

***SPECIAL SALARY RATE STUDY  
FOR  
INFORMATION TECHNOLOGY  
EMPLOYEES***

*Strategic Compensation Conference 2000  
August 28, 2000*

# *Special Salary Rates*

- *Higher rates of basic pay approved by OPM*
- *Needed to address serious staffing problems (existing or likely)*
- *Targeted by occupation, grade, location*
- *Basic pay for most purposes*
- *Not used to compute locality rates*

## *Special Salary Rates*

- *May not exceed Executive Schedule V rate (currently \$114,500)*
- *Minimum rate may not exceed 30% above maximum rate for the grade*
- *Reviewed annually for possible adjustment (at the time of January GS increase)*

## ***Establishing Special Salary Rates***

***Generally, agency headquarters submits written request with supporting data. Agencies must--***

- Show significant handicaps in recruiting and retaining employees (existing or likely)***
- Show noncompetitive pay or certain other circumstances are causing problems***
- Certify that higher rates are needed to accomplish mission***
- Coordinate with other affected agencies***

## *Evidence of Staffing Problems*

- *Vacancies*
  - *Number, rates, and length*
- *Number of offers and hires*
- *Quit rates (esp. quits for higher pay)*
- *Pay rates for non-Federal employees*
- *Nature of labor market*
- *Exit interview information*

## ***Factors Considered by OPM***

- ***Severity of staffing problem***
- ***Non-Federal pay rates***
- ***Relationship between staffing problems and pay***
- ***Costs incurred due to staffing problems***
- ***Mission impact***
- ***Use of alternative non-pay and pay solutions***
- ***Pay equity among occupations***
- ***Views of affected agencies***

## *IT Special Rate Study*

- *Initiated by OPM in response to agency requests for additional pay flexibility to recruit and retain IT employees*
- *CIO Council agreed on need for study*
- *OPM coordinating study to expedite data gathering and analysis*

## *IT Special Rates Study*

- *May 2000 - OPM issued memo to agencies asking them to provide data and views related to IT staffing situation*
- *Focusing on GS-334s, but asked for data on other IT-related series, as appropriate*
- *Recommend close coordination between IT and HR staff to complete report*

