



Functional Requirements Document (FRD)

Project#	Project Title:	Date Prepared:
72527	FY2023 NDAA: Overseas Comparability Pay (OCP) for DETOs	02/07/2023

Version:	As of:
1.0	

Scope:	<p>The Comparability Pay (OCP) for Domestic Employee Teleworking Overseas (DETOs) program, which provides locality pay for Civil Service employees who perform the duties of their domestic positions from an overseas location. This provision is part of the FY2023 National Defense Authorization Act (NDAA) which was signed by the President on December 23, 2022. Each agency is responsible for implementation of this provision for its own DETOs based upon their ability to fund the additional monies and determination of employee eligibility.</p> <p>DETO Locality Payment</p> <ol style="list-style-type: none"> 1) The DETO locality payment is equal to the lesser of 1) the title 5 locality pay the employee would have been paid if the official duty station of the employee had not been changed to an overseas location or 2) the amount of overseas locality pay the employee would be paid if the employee were an eligible member of the Foreign Service. <p>This change affects all NFC serviced agencies - Community-Wide.</p>
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Assumptions:	<ul style="list-style-type: none"> • Agency responsibility in documenting a change in the duty station to an overseas location under a DETO agreement with the correct special pay table code, Pay rate Determinant (PRD) code and free-form remarks per OPM guidance. • No change to the existing functionality in the Position Management System Online (PMSO) application. • EmpowHR will automatically sync to add Table 029, Pay Table Rates updates for DETO via mainframe weekly schedule. • The EmpowHR export process will remain unchanged and continue to send the base pay amount to the Payroll/Personnel System (PPS). • Customer notification will be published.
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Functional Requirements

Payroll Applications Systems Branch (PASB) Requirements

BATCH load TM029, to add the new DETO locality rate tables provided by OPM. Each special pay table will begin with "OT" for "overseas telework."

Personnel Applications Systems Branch (PESB) Requirements

Modify program for PAR actions for the following:

- BEG-EFF-DATE: 01/01/23
- AUTH CODE 1 = 'ZLM'
- AUTH CODE 2 MUST BE BLANK
- PAY PLAN: = 'GS'
- PRD CODE: = '5, 6, E, F'
- PAY TABLE CODE = 'OTXX'

Compute salary data on the following criteria:

DETOs equal 2/3rds of the locality payment for Washington, DC (21.66 percent in 2023) using special pay table identifier code '**OTDX**' (PAY TABLE CODE).

- Pull BASE-CONTRACT-SALARY from PAR action to validate against TMGT Table 029 using *OPM-PAY-TABLE-NUMBER: 0000; PAY PLAN: GS using the fields inferred from other areas to obtain GRADE and STEP salary amount. Data displayed on IR101 as SCHEDULED SALARY.
- Pull SCHEDULED SALARY data (*includes locality*) from TMGT Table 029; using *OPM-PAY-TABLE-NUMBER: **OTDX**; PAY PLAN: GS using the fields inferred from other areas to obtain GRADE and STEP salary amount. Data displayed on various IRIS screens as ADJUSTED SALARY.
- Calculate LOCALITY/SUPPLEMENT AMT which is SCHEDULED-SALARY (*includes locality*) minus BASE-CONTRACT-SALARY.
- Calculate GEOGRAPHIC ADJ PERCENT which is SCHEDULED-SALARY minus BASE-CONTRACT-SALARY (LOCALITY/SUPPLEMENT AMT) divided by BASE-CONTRACT-SALARY.
- Move PAY TABLE CODE '**OTDX**' to LOCALITY TABLE CODE on applicable IRIS screens.

DETO locality payments less than 2/3rd of the DC locality payment using special pay table identifier code '**OTXX**' linked to locality pay area per employee's last stateside DUTY STATION CODE. See attached crosswalk for OPM Special Pay Codes to TMGT Table 029, Pay Table Rates.

- Pull BASE-CONTRACT-SALARY from PAR action to validate against TMGT Table 029 using *OPM-PAY-TABLE-NUMBER: '**0000**'; PAY PLAN: GS using the fields inferred from other areas to obtain GRADE and STEP salary amount. Data displayed on IR101 as SCHEDULED SALARY.
- Pull SCHEDULED SALARY data (*includes locality*) from TMGT Table 029; using *OPM-PAY-TABLE-NUMBER: '**OTXX**'; PAY PLAN: GS using the fields inferred from other areas to obtain GRADE and STEP salary amount. Displayed on various IRIS screens as ADJUSTED SALARY. OTXX crosswalk is attached at the end of the document.
- Calculate LOCALITY/SUPPLEMENT AMT which is SCHEDULED-SALARY (*includes locality*) minus BASE-CONTRACT-SALARY.
- Calculate GEOGRAPHIC ADJ PERCENT which is SCHEDULED-SALARY minus BASE-CONTRACT-SALARY (LOCALITY/SUPPLEMENT AMT) divided by BASE-CONTRACT-SALARY.
- Move PAY TABLE CODE '**OTXX**' to LOCALITY TABLE CODE on applicable IRIS screens.

