

INFORMATION PAPER

SUBJECT: Freeze on Pay Adjustments for Federal Technicians

1. Purpose. To describe the impact of the 2011 freeze on pay adjustments
2. Facts.

a. On December 22, 2010, President Obama signed legislation to prohibit statutory pay adjustments for most Federal civilian employees for the period beginning January 1 2011 and ending December 31, 2012. The President also directed the U.S. Office of Personnel Management (OPM) to issue guidance on implementing the pay freeze. OPM provided information on the Executive order in [CPM 2010-20](#) and [CPM 2010-24](#).

b. **Covered Employees.** The pay freeze applies to approximately 2 million Federal civilian employees in the Executive branch. Specifically for the Ohio National Guard, it applies to Dual Status and Non-Dual Status Federal Technicians of the Army and Air National Guard.

c. **Covered Pay Adjustments.** 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, 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. Specifically for the Ohio National Guard, it applies to across-the-board adjustments to both General Schedule and Federal Wage Schedule pay systems.

d. **Pay Freeze Exclusions.** The pay freeze does not apply to individual-based pay increases including promotion increases; within-grade step increases; performance-based pay increases; and recruitment, relocation, and retention incentives.

e. **2011 Pay Schedules.** OPM has posted salary tables and guidance to reflect the pay rates that will be in effect in 2011 at www.opm.gov/oca/11tables/index.asp.

Capt. Daniel E. Roche/346-7269
APPROVED BY: COL Homer C. Rogers Jr.