# *IT Special Rate Study*

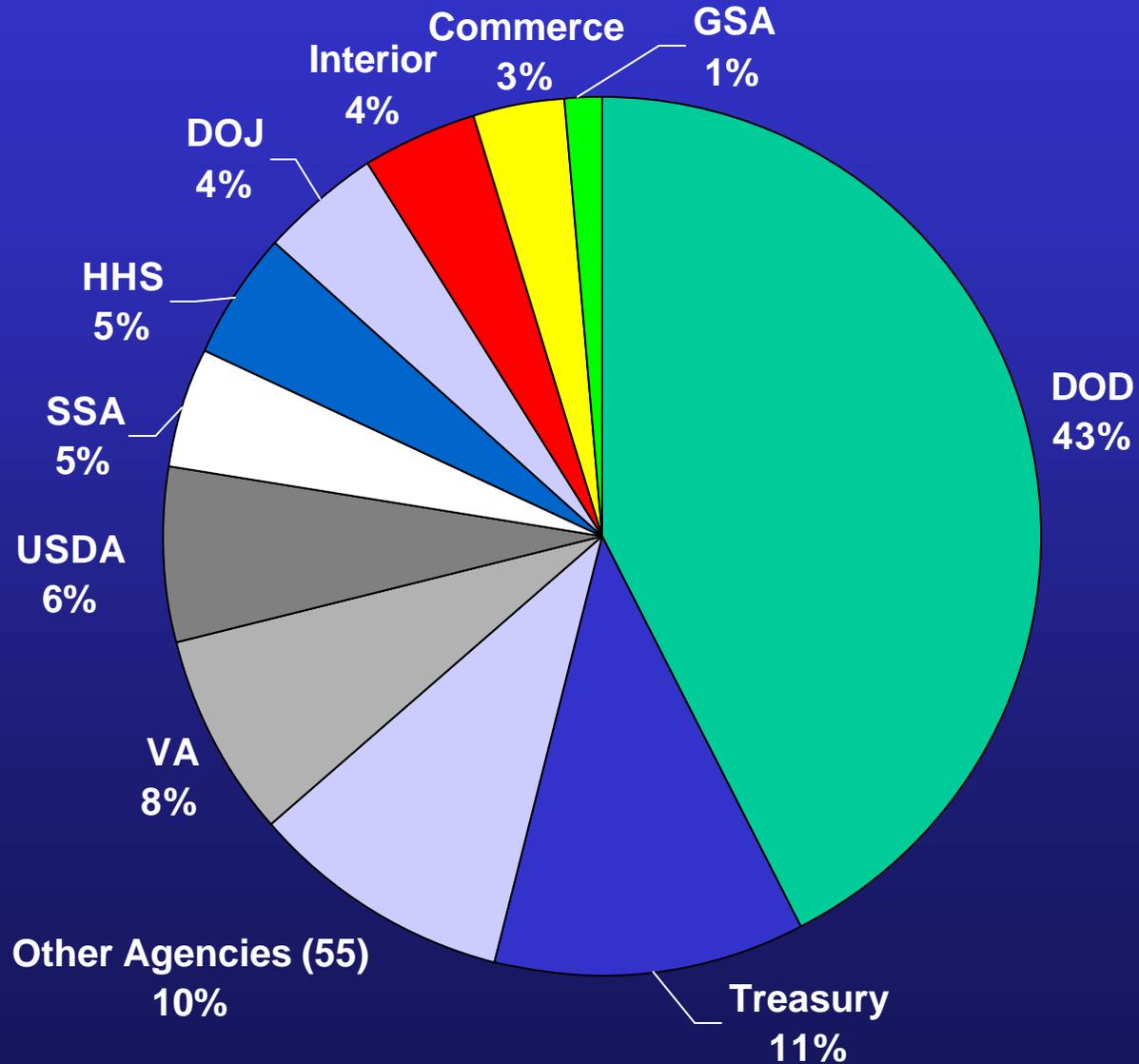
## *Memo requests--*

- *Staffing, turnover, vacancy and quit rate data for GS-334s by IT classification specialty titles*
- *Ratings of the severity of staffing problems in each IT specialty and geographic area*
- *Data on other IT-related series, salary survey information, etc.*

