



HEADQUARTERS UNITED STATES FORCES KOREA

UNIT #15237
APO AP 96271-5237

REPLY TO
ATTENTION OF:

FKCP

8 Oct 2019

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Pay Schedules Adjustments for Korean National (KN) Employees Effective 1 January 2020

1. References:

- a. USFK Regulation 690-1, Regulations and Procedures – Korean Nationals, dated 1 July 2017.
- b. Memorandum, FKCP, 11 June 2018, subject: Interim Change to USFK Regulation 690-1 Pertaining to Leave and Pay Administration of USFK Korean Employees.
- c. Memorandum, FKCP, 28 June 2019, subject: Implementation of 2019 Wage and Benefits Adjustments for Korean National (KN) Employees.

2. Effective 1 January 2020, the following non-US citizen employees pay schedules adjustments will be implemented.

- a. Applicability. The enclosed pay schedules apply to KN employees of all appropriated and non-appropriated fund activities, AAFES - Korea, U.S. invited contractors 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 schedules will be on a step-for-step, grade-for-grade basis, except as provided in reference 1a for employees on saved rates. The new manual (KWB) and non-manual (KGS) base pay and Consolidated Allowance Payment (CAP) schedules are enclosed (Enclosures 1 & 2).
- c. Allowance for Payments-in-Kind (PIK). The allowance will remain as 1,336 Won per hour for all paid hours, exclusive of overtime hours worked.
- d. Benefits Allowance (BA). The allowance will be 4.34 percent of base pay for all paid hours, exclusive of overtime hours worked. With the increase of base pay, the change from 6.2 percent to 4.34 percent of base pay will keep the actual BA amount unchanged.

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e. Bonus. Annual bonus will be reduced from eight months' base pay to two months' base pay in accordance with paragraph 5 of reference 1b.

3. The enclosed hourly total pay tables effective 1 January 2020 are provided for use in the application of pay setting rules in Chapter 8 of reference 1b (Enclosures 3 & 4). The hourly total pay contains hourly base pay, CAP, PIK, BA and bonus payment prorated over a one year period.

4. The point of contact for this matter is Ms. Yi, Tok-hui at 755-2426, or e-mail: tokhui.yi.ln@mail.mil.

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LEBANON M. SPANN III
Director, Civilian Personnel
USFK Foreign Labor Program

4 Encls

1. Manual Base Pay Schedule
2. Nonmanual Base Pay Schedule
3. Manual Hourly Total Pay Table
4. Non-manual Hourly Total Pay Table

DISTRIBUTION:

A

U.S. FORCES WAGE SCHEDULE

KOREA - MANUAL SCHEDULE

KWB HOURLY RATES

LOCALLY HIRED, NON-U.S. CITIZEN EMPLOYEES

HOURLY RATES (KOREAN WON)

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	6460	6768	7076	7383	7691	7999	8306	8614	8922	9229	9537	9844	10152	1736
2	7284	7631	7978	8325	8672	9019	9366	9713	10060	10406	10753	11100	11447	1931
3	8079	8464	8849	9233	9618	10003	10387	10772	11157	11542	11926	12311	12696	2120
4	8837	9258	9678	10099	10520	10941	11362	11782	12203	12624	13045	13466	13886	2299
5	9475	9926	10378	10829	11280	11731	12182	12634	13085	13536	13987	14438	14890	2451
6	10062	10541	11020	11499	11978	12457	12936	13415	13894	14374	14853	15332	15811	2589
7	10647	11154	11661	12168	12675	13182	13689	14196	14703	15210	15717	16224	16731	2728
8	11223	11758	12292	12827	13361	13895	14430	14964	15499	16033	16568	17102	17637	2865
9	11816	12379	12942	13504	14067	14630	15192	15755	16318	16880	17443	18006	18568	3005
10	12361	12950	13539	14127	14716	15305	15893	16482	17071	17659	18248	18836	19425	3134
11	12906	13520	14135	14749	15364	15979	16593	17208	17822	18437	19051	19666	20280	3263
12	13442	14082	14722	15362	16002	16642	17282	17922	18562	19202	19842	20483	21123	3391
13	13969	14634	15300	15965	16630	17295	17960	18626	19291	19956	20621	21286	21952	3516

* Consolidated Allowance Payment

Effective Date: 1-Jan-20



Lebanon M. Spann III
 Chair
 Joint Labor Affairs Committee
 United States Forces, Korea

