

DEPARTMENT OF COMMERCE
 BUREAU OF COMMERCE
 ACCOUNT:
 FY 20BY ----- 3.9%
 EMPLOYMENT COST INDEX (ECI) PAY RAISE
 (dollars in thousands)

<u>SUBJECT TO PAY RAISE:</u>	ASSUMPTIONS				PAY RAISE/BENEFITS			
	REG.	F.S.	LAW ENF.	TOTAL	REG.	F.S.	LAW ENF.	TOTAL
11.1 Salaries subject to retirement.	6708	0	0	6708	262	0	0	262
11.3 Salaries subject to retirement.	0	0	0	0	0	0	0	0
Subtotal.....	6708	0	0	6708	262	0	0	262
11.3 Not subject to retirement.....	0	0	0	0	0	0	0	0
Total Salaries.....	6708	0	0	6708	262	0	0	262
BENEFITS:								
CSRS Participation Rate.....	61.70%	0.00%	0.00%					
CSRS Contribution Rate.....	7.13%	7.50%	0.00%		12	0	0	12
FERS Participation Rate.....	38.30%	0.00%	0.00%					
FERS Contribution Rate.....	10.70%	24.30%	0.00%		11	0	0	11
TSP Contribution Rate.....	2.00%	2.00%	0.00%		2	0	0	2
FICA Cap Rate (OASDI).....	93.70%	93.70%	93.70%					
OASDI Contribution Rate.....	6.20%	6.20%	6.20%		6	0	0	6
Medicare Contribution Rate.....	1.45%	1.45%	1.45%		4	0	0	4
Life Insurance Percentage.....	0.10%	0.10%	0.00%		0	0	0	0
Total Benefits.....					35	0	0	35
Subtotal, Pay Raise.....					297	0	0	297
Payment to WCF (BRCD will provide #)					0.5	0	0	0.5
Total Pay Raise (Full year).....					297.5	0	0	297.5
X .75 (Nine Months).....	75.00%	75.00%	75.00%		223	0	0	223
Pay Raise Rate.....	3.90%	3.90%	3.90%					

DEPARTMENT OF COMMERCE
 BUREAU OF COMMERCE
 ACCOUNT:
 FY 20BY+1 ----- 3.9%
 EMPLOYMENT COST INDEX (ECI) PAY RAISE
 (dollars in thousands)

<u>SUBJECT TO PAY RAISE:</u>	ASSUMPTIONS				PAY RAISE/BENEFITS			
	REG.	F.S.	LAW ENF.	TOTAL	REG.	F.S.	LAW ENF.	TOTAL
11.1 Salaries subject to retirement.	6970	0	0	6970	272	0	0	272
11.3 Salaries subject to retirement.	0	0	0	0	0	0	0	0
Subtotal.....	6970	0	0	6970	272	0	0	272
11.3 Not subject to retirement.....	0	0	0	0	0	0	0	0
Total Salaries.....	6970	0	0	6970	272	0	0	272
<u>BENEFITS:</u>								
CSRS Contribution Rate.....	61.70%	0.00%	0.00%					
CSRS Contribution Rate.....	7.13%	7.50%	0.00%		12	0	0	12
FERS Participation Rate.....	38.30%	0.00%	0.00%					
FERS Contribution Rate.....	10.70%	24.30%	0.00%		11	0	0	11
TSP Contribution Rate.....	2.00%	2.00%	0.00%		2	0	0	2
FICA Cap Rate (OASDI).....	93.70%	93.70%	93.70%					
OASDI Contribution Rate.....	6.20%	6.20%	6.20%		6	0	0	6
Medicare Contribution Rate.....	1.45%	1.45%	1.45%		4	0	0	4
Life Insurance Percentage.....	0.10%	0.10%	0.00%		0	0	0	0
Total Benefits.....					35	0	0	35
Subtotal, Pay Raise.....					307	0	0	307
Payment to WCF (BRCD will provide #)					0.5	0	0	0.5
Total Pay Raise (Full year).....					307.5	0	0	307.5
X .75 (Nine Months).....	75.00%	75.00%	75.00%		231	0	0	231
Pay Raise Rate.....	3.90%	3.90%	3.90%					