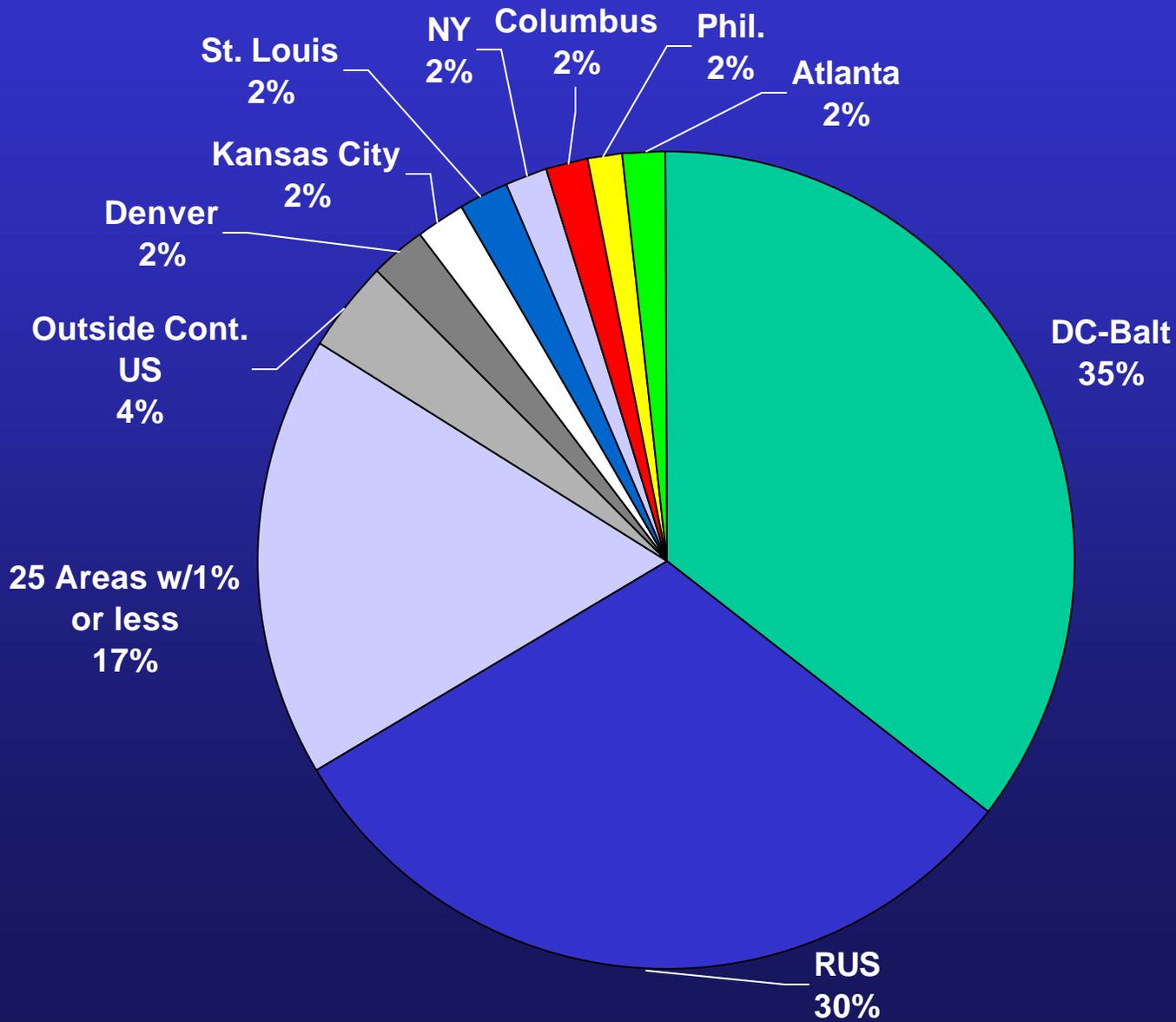
## *IT Special Rate Study*

- *Reports due June 30; extensions provided*
- *Reports from all major employing agencies are in--currently analyzing results*
