

**Federal Salary Deficit in Non-Foreign Areas**  
**INDIVIDUAL BAY PAY ESTIMATOR**  
(enter an actual or estimated amount in column 6 for each year of employment)

1	3	4	5	6	7	8
Year	GS Raise	LP Raise	Equal Pay Gap	GS Pay	Equal Pay Withheld	Equal Pay Withheld
		average		gross \$ received	incremental \$	cumulative \$
1990	3.60%	0.00%	0.00%	29,162	-	-
1991	4.10%	0.00%	0.00%	30,492	-	-
1992	4.20%	0.00%	0.00%	33,757	-	-
1993	3.70%	0.00%	0.00%	33,780	-	-
1994	0.00%	3.95%	3.95%	34,166	1,619	1,619
1995	2.00%	0.60%	4.55%	36,227	1,978	3,597
1996	2.00%	0.40%	4.95%	38,804	2,305	5,902
1997	2.30%	0.70%	5.65%	41,269	2,798	8,700
1998	2.30%	0.50%	6.15%	43,924	3,242	11,942
1999	3.10%	0.50%	6.65%	52,997	4,229	16,171
2000	3.80%	1.00%	7.65%	53,008	4,866	21,037
2001	2.70%	1.00%	8.65%	56,266	5,840	26,878
2002	3.60%	1.00%	9.65%	58,215	6,741	33,619
2003	3.10%	1.00%	10.65%	61,830	7,902	41,521
2004	2.70%	1.40%	12.05%	66,049	9,551	51,072
2005	2.50%	1.00%	13.05%	66,971	10,488	61,559
2006	2.10%	1.00%	14.05%	73,489	12,390	73,950
2007	1.70%	0.50%	14.55%	75,232	13,136	87,085
2008	2.50%	1.00%	15.55%	78,895	14,722	101,807
2009	2.90%	1.00%	16.55%	36,361	7,221	109,028
2010	1.50%	0.50%	17.05%		-	109,028
2011	0.00%	0.00%	17.05%		-	109,028
2012	0.00%	0.00%	17.05%		-	109,028
2013	0.00%	0.00%	17.05%		-	109,028
2014	1.00%	0.00%	17.05%		-	109,028
2015	1.00%	0.00%	17.05%		-	109,028
2016	1.00%	0.30%	17.35%		-	109,028
2017	1.00%	1.10%	18.45%		-	109,028
2018	1.40%	0.50%	18.95%		-	109,028
2019	1.40%	0.50%	19.45%		-	109,028
<b>Total Without Interest*</b>						

\* maximum back pay; subject to compromise pursuant to settlement administration agreement; agreement will provide salary protection going forward

column notes

1. calendar year
3. as of Jan. 1; percent change in GS levels (or other scheduled levels) from previous year; received by all employees
4. as of Jan. 1; additional percent (of GS or equivalent pay) for locality pay increases beginning 1994; locality pay not received by non-foreign area employees until 2010; increases cancelled out by COLA reductions from 2010 onward
5. as of Dec. 31; col. 4 + previous year's col. 5; percentage by which salaries in contiguous states and DC had increased by more than salaries in non-foreign areas beginning 1994
6. to be entered by user; as of Dec. 31; gross amount, before deductions, of General Schedule pay (or other scheduled pay) received for working in non-foreign area(s)
7. as of Dec. 31; col. 5 x col. 6 x 1.2; back pay due for that year to maintain parity in accumulated pay raises; assumes COLA rate of 20%
8. as of Dec. 31; col. 7 + previous year's col. 8; total back pay (without interest) due for accumulated disparities in annual pay raises