DEPARTMENT OF COMMERCE
 BUREAU OF COMMERCE
 ACCOUNT:
 FY 20BY+2 ----- 3.9%
 EMPLOYMENT COST INDEX (ECI) PAY RAISE
 (dollars in thousands)

SUBJECT TO PAY RAISE:	ASSUMPTIONS				PAY RAISE/BENEFITS			
	REG.	F.S.	LAW ENF.	TOTAL	REG.	F.S.	LAW ENF.	TOTAL
11.1 Salaries subject to retirement.	7242	0	0	7242	282	0	0	282
11.3 Salaries subject to retirement.	0	0	0	0	0	0	0	0
Subtotal.....	7242	0	0	7242	282	0	0	282
11.3 Not subject to retirement.....	0	0	0	0	0	0	0	0
Total Salaries.....	7242	0	0	7242	282	0	0	282
BENEFITS:								
CSRS Participation Rate.....	61.70%	0.00%	0.00%					
CSRS Contribution Rate.....	7.13%	7.50%	0.00%		12	0	0	12
FERS Participation Rate.....	38.30%	0.00%	0.00%					
FERS Contribution Rate.....	10.70%	24.30%	0.00%		12	0	0	12
TSP Contribution Rate.....	2.00%	2.00%	0.00%		2	0	0	2
FICA Cap Rate (OASDI).....	93.70%	93.70%	93.70%					
OASDI Contribution Rate.....	6.20%	6.20%	6.20%		6	0	0	6
Medicare Contribution Rate.....	1.45%	1.45%	1.45%		4	0	0	4
Life Insurance Percentage.....	0.10%	0.10%	0.00%		0	0	0	0
Total Benefits.....					36	0	0	36
Subtotal, Pay Raise.....					318	0	0	318
Payment to WCF (BRCD will provide #)					0.5	0	0	0.5
Total Pay Raise (Full year).....					318.5	0	0	318.5
X .75 (Nine Months).....	75.00%	75.00%	75.00%		239	0	0	239
Pay Raise Rate.....	3.90%	3.90%	3.90%					

DEPARTMENT OF COMMERCE
 BUREAU OF COMMERCE
 ACCOUNT:
 FY 20BY+3 ----- 3.9%
 EMPLOYMENT COST INDEX (ECI) PAY RAISE
 (dollars in thousands)

<u>SUBJECT TO PAY RAISE:</u>	ASSUMPTIONS				PAY RAISE/BENEFITS			
	REG.	F.S.	LAW ENF.	TOTAL	REG.	F.S.	LAW ENF.	TOTAL
11.1 Salaries subject to retirement.	7524	0	0	7524	293	0	0	293
11.3 Salaries subject to retirement.	0	0	0	0	0	0	0	0
Subtotal.....	7524	0	0	7524	293	0	0	293
11.3 Not subject to retirement.....	0	0	0	0	0	0	0	0
Total Salaries.....	7524	0	0	7524	293	0	0	293
BENEFITS:								
CSRS Participation Rate.....	61.70%	0.00%	0.00%					
CSRS Contribution Rate.....	7.13%	7.50%	0.00%		13	0	0	13
FERS Participation Rate.....	38.30%	0.00%	0.00%					
FERS Contribution Rate.....	10.70%	24.30%	0.00%		12	0	0	12
TSP Contribution Rate.....	2.00%	2.00%	0.00%		2	0	0	2
FICA Cap Rate (OASDI).....	93.70%	93.70%	93.70%					
OASDI Contribution Rate.....	6.20%	6.20%	6.20%		7	0	0	7
Medicare Contribution Rate.....	1.45%	1.45%	1.45%		4	0	0	4
Life Insurance Percentage.....	0.10%	0.10%	0.00%		0	0	0	0
Total Benefits.....					38	0	0	38
Subtotal, Pay Raise.....					331	0	0	331
Payment to WCF (BRCD will provide #)					0.5	0	0	0.5
Total Pay Raise (Full year).....					331.5	0	0	331.5
X .75 (Nine Months).....	75.00%	75.00%	75.00%		249	0	0	249
Pay Raise Rate.....	3.90%	3.90%	3.90%					