- *OPM also analyzing data from CPDF and salary surveys.*
- *Moving as quickly as possible to address immediate special rate needs*

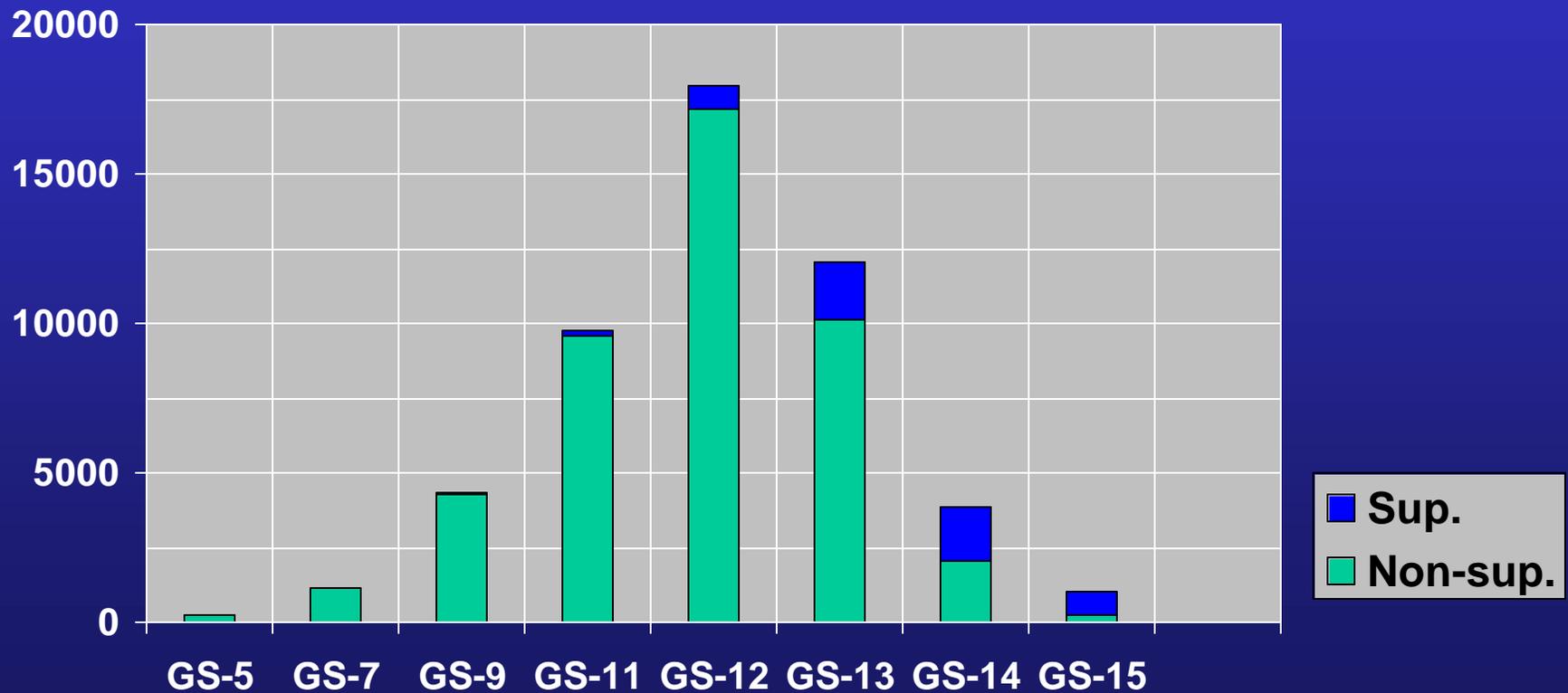
# *GS-334 Population by Agency (March 2000)*



