

Budgeting Strategic Rewards

OMB Code*	Item
10 PERSONNEL COMPENSATION AND BENEFITS	
11 Personnel Compensation	
11.1 Full-time permanent	Basic salary (including regular salaries/wages for people on paid leave, such as annual, compensatory, and sick) Locality pay Geographic differential Special salary rate Terminal leave payments Critical position pay
11.3 Other than full-time permanent	Basic salary (including regular salaries/wages for people on paid leave, such as annual, compensatory, and sick leave) Locality pay Geographic differential Special salary rate Terminal leave payments
11.5 Other personnel compensation	Premium pay -- Standard overtime pay -- LEO availability pay (LEAP) -- Administratively uncontrolled overtime (AUO) -- Holiday premium pay -- Sunday duty premium pay -- Night work differential -- Standby pay Hazardous duty pay Supervisory differential Post differential Personal services contracts for individuals classified as Federal employees Cash awards Performance based awards Presidential rank awards Travel savings awards On-the-spot award Foreign language proficiency award Royalties Jury duty fees and interest on back pay
11.8 Special personal services payments	Reimbursable details (from other agencies) Re-employed annuitant payment to the Civil Service Retirement & Disability Fund Volunteer/ trainee allowances Salary equalization (IPA) Experts/witnesses/casual workers pay (non-Federal employees)

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<i>12 & 13 Personnel Benefits</i>	
12.1 Civilian personnel benefits	Cost of living allowance Overseas differential Special payments (compensatory damages or employee settlements) Recruitment bonus Retention allowance Relocation bonus Uniform allowance Separate maintenance payment Housing allowance Automobile allowance Education expenses for dependents of employees stationed overseas Transit subsidy (commuting costs) Professional liability insurance Health care insurance Life insurance Civil Service Retirement System Federal Employees Retirement System FICA / OASDI Medicare Thrift Savings Plan (basic and agency match) Payments to or for certain non-Federal employees as required by law (e.g., Peace Corps/ VISTA volunteers, Job Corps enrollees) Relocation expenses (except travel, transportation, and storage) Workers Compensation payments to Dept. of Labor Student Federal loan repayment benefit Payments to finance fiduciary insurance costs for the Thrift Investment Board
13.0 Benefits for former personnel	Unemployment insurance/compensation Trust fund payments Severance pay Voluntary separation incentives/ 9% to trust (re: buyout payments) Retirement benefits paid exclusive of Federal trust Government payment to Employees health benefit Fund for annuitants
<i>20 CONTRACTUAL SERVICES AND SUPPLIES</i>	
21.0 Travel and transportation of persons	Travel expenses Relocation expenses (travel)
22.0 Transportation of things	Relocation expenses (transportation of household goods)
<i>23 Rent, Communications, and Utilities</i>	
23.3 Communica- tions, utilities, and miscella- neous charges	Telecommuting (information technology support)

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<i>25 Other Contractual Services</i>	
25.2 Other services	Training course expenses (non-government) Contracts for personnel services (non-government vendor) – not classified as Federal Employees College / university tuition Non-Federal Government sponsored conferences
25.3 Other purchases of goods and services from Government accounts	Training course (Federal agency/entity) Contracts for personnel services (Federal agency/entity)
25.7 Operation and maintenance of equipment	Relocation expenses (storage of household goods)

* OMB Circular No. A-11 (2001); Section 83 -- Object Classification (Max Schedule O); pp 237-269