DEPARTMENT OF COMMERCE
 BUREAU OF COMMERCE
 ACCOUNT:
 FY 20BY+4 ----- 3.9%
 EMPLOYMENT COST INDEX (ECI) PAY RAISE
 (dollars in thousands)

<u>SUBJECT TO PAY RAISE:</u>	ASSUMPTIONS				PAY RAISE/BENEFITS			
	REG.	F.S.	LAW ENF.	TOTAL	REG.	F.S.	LAW ENF.	TOTAL
11.1 Salaries subject to retirement.	7817	0	0	7817	305	0	0	305
11.3 Salaries subject to retirement.	0	0	0	0	0	0	0	0
Subtotal.....	7817	0	0	7817	305	0	0	305
11.3 Not subject to retirement.....	0	0	0	0	0	0	0	0
Total Salaries.....	7817	0	0	7817	305	0	0	305
BENEFITS:								
CSRS Participation Rate.....	61.70%	0.00%	0.00%					
CSRS Contribution Rate.....	7.13%	7.50%	0.00%		13	0	0	13
FERS Participation Rate.....	38.30%	0.00%	0.00%					
FERS Contribution Rate.....	10.70%	24.30%	0.00%		12	0	0	12
TSP Contribution Rate.....	2.00%	2.00%	0.00%		2	0	0	2
FICA Cap Rate (OASDI).....	93.70%	93.70%	93.70%					
OASDI Contribution Rate.....	6.20%	6.20%	6.20%		7	0	0	7
Medicare Contribution Rate.....	1.45%	1.45%	1.45%		4	0	0	4
Life Insurance Percentage.....	0.10%	0.10%	0.00%		0	0	0	0
Total Benefits.....					38	0	0	38
Subtotal, Pay Raise.....					343	0	0	343
Payment to WCF (BRCD will provide #)					0.5	0	0	0.5
Total Pay Raise (Full year).....					343.5	0	0	343.5
X .75 (Nine Months).....	75.00%	75.00%	75.00%		258	0	0	258
Pay Raise Rate.....	3.90%	3.90%	3.90%					

DEPARTMENT OF COMMERCE
BUREAU OF COMMERCE
ACCOUNT:
Calculation of Pay Raise for FY 2003 and Outyears

<u>Pay Related</u>	<u>20BY</u>	<u>20BY+1</u>	<u>20BY+2</u>	<u>20BY+3</u>	<u>20BY+4</u>
20BY Pay Raise	222.75	297	297	297	297
20BY+1 Pay Raise		230.25	307	307	307
20BY+2 Pay Raise			238.5	318	318
20BY+3 Pay Raise				248.25	331
20BY+4 Pay Raise					257
Total	222.75	527.25	842.5	1170.25	1510
<u>Working Capital Fund</u>	<u>20BY</u>	<u>20BY+1</u>	<u>20BY+2</u>	<u>20BY+3</u>	<u>20BY+4</u>
20BY Pay Raise	1	0.5	0.5	0.5	0.5
20BY+1 Pay Raise		1	0.5	0.5	0.5
20BY+2 Pay Raise			1	0.5	0.5
20BY+3 Pay Raise				1	0.5
20BY+4 Pay Raise					1
Total	1	1.5	3	4	5
<u>Total Pay Raise</u>	<u>20BY</u>	<u>20BY+1</u>	<u>20BY+2</u>	<u>20BY+3</u>	<u>20BY+4</u>
20BY Pay Raise	223.75	297.5	297.5	297.5	297.5
20BY+1 Pay Raise		231.25	307.5	307.5	307.5
20BY+2 Pay Raise			239.5	318.5	318.5
20BY+3 Pay Raise				249.25	331.5
20BY+4 Pay Raise					258
Total	223.75	528.75	844.5	1172.75	1513