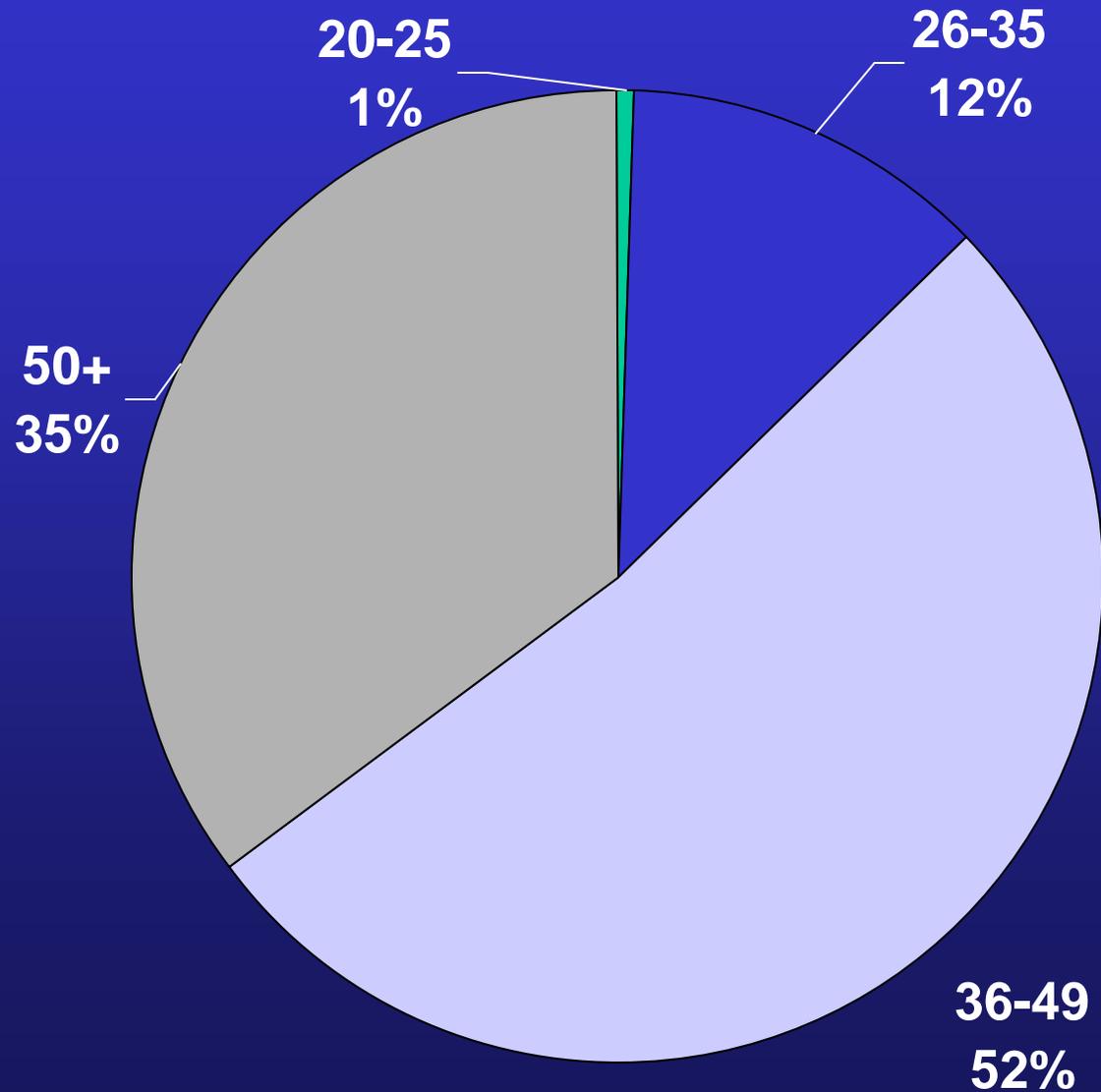
# GS-334 by Geographic Area (March 2000)



