These statutory pay adjustments include across-the-board adjustments under 5 U.S.C. 5303, locality pay adjustments under 5 U.S.C. 5304 or 5304a, Executive Schedule adjustments under 5 U.S.C. 5318, prevailing rate adjustments under 5 U.S.C. 5343(a), and any similar pay adjustments required by statute with respect to covered employees in an Executive agency. In addition, the statute prohibits certain additional pay adjustments for SES, SFS, SL/ST, and other senior executive and senior-level employees. The Presidential memorandum further states that agencies should forgo similar pay system and pay schedule adjustments and general increases that could otherwise be granted by an agency to employees through administrative discretion.

## Effective Date

The statute and Presidential memorandum cover pay adjustments that would otherwise take effect during the period beginning on January 1, 2011, and ending on December 31, 2012.

All employees paid from Salary Table 2011-RUS, the General Schedule/Locality Pay Schedule, will receive Pay Rates frozen at 2010 levels effective the first day of the first pay period beginning on or after 1 January 2011, which for Fort Polk employees is 2 January 2011.

2. Non-Appropriated Fund (NAF) employees NF levels 3 through 5, all CC Pay Band employees, and remaining Universal Annual employees in this area are also affected by this pay freeze. NAF employees paid from the crafts and trades schedules will continue to be paid from the current appropriate NAF schedules.

3. Federal Wage System (Wage Grade) employees will continue to be paid from the regular Wage Grade pay schedule, which was effective 29 June 2010, pending issuance of a new wage rate schedule by the DOD Wage Fixing Authority.

FOR THE COMMANDER:

//Original Signed//  
DONALD R. MALLET  
Director, Civilian Personnel  
Advisory Center

2 Attachments

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**NOTE: This CPB rescinds all previous CPBs, subject as above, which should be destroyed upon the effective date of this new schedule.**