

2025 Current Fiscal Year Report: Federal Salary Council

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1. Department or Agency		2. Fiscal Year	
Office of Personnel Management		2025	
3. Committee or Subcommittee		3b. GSA Committee No.	
Federal Salary Council		146	
4. Is this New During Fiscal Year?	5. Current Charter	6. Expected Renewal Date	7. Expected Term Date
No	01/09/2024	01/09/2026	
8a. Was Terminated During FiscalYear?	8b. Specific Termination Authority		8c. Actual Term Date
No			
9. Agency Recommendation for Next FiscalYear	10a. Legislation Req to Terminate?	10b. Legislation Pending?	
Continue	Not Applicable	Not Applicable	
11. Establishment Authority Statutory (Congress Created)			
12. Specific Establishment Authority	13. Effective Date	14. Committee Type	14c. Presidential?
5 U.S.C. 5304(e)(1)	11/05/1990	Continuing	No
15. Description of Committee National Policy Issue Advisory Board			
16a. Total Number of Reports	No Reports for this FiscalYear		
17a. Open	17b. Closed	17c. Partially Closed	Other Activities
0	0	0	0
17d. Total			
0			
Meetings and Dates			
No Meetings			
		Current FY	Next FY
18a(1). Personnel Pmts to Non-Federal Members		\$0.00	\$0.00

18a(2). Personnel Pmts to Federal Members	\$0.00	\$0.00
18a(3). Personnel Pmts to Federal Staff	\$0.00	\$0.00
18a(4). Personnel Pmts to Non-Member Consultants	\$0.00	\$0.00
18b(1). Travel and Per Diem to Non-Federal Members	\$0.00	\$0.00
18b(2). Travel and Per Diem to Federal Members	\$0.00	\$0.00
18b(3). Travel and Per Diem to Federal Staff	\$0.00	\$0.00
18b(4). Travel and Per Diem to Non-member Consultants	\$0.00	\$0.00
18c. Other(rents,user charges, graphics, printing, mail, etc.)	\$0.00	\$0.00
18d. Total	\$0.00	\$0.00
19. Federal Staff Support Years (FTE)	0.00	0.00

20a. How does the Committee accomplish its purpose?

The Federal Salary Council meets one or more times per year and sends a recommendation letter to the President's Pay Agent on an annual basis. Under the provisions of 5 U.S.C. 5304, the FSC considers issues relating to Federal locality-based comparability payments regarding (1) the establishment or modification of pay localities; (2) the coverage of annual surveys conducted by the Bureau of Labor Statistics; (3) the process of comparing the rates of pay payable under the General Schedule with the pay for the same levels of work performed by non-Federal workers; and (4) the level of comparability payments that should be paid in order to eliminate or reduce pay disparities.

20b. How does the Committee balance its

membership?

The President appoints nine members to the FSC. Three (one Chair and two Experts) are chosen based on their impartiality, knowledge, and experience in the field of labor relations and pay policy. The remaining six are representatives of employee organizations that represent substantial numbers of General Schedule employees. The method for designating employee organizations is specified in law and based on numbers of affected employees represented by the organizations.

20c. How frequent and relevant are the Committee Meetings?

The FSC now meets once or twice a year. The frequency of meetings may change as needed. It is relevant to continue the FSC because 5 U.S.C. 5304 mandates that the President's Pay Agent consider the views and recommendations of the FSC for its annual report to the President.

20d. Why can't the advice or information this committee provides be obtained elsewhere?

The Federal Salary Council is required by statute.

20e. Why is it necessary to close and/or partially closed committee meetings?

All FSC meetings have been open to the public.

21. Remarks

The Federal Salary Council is required by section 5304(e)(1) of title 5, United States Code. The Council's recommendations have been of great value to the President's Pay Agent in administering the locality pay program.