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	4517	4732	4947	5162	5377	5592	5807	6022	6237	6452	6667	6883	7098	1276
2	6117	6408	6699	6991	7282	7573	7865	8156	8447	8738	9030	9321	9612	1655
3	7662	8026	8391	8756	9121	9486	9851	10216	10580	10945	11310	11675	12040	2021
4	9169	9605	10042	10478	10915	11352	11788	12225	12661	13098	13535	13971	14408	2379
5	10639	11145	11652	12158	12665	13172	13678	14185	14691	15198	15705	16211	16718	2727
6	12084	12660	13235	13811	14386	14961	15537	16112	16688	17263	17839	18414	18990	3070
7	13511	14155	14798	15442	16085	16728	17372	18015	18659	19302	19945	20589	21232	3408
8	14901	15610	16320	17029	17739	18449	19158	19868	20577	21287	21996	22706	23415	3737
9	16255	17029	17803	18577	19351	20125	20899	21673	22447	23221	23995	24769	25543	4058
10	17586	18424	19261	20099	20936	21773	22611	23448	24286	25123	25961	26798	27636	4374
11	18885	19784	20683	21583	22482	23381	24281	25180	26079	26978	27878	28777	29676	4682
12	20146	21105	22064	23024	23983	24942	25902	26861	27820	28780	29739	30698	31658	4981
13	21386	22405	23423	24442	25460	26478	27497	28515	29534	30552	31570	32589	33607	5275

* Consolidated Allowance Payment

Effective Date: 1-Jan-20



Lebanon M. Spann III
 Chair
 Joint Labor Affairs Committee
 United States Forces, Korea

Hourly Total Pay Table for Application of Pay Setting Rules in Chapter 8, USFK Reg 690-1

KWB 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
KWB-1	10,889	11,262	11,634	12,005	12,379	12,751	13,122	13,496	13,868	14,240	14,612	14,984	15,357
KWB-2	12,081	12,501	12,921	13,340	13,760	14,180	14,600	15,021	15,441	15,859	16,279	16,699	17,119
KWB-3	13,232	13,698	14,164	14,629	15,094	15,560	16,025	16,491	16,956	17,423	17,888	18,353	18,819
KWB-4	14,329	14,838	15,346	15,855	16,365	16,874	17,384	17,892	18,402	18,911	19,420	19,929	20,438
KWB-5	15,252	15,798	16,345	16,891	17,437	17,982	18,528	19,075	19,621	20,166	20,712	21,258	21,805
KWB-6	16,101	16,680	17,260	17,839	18,419	18,999	19,578	20,158	20,738	21,319	21,898	22,477	23,057
KWB-7	16,947	17,561	18,174	18,788	19,401	20,015	20,628	21,242	21,855	22,469	23,082	23,696	24,309
KWB-8	17,781	18,429	19,075	19,723	20,369	21,015	21,662	22,308	22,956	23,602	24,249	24,895	25,542
KWB-9	18,639	19,320	20,002	20,682	21,363	22,044	22,724	23,406	24,087	24,767	25,448	26,129	26,810
KWB-10	19,427	20,140	20,853	21,564	22,278	22,990	23,702	24,414	25,127	25,838	26,551	27,262	27,975
KWB-11	20,216	20,959	21,703	22,446	23,191	23,934	24,677	25,422	26,164	26,909	27,652	28,397	29,139
KWB-12	20,992	21,767	22,542	23,316	24,090	24,865	25,639	26,414	27,189	27,962	28,737	29,513	30,287
KWB-13	21,755	22,560	23,366	24,171	24,976	25,780	26,584	27,390	28,195	29,000	29,805	30,610	31,416

Effective Date: 1 Jan 2020

Hourly Total Pay Table for Application of Pay Setting Rules in Chapter 8, USFK Reg 690-1

KGS 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
KGS-1	8,078	8,338	8,598	8,858	9,118	9,379	9,639	9,899	10,159	10,419	10,679	10,941	11,201
KGS-2	10,392	10,745	11,097	11,450	11,803	12,155	12,508	12,860	13,213	13,564	13,918	14,270	14,622
KGS-3	12,629	13,069	13,510	13,952	14,394	14,836	15,278	15,719	16,159	16,601	17,043	17,485	17,927
KGS-4	14,810	15,338	15,867	16,394	16,923	17,452	17,980	18,508	19,035	19,564	20,093	20,620	21,149
KGS-5	16,937	17,549	18,163	18,775	19,389	20,002	20,615	21,228	21,840	22,454	23,067	23,680	24,293
KGS-6	19,028	19,725	20,421	21,118	21,814	22,509	23,206	23,902	24,599	25,295	25,992	26,688	27,385
KGS-7	21,093	21,872	22,650	23,430	24,208	24,986	25,765	26,543	27,323	28,101	28,879	29,658	30,436
KGS-8	23,104	23,962	24,821	25,679	26,538	27,398	28,255	29,114	29,972	30,832	31,690	32,548	33,406
KGS-9	25,063	26,000	26,937	27,873	28,810	29,746	30,683	31,620	32,556	33,493	34,429	35,366	36,303
KGS-10	26,990	28,005	29,017	30,031	31,044	32,057	33,070	34,084	35,098	36,110	37,125	38,137	39,151
KGS-11	28,870	29,958	31,046	32,135	33,223	34,311	35,400	36,487	37,575	38,663	39,752	40,840	41,928
KGS-12	30,695	31,855	33,016	34,177	35,338	36,498	37,660	38,821	39,980	41,142	42,303	43,463	44,625
KGS-13	32,489	33,722	34,955	36,188	37,419	38,651	39,884	41,116	42,349	43,581	44,812	46,045	47,278

Effective Date: 1 Jan 2020

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