

Justification of Uncontrollable and Related Changes: NR&P

Uncontrollable Cost Component	2004 Estimate	2005 Change
Additional Cost of January Pay Raises		
1 Pay Raises		
Pay and benefit costs for GS-series employees and associated pay rate changes for employees in other pay series		
1. 2004 pay raise	NA	89
The first quarter FY 2005 based on January 2004 increase of 4.1%		[122]
Amount of pay raise absorbed		
2. 2005 pay raise	NA	143
Last three quarters of FY 2005 based on projected January 2005 increase of 1.5%		[89]
Amount of pay raise absorbed		
SUBTOTAL, Pay Raise	NA	232
Other Uncontrollable Cost Changes		
2 One Less Payday	NA	-56
This adjustment reflects reduced costs resulting from the fact that there is one less payday in FY 2005 than in FY 2004.		
3 Employer Share of Federal Health Benefit Plans	NA	69
Increased cost of NPS share of health benefits for employees.		
Amount of health benefits absorbed		[80]
SUBTOTAL, Other Uncontrollable Cost Changes	NA	13
TOTAL, All NR&P Uncontrollable Cost Changes	NA	245