DEPARTMENT OF COMMERCE
BUREAU OF COMMERCE
Full-cost in 20BY of positions financed for part year in 20CY

Improvements to advance retail sales estimates, pg.26

	Rates -----	FTE ---	Amount -----
Annual salary of new positions in 20CY budget..		4	218,428
Less lapse.....	5.00%	0	(10,921)
		---	-----
Full-year cost of personnel compensation.....		4	207,507
Less personnel compensation included in the 20CY budget.....		(3)	(163,821)
		-----	-----
Subtotal, personnel compensation.....		1	43,686
Adjustment for 20BY pay raise for 3/4 of year..	3.9%	0	1,540
		-----	-----
Amount required for personnel compensation.....		1	45,226
20BY personnel benefits:			
FERS.....	10.70%		4,839
Thrift Savings Plan.....	2.00%		905
OSADI.....	6.20%		2,804
Medicare.....	1.45%		656
Health Insurance.....	6.00%		2,714
Life Insurance.....	0.10%		45

Amount required for benefits.....			11,963
		-----	-----
Total amount required.....		1	57,189

DEPARTMENT OF COMMERCE
Bureau of Commerce
Calculation of Turnover Rate
for FY 20BY

	Line 1: Total Employment -----	Line 25: Separations -----
----- April 1999 - March 2000 -----		
April	100	0
May	101	1
June	102	0
July	103	2
August	102	1
September	101	2
October	104	1
November	104	0
December	103	1
January	106	1
February	105	0
March	105	1
	-----	-----
	1,236	10
----- April 2000- March 2001 -----		
April	104	1
May	105	1
June	103	2
July	102	2
August	102	3
September	98	4
October	100	0
November	99	0
December	97	3
January	93	6
February	94	3
March	92	1
	-----	-----
Total	1,189	26
Total 2 years	2,425	36
No. of months	24	24
	-----	-----
Average per month	101	2
Annualize separations*		12

		18
Percentage of separations of total employment or turnover rate	17.8%	

* $36/24 \times 12 = 18$

DEPARTMENT OF COMMERCE
Bureau of Commerce
Computation of Number and Average Cost of Within-Grade Increases

Grade	Steps 1-3	Steps 4-6	Steps 7-9	Total	Average Cost of Step Increase	Total Earning Increases Based on Percentages	Total Cost
GS							
1	0	0	0	0	467	0	0
2	1	0	0	1	541	1	541
3	0	0	0	0	684	0	0
4	2	1	4	7	769	4	3,076
5	0	1	0	1	860	1	860
6	4	0	1	5	958	4	3,832
7	0	1	4	5	1,065	2	2,130
8	0	0	0	0	1,180	0	0
9	3	1	0	4	1,302	4	5,208
10	0	0	1	1	1,435	0	0
11	0	0	0	0	1,576	0	0
12	6	7	4	17	1,889	11	20,779
13	1	1	3	5	2,247	2	4,494
14	2	1	2	5	2,655	3	7,965
15	1	3	3	7	3,123	3	9,369
16	0	0	0	0			
% Earning steps	100.00%	50.00%	33.00%				
Total	20	16	22	58		35	58,254
Avg. cost of step							1,664

1. The number of employees at each of the grades and steps should be obtained from Personnel reports.
2. Because of the difference in waiting periods between the steps, the assumptions for GS employees are that, in any year, 100% of steps one through three receive step increases, 50% of steps four through six, and 33% of steps seven through nine. Employees in the tenth step do not receive step increases.
3. For GM employees, the assumption is that 100% of employees receive the equivalent of a step. This allows for the full funding of merit bonuses and performance awards.
4. The average cost of step increases should be based on the 20PY pay rates, adjusted for the 20CY rate increase and 75% of the 20BY rate increase.

