HEADQUARTERS, UNITED STATES FORCES, KOREA
UNIT #15237
APO AP 96205-5237

REPLY TO
ATTENTION OF:

FKCP-SES

29 JUN 2009

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Implementation of Wage and Fringe Benefits Adjustments for Korean Employees

1. References:

a. USFK Reg 690-1, Civilian Personnel Regulations and Procedures – Korean Nationals, dated 6 Jan 2009

b. Memorandum, HQ USFK, FKCP-SES, 30 June 2008, subject: Implementation of Wage and Fringe Benefits Adjustments for Korean Employees.

2. The following non-US citizen employee wage and fringe benefits provisions are announced for implementation.

a. Applicability. Wage increases resulting from the enclosed wage schedules and other compensation plans authorized by reference 1a apply to Korean employees of all appropriated and non-appropriated fund activities, invited contractors, AAFES - Korea, and the members of the Korean Service Corps. Schedules also apply to any other non-US citizen (third country national) employees who are hired locally.

b. Schedule Application. Application of the new wage schedules will be on a step-for-step, grade-for-grade basis, except as provided in reference 1a for employees on saved rates. The effective date for the new wage schedule is 1 July 2009. The new wage schedule will remain in effect until the next wage adjustment.

c. Allowance for Payments-in-Kind (PIK). All employees will be paid an allowance in lieu of payments-in-kind normally provided by Korean companies. The allowance will be 1,184 won per hour for all paid hours, exclusive of overtime hours worked.

d. Benefits Allowance (BA). All employees will be paid an allowance to compensate for various fringe benefits provided by Korean companies, but not authorized or authorized at a lower level for US Forces employees. The allowance is 1.7 percent of base pay for all paid hours, exclusive of overtime hours worked.

e. Remote Area Allowance. The remote area allowance will be adjusted from 30,440 Won per month to 57,500 won per month effective 1 July 2009. An additional allowance of 17,500 Won will be provided to employees working in the Demilitarized

Zone (DMZ). For those employees paid on a four-week basis, the remote area allowance will be 53,100 Won and the additional allowance for DMZ will be 16,200 Won per four-week pay period.

3. All other fringe benefits previously authorized are unchanged.

JOHN M. MCCRAREY
Director, Civilian Personnel

2 Encls
1. Manual Wage Schedule
2. Nonmanual Wage Schedule

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A

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SUBJECT: Implementation of Wage and Fringe Benefits Adjustments for Korean Employees

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KOREA - NON-MANUAL SCHEDULE
KGS HOURLY RATES
LOCALLY HIRED, NON-U.S. CITIZEN EMPLOYEES

U.S. FORCES WAGE SCHEDULE

HOURLY RATES (KOREAN ₩ON)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	CAP*
1	2548	2669	2790	2912	3033	3154	3276	3397	3518	3640	3761	3882	4004	1410
2	3467	3632	3797	3962	4127	4292	4457	4622	4787	4952	5117	5283	5448	1830
3	4354	4561	4768	4976	5183	5390	5598	5805	6012	6220	6427	6634	6842	2237
4	5219	5467	5716	5964	6213	6462	6710	6959	7207	7456	7704	7953	8201	2633
5	6065	6354	6642	6931	7220	7509	7798	8086	8375	8664	8953	9242	9530	3019
6	6893	7221	7550	7878	8206	8534	8862	9191	9519	9847	10175	10504	10832	3399
7	7713	8080	8447	8815	9182	9549	9917	10284	10651	11018	11386	11753	12120	3774
8	8511	8916	9321	9727	10132	10537	10943	11348	11753	12158	12564	12969	13374	4138
9	9289	9731	10173	10616	11058	11500	11943	12385	12827	13270	13712	14154	14597	4495
10	10055	10534	11012	11491	11970	12449	12928	13406	13885	14364	14843	15322	15800	4845
11	10798	11312	11827	12341	12855	13369	13883	14398	14912	15426	15940	16454	16969	5185
12	11525	12074	12622	13171	13720	14269	14818	15366	15915	16464	17013	17562	18110	5518
13	12236	12819	13402	13984	14567	15150	15732	16315	16898	17480	18063	18646	19228	5844

* Consolidated Allowance Payment
Effective Date: 1 July 2009

John M. McCrarey
Chair
Joint Labor Affairs Committee
United States Forces, Korea

KOREA - MANUAL SCHEDULE
KWB HOURLY RATES
LOCALLY HIRED, NON-U.S. CITIZEN EMPLOYEES

U.S. FORCES WAGE SCHEDULE

HOURLY RATES (KOREAN ₩ON)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	CAP*
1	3652	3826	4000	4174	4348	4522	4696	4870	5044	5218	5392	5565	5739	1942
2	4124	4320	4516	4713	4909	5105	5302	5498	5694	5891	6087	6284	6480	2162
3	4580	4798	5016	5234	5452	5670	5888	6106	6324	6542	6760	6979	7197	2374
4	5015	5254	5492	5731	5970	6209	6448	6686	6925	7164	7403	7642	7880	2576
5	5379	5636	5892	6148	6404	6660	6916	7172	7429	7685	7941	8197	8453	2746
6	5714	5986	6258	6530	6802	7074	7346	7618	7890	8162	8434	8707	8979	2901
7	6050	6338	6626	6914	7202	7490	7778	8066	8354	8642	8930	9219	9507	3057
8	6380	6684	6987	7291	7595	7899	8203	8506	8810	9114	9418	9722	10025	3210
9	6720	7040	7360	7680	8000	8320	8640	8960	9280	9600	9920	10240	10560	3368
10	7032	7366	7701	8036	8371	8706	9041	9376	9710	10045	10380	10715	11050	3514
11	7343	7693	8043	8392	8742	9092	9441	9791	10141	10490	10840	11190	11539	3659
12	7652	8017	8381	8746	9110	9474	9839	10203	10568	10932	11296	11661	12025	3802
13	7952	8331	8710	9088	9467	9846	10224	10603	10982	11360	11739	12118	12496	3941

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Effective Date: 1 July 2009

USFK

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