# *GS-334 Population by Grade Level (March 2000)*



## *GS-334 Distribution by Age (March 2000)*



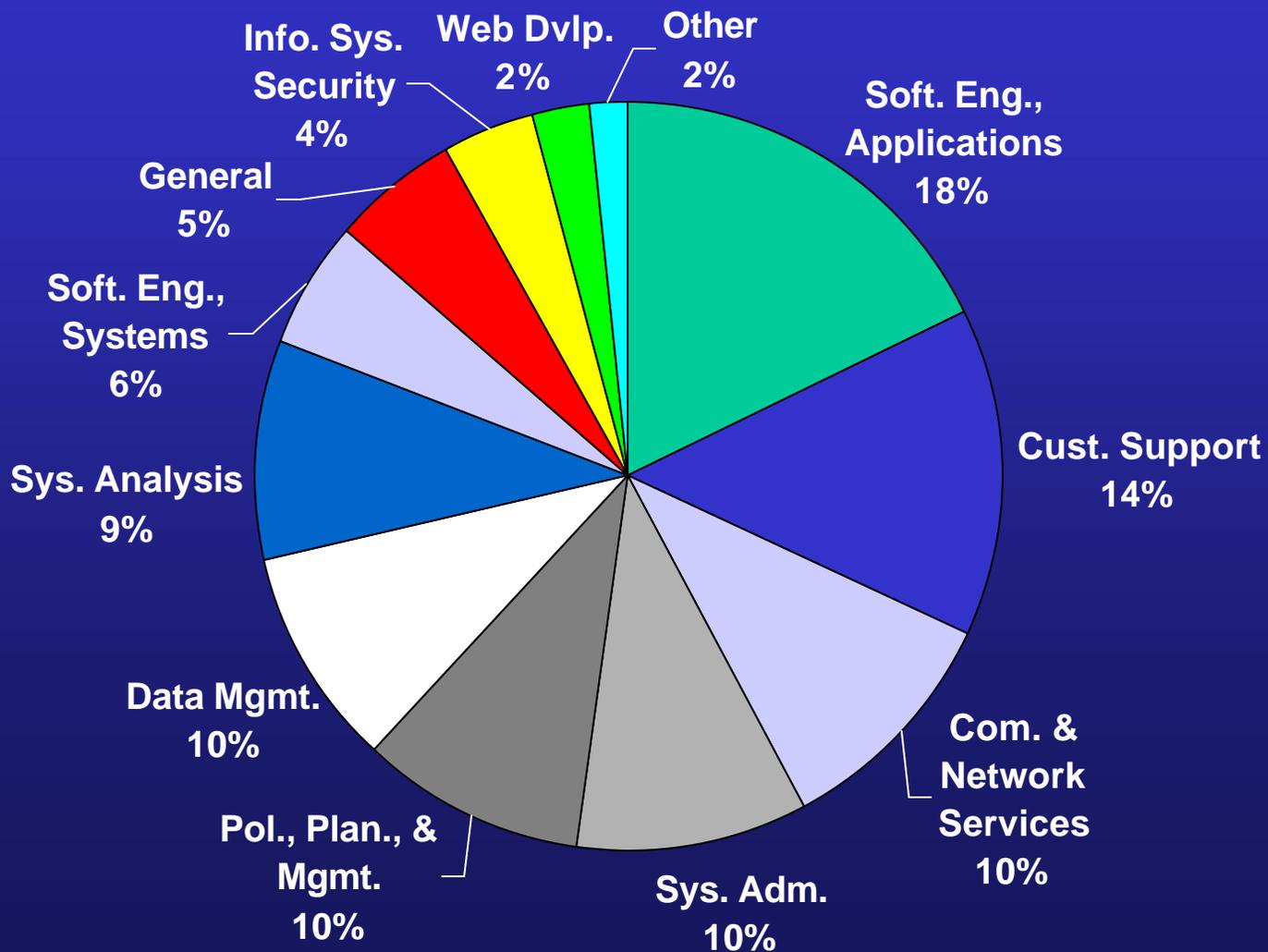
## *Preliminary Results*

- *Received reports from 38 agencies*
- *Agency data cover over 90% of the GS-334 workforce*

## *Preliminary Results*

- *Most of the reported data covers GS-334 employees*
- *Some agencies also provided data for GS-301, 343, 391, 854, 1550, and other series*
- *A number of reports included data on additional IT specialties and “hybrid” positions*

# *Preliminary Results--GS-334 Distribution by Specialty*



## ***Preliminary Results--Ratings by GS-334 Specialty***

- ***Recruitment problems rated slightly more severe than retention problems***
- ***No significant difference in average ratings of recruitment and retention problems by specialty***
- ***No significant difference in average ratings of recruitment and retention problems by work level***

# ***Average Ratings of GS-334 Recruitment Problems by Geographic Area***

*(1 = most severe)*

## ***Ratings***

## ***Geographic Areas***

*1-1.99*

*San Francisco, Washington, DC*

*2-2.50*

*Miami, Dallas, New York, Kansas City, Cincinnati, Boston, Richmond, Detroit, Los Angeles, Minneapolis, Chicago, and Outside U.S.*

*2.51-2.99*

*Alaska, Sacramento, Seattle, St. Louis, Atlanta, Indianapolis, Pittsburgh, San Diego, Denver, and Houston*

*3.00-4.00*

*Cleveland, Huntsville, Milwaukee, Orlando, Philadelphia, Hartford, Hawaii, Portland, Rest of U.S., Columbus, and Dayton*

# ***Average Ratings of GS-334 Retention Problems by Geographic Area***

*(1 = most severe)*

## ***Ratings***

## ***Geographic Areas***

*1-1.99*

*None*

*2-2.50*

*Los Angeles, San Francisco, New York, Cincinnati, Washington, DC, Boston, and Miami*

*2.51-2.99*

*Chicago, Richmond, Minneapolis, Dallas, Denver, Seattle, Alaska, Sacramento, Detroit, Kansas City, Cleveland, San Diego, St. Louis, and Atlanta*

*3.00-4.00*

*Hawaii, Milwaukee, Outside U.S., Philadelphia, Huntsville, Indianapolis, Hartford, Dayton, Portland, Rest of U.S., Houston, Columbus, Pittsburgh, and Orlando*

# *Issues*

*Which IT jobs are experiencing (or likely to experience) significant recruitment and/or retention problems?*

# *Issues*

*Does the level of problems vary significantly by occupational category, location, or grade level?*

*Which IT subgroups have the most critical need for special rates?*

# *Issues*

*How should an IT subgroup be defined for purposes of determining special rate eligibility?*

# *Issues*

*What levels of special rates are needed to address the identified problem areas?*

*What are the estimated aggregate costs?*