Designated Federal Officer

Mark A. Allen Manager, Pay Systems, OPM

Committee Members	Start	End	Occupation	Member Designation
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Condrey, Stephen	05/19/2022	09/30/2025	Federal Salary Council Chair	Special Government Employee (SGE) Member
Erwin, Randy	01/21/2016	09/30/2025	National President, National Federation of Federal Employees	Representative Member
Greenwald, Doreen	01/18/2024	09/30/2025	National President	Representative Member
Holway, David	08/26/2022	09/30/2025	National President, National Association of Government Employees	Representative Member
Kelley, Everett	08/26/2022	09/30/2025	National President	Representative Member
Lachance, Janice	05/19/2022	09/30/2025	Expert	Special Government Employee (SGE) Member
Llorens, Jared	05/19/2022	09/30/2025	Expert	Special Government Employee (SGE) Member
Simon, Jacqueline	10/29/2010	09/30/2025	Public Policy Director, American Federation of Government Employees	Representative Member
Yoes, Patrick	08/26/2022	09/30/2025	National President, Fraternal Order of Police	Representative Member

Number of Committee Members Listed: 9

Narrative Description

OPM is the central personnel agency for the Federal Government. As part of that role, OPM administers all the Governmentwide pay systems. The Federal Salary Council provides key methodology recommendations on the locality pay program for General Schedule employees, the largest pay system in Government.

What are the most significant program outcomes associated with this committee?

Checked if
Applies

Improvements to health or safety



- | | |
|---|-------------------------------------|
| Trust in government | <input type="checkbox"/> |
| Major policy changes | <input type="checkbox"/> |
| Advance in scientific research | <input type="checkbox"/> |
| Effective grant making | <input type="checkbox"/> |
| Improved service delivery | <input type="checkbox"/> |
| Increased customer satisfaction | <input type="checkbox"/> |
| Implementation of laws or regulatory requirements | <input checked="" type="checkbox"/> |
| Other | <input type="checkbox"/> |

Outcome Comments

The FSC is required by 5 U.S.C. 5304.

What are the cost savings associated with this committee?

Checked if Applies

- | | |
|----------------------------|-------------------------------------|
| None | <input checked="" type="checkbox"/> |
| Unable to Determine | <input type="checkbox"/> |
| Under \$100,000 | <input type="checkbox"/> |
| \$100,000 - \$500,000 | <input type="checkbox"/> |
| \$500,001 - \$1,000,000 | <input type="checkbox"/> |
| \$1,000,001 - \$5,000,000 | <input type="checkbox"/> |
| \$5,000,001 - \$10,000,000 | <input type="checkbox"/> |
| Over \$10,000,000 | <input type="checkbox"/> |
| Cost Savings Other | <input type="checkbox"/> |

Cost Savings Comments

NA

What is the approximate Number of recommendations produced by this committee for the life of the committee?

426

Number of Recommendations Comments

The FSC generally submits recommendations once a year. The recommendations cover a broad range of issues related to the establishment or modification of pay localities, the coverage of salary surveys used to set locality pay, the process for making pay comparisons, and the level of comparability payments that should be made.

What is the approximate Percentage of these recommendations that have been or will be Fully implemented by the agency?

95%

% of Recommendations Fully Implemented Comments

Most of the Council's recommendations made since its inception have been adopted by the President's Pay Agent. Some exceptions include (1) certain recommendations to eliminate or modify certain criteria still used for defining locality pay areas when the Pay Agent judged that more analysis would be needed before such a recommendation could be approved and (2) a case where the Council recommended including anomalous incentive data in the non-Federal rates used for pay gap calculations.

What is the approximate Percentage of these recommendations that have been or will be Partially implemented by the agency?

0%

% of Recommendations Partially Implemented Comments

NA

Does the agency provide the committee with feedback regarding actions taken to implement recommendations or advice offered?

Yes ☒ No ☐ Not Applicable ☐

Agency Feedback Comments

The Pay Agent submits an annual report to the President that summarizes actions taken on Council recommendations.

What other actions has the agency taken as a result of the committee's advice or recommendation?

Checked if Applies

Reorganized Priorities	<input type="checkbox"/>
Reallocated resources	<input checked="" type="checkbox"/>
Issued new regulation	<input checked="" type="checkbox"/>
Proposed legislation	<input type="checkbox"/>
Approved grants or other payments	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>

Action Comments

NA

Is the Committee engaged in the review of applications for grants?

No

Grant Review Comments

NA

How is access provided to the information for the Committee's documentation?

Checked if Applies

Contact DFO



Online Agency Web Site



Online Committee Web Site



Online GSA FACA Web Site



Publications



Other



Access Comments

N/A