Administrative Applications Systems Branch (AASB) Requirements

"Not Applicable"

Payroll Web Systems Branch (PWSB) Requirements

"Not Applicable"

Administrative Web Systems Branch (AWSB) Requirements

"Not Applicable"

Human Resources Applications Branch (HRAB) Requirements

Modify EmpowHR as follows when the Pay Plan = "GS" and Salary Plan Table begins with "OT%" (see Appendix A)

- An edit shall require the following:
 - the PRD code must be "5, 6, E, or F"
 - Legal Auth Code 1 must be 'ZLM' and Legal Auth Code 2 is 'Blank'
- Populate the Base Pay amount from the associated GRADE and STEP salary amount of the Salary Plan table '0000'.
- Populate the Adjusted Base Pay, Total Pay, FEGLI Base amount fields (*includes locality*) from the Salary Plan Table.
- Calculate and populate the Locality amount by subtracting the Adjusted Base Pay from the Base Pay.
- Retain pay (PRD is 'E' or 'F') functionality will remain unchanged. When PRD is 'E' or 'F' use the retain Grade and Step to determine the base pay, locality and adjusted base pay defined above.

External Vendor Requirements

"Not Applicable"

Signature of Systems Requirements Branch Chief

Date:

/s/ Deenna Altmeyer, Acting Branch Chief

04/27/2023

Signature of Web Requirements Branch Chief

Date:

/s/ Amanda Nguyen, Branch Chief

03/30/2023

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72198	FY2023 NDAA: Overseas Comparability Pay (OCP) for DETOs	02/07/2023

Appendix A

TM029	Description (including description of and code for locality pay area to which the special pay table is linked)	TM016 Pay Table Code
OTAL	For DETO overseas locality pay linked to locality pay area Albany-Schenectady, NY-MA [AL]	16AL
OTAQ	For DETO overseas locality pay linked to locality pay area Albuquerque-Santa Fe-Las Vegas, NM [AQ]	16AQ
OTAU	For DETO overseas locality pay linked to locality pay area Austin-Round Rock, TX [AU]	16AU
OTBH	For DETO overseas locality pay linked to locality pay area Birmingham- Hoover-Talladega, AL [BH]	19BM
OTBU	For DETO overseas locality pay linked to locality pay area Buffalo- Cheektowaga, NY [BU]	6BUF
OTBN	For DETO overseas locality pay linked to locality pay area Burlington-South Burlington, VT [BN]	19BV
OTCT	For DETO overseas locality pay linked to locality pay area Charlotte-Concord, NC-SC [CT]	16CT
OTCI	For DETO overseas locality pay linked to locality pay Cincinnati-Wilmington- Maysville, OH-KY-IN [CI]	4CIN
OTCS	For DETO overseas locality pay linked to locality pay area Colorado Springs, CO [CS]	16CS
OTCO	For DETO overseas locality pay linked to locality pay area Columbus-Marion- Zanesville, OH [CO]	5COL
OTCC	For DETO overseas locality pay linked to locality pay area Corpus Christi- Kingsville-Alice, TX [CC]	19CC
OTDV	For DETO overseas locality pay linked to locality pay area Davenport-Moline, IA-IL [DV]	16DV
OTDG	For DETO overseas locality pay linked to locality pay area Dayton-Springfield- Sidney, OH [DG]	4DAY
OTDM	For DETO overseas locality pay linked to locality pay area Des Moines-Ames- West Des Moines, IA [DM]	21DM
OTHB	For DETO overseas locality pay linked to locality pay area Harrisburg-Lebanon, PA [HB]	16HB
OTHU	For DETO overseas locality pay linked to locality pay area Huntsville-Decatur- Albertville, AL [HU]	4HNT
OTHI	For DETO overseas locality pay linked to locality pay area Hawaii [HI]	10HI
OTIN	For DETO overseas locality pay linked to locality pay area Indianapolis-Carmel- Muncie, IN [IN]	4IND
OTKC	For DETO overseas locality pay linked to locality pay area Kansas City- Overland Park-Kansas City, MO-KS [KC]	16KC
OTLR	For DETO overseas locality pay linked to locality pay area Laredo, TX [LR]	16LR
OTLV	For DETO overseas locality pay linked to locality pay area Las Vegas- Henderson, NV-AZ [LV]	16LV
OTOM	For DETO overseas locality pay linked to locality pay area Omaha-Council Bluffs-Fremont, NE-IA [OM]	19NE
OTPB	For DETO overseas locality pay linked to locality pay area Palm Bay- Melbourne- Titusville, FL [PB]	16PB
OTPX	For DETO overseas locality pay linked to locality pay area Phoenix-Mesa- Scottsdale, AZ [PX]	6PHX
OTPI	For DETO overseas locality pay linked to locality pay area Pittsburgh-New Castle-Weirton, PA-OH-WV [PI]	7PIT
OTRA	For DETO overseas locality pay linked to locality pay area Raleigh-Durham- Chapel Hill, NC [RA]	6RAL
OTZX	For DETO overseas locality pay linked to locality pay area Rest of U.S. [ZX]	4RUS
OTRI	For DETO overseas locality pay linked to locality pay area Richmond, VA [RI]	5ROH
OTSO	For DETO overseas locality pay linked to locality pay area San Antonio-New Braunfels-Pearsall, TX [SO]	19ST
OTSL	For DETO overseas locality pay linked to locality pay area St. Louis-St. Charles- Farmington, MO-IL [SL]	16SL
OTTU	For DETO overseas locality pay linked to locality pay area Tucson-Nogales, AZ [TU]	16TU
OTVB	For DETO overseas locality pay linked to locality pay area Virginia Beach- Norfolk, VA-NC [VB]	19VB
OTDX	For DETO overseas locality pay linked to locality pay area Washington- Baltimore-Arlington, DC-MD-VA-WV-PA [WA]- 2/3rds of locality pay for that area	4DCB