DEPARTMENT OF COMMERCE
Bureau of Commerce
Computation of Number of Average Costs of Within-Grade Increases

Estimated number of within-grade increases	1/				35
Step increases not earned due to turnover		17.8%	2/		6
Average step above step 1 per separation					3
Average cost per within-grade increase	1/				1,664
Gross cost of scheduled increases					58,240
Less savings due to separations					(29,952)

Subtotal, personnel compensation					28,288
Personnel benefits: 3/		Participation	Contribution	% Subject	
		Rates	Rates	to OASDI	
		-----	-----	-----	
CSRS		0.617	7.1%		1,244
FERS		0.383	10.7%		1,159
TSP		0.383	2.0%		217
OASDI-FERS		0.383	6.2%	93.7%	629
Medicare			1.45%		410
Life Insurance			0.1%		28

Subtotal, benefits					3,687

ATB					31,975

1/ Use data from Worksheet C-2.

2/ Use data from Worksheet C-1.

3/ Use projected 20BY benefit rates.

DEPARTMENT OF COMMERCE
Bureau of Commerce
Computation of One Additional Compensable Day in FY 20BY

Object Class	Activity	20CY Congr. Budget	
11.1	Full-time permanent	6,708,000	
11.3	Other than full-time permanent	0	
11.5	Overtime*	0	

	Total, personnel compensation	6,708,000	
	Divided by number of days in FY 20CY	261	

	ABT for personnel compensation		25,701
12.1	CSRS	336,000	
	FERS	245,000	
	TSP	35,000	
	FICA	167,000	
	Life insurance	8,000	
	Medicare	0	
	COLA	0	

	Total benefits	791,000	
	Divided by number of days in FY 20CY	261	

			3,031

	ATB		28,732

This represents the cost increase of one compensable day. If in a future year, there should be a difference of two compensable day, the above result would be multiplied by two.

DEPARTMENT OF COMMERCE
BUREAU OF COMMERCE
Calculation of 20BY Health Costs ATB

	Payroll Data Prior to Rate Increase -----	Payroll Data After Rate Increase -----	Difference -----
Annualized health cost	\$259,209	\$301,144	41,935
Number of participants	81	85	4
Average cost per participant	\$3,200	\$3,543	\$343
Percentage increase/decrease			10.7%

20CY Congressional estimate Health benefits	\$366,000		
Average rate increase	10.7%		
Health benefits ATB	\$39,162		

Calculation for determining health benefit rate for 20BY

(Use in other budget calculations requiring health estimates, such as annualization or program increases/decreases.)

20CY Congressional request 11.1 Personnel compensation		\$6,708,000
Health benefit estimate	\$366,000	
20BY Health benefit ATB	39,162	

Total 20BY Health benefits		405,162

Health benefit rate for 2003		6.0%

DEPARTMENT OF COMMERCE
BUREAU OF COMMERCE
Calculation of 20BY Per Diem ATB

Destination -----	Travel Days per Year -----	Before Rate Increase -----		After Rate Increase -----		Cost Difference -----
		Per Diem	Cost	Per Diem	Cost	
California						
Los Angeles	63	114	\$7,182	120	\$7,560	\$378
Colorado						
Denver	57	94	\$5,358	95	\$5,415	\$57
Georgia						
Atlanta	141	106	\$14,946	108	\$15,228	\$282
Illinois						
Chicago	129	117	\$15,093	123	\$15,867	\$774
Massachusetts						
Boston	65	115	\$7,475	121	\$7,865	\$390
New York						
Manhattan	154	141	\$21,714	147	\$22,638	\$924
Total			71,768		74,573	2,805
						3.9%
20CY Congressional estimate						
Per diem			\$117,000			
Rate increase			3.9%			

Per diem ATB			\$4,563			