



# Office of Civilian Personnel

## CG-121

### 2011 Pay Freeze Guidance

**Q – Has the decision to freeze pay for civilian employees been finalized?**

A – Yes. Both the President and Congress have approved the freeze on general pay increases for 2011 and 2012.

**Q – Which categories of Coast Guard employees are covered under the freeze?**

A – The freeze covers all General Schedule (GS), Administratively Determined (AD), Senior Executive Service (SES), Federal Wage System (WG, WL, WS, WD), and Non-Appropriated Fund (NAF) employees (except those GS employees in non-foreign areas)

**Q – What is the nature of the exception concerning GS employees in non-foreign areas?**

A - There is a narrow exception that will allow locality pay increases for GS employees in non-foreign areas covered by the Non-Foreign Area Retirement Equity Act of 2009 under which employees receive locality pay increases to offset reductions in cost-of-living allowances (COLA). These non-foreign areas include Alaska, Hawaii, Guam and Puerto Rico.

**Q - Does the pay freeze apply to performance awards and bonuses and other types of payments that are not part of a general increase?**

A - No.

**Q – Does the pay freeze apply to within-grade-increases (WGIs) and promotions?**

A – No.

**Q – Does the freeze apply to regular FWS (Federal Wage System) pay schedules with effective dates in fiscal year 2011 or just to those with effective dates in calendar year 2011?**

A – OPM is applying the freeze to FWS regular pay schedules with effective dates in fiscal year 2011. That means the freeze applies to FWS schedules with effective dates on or after 1 October 2010.

**Q – Has OPM posted information regarding the freeze?**

A – Yes. OPM has posted the following link: Freeze on Pay Adjustments for Federal Civilian Employees

<http://www.chcoc.gov/Transmittals/TransmittalDetails.aspx?TransmittalID=3384>