

HRCAT COSTING MODEL

Human Resource Cost Analysis Tool (HRCAT) is a cost comparison tool developed in conjunction with the Strategic Plans and Analysis Branch of the OPNAV staff. It is a web-based tool <http://personnelcosting.resourceconsultants.com/> that allows manpower planners to cost various manpower options to determine which may be the most cost effective. It provides the planner with a comparison between military, civil service and contractor in similar skill occupations. It allows the analyst to select a geographic area, the grade level, general skill area and specific skill requirement. HRCAT also has the ability to cost military position at sea or ashore. It has the capability to build and cost organizations as well as obtain life cycle costs.

HRCAT was created to meet a requirement for a tool to assist manpower planners as they developed their individual "Human Capital Strategies".

Point of Contact is Mr. Mike McDonald 304 229 1716.

Screen shots of the HRCAT tool:

What the HRCAT Manpower Costing Tool is...

Human Resources Cost Analysis Tool (HRCAT) is a cost analysis tool designed to help Navy leaders determine the most cost-effective manpower mix for the Navy. Navy manpower planners will be able to make better sourcing decisions for manpower with HRCAT's improved personnel cost estimates. The web-based tool is easy to use, asking the user to determine specific parameters concerning a military billet, such as specialty, grade, length of service, and location. The model will determine total annual cost for the billet and compare this cost to the billet's closest civil service and contractor equivalents.

HRCAT does not assume complete knowledge of all pay and allowances. In some cases, however, the model will allow the user to override some of its entries and enter data about specific pay elements when the user has better information about the specific billet than the model can provide.

As you read this, HRCAT is a work in progress. More costs and pay elements are being implemented each day, as analysis is completed and business rules are developed. If you use HRCAT and have questions or would like to provide feedback, please use the feedback form in this section. We will provide feedback regarding any issues raised regarding the model.

What the HRCAT Manpower Costing Tool is not...

PAY ELEMENTS INCLUDED

SWO/Submarine)
Toxic Material

Civilian

Basic Pay
Fringe Benefits
Recruiting
Training

Contractor

Basic Pay
Benefits by Region & Occupation Group
Overhead
Profit

Pay Elements Coming Soon:

Military

Training: Officer Pipeline (additional communities)

INTRODUCTION PAGE

PAY ELEMENTS ON THE RIGHT HAD SIDE OF THE INTRODUCTION PAGE PROVIDES AN EXPLANATION FOR EACH PAY AND ALLOWANCE ELEMENT.

HRCAT MANPOWER COSTING

Home | **Billet Costing** | Civilian Costing | Organization Costing | Lifecycle Costing | Resources | FAQ

Billet Costing

Define an occupation profile to generate the billet, Civilian, and Contractor equivalent

Paygrade O-4 **YOS** 12
Location DC - WASHINGTON, DC METRO AREA
EMC None
NEC None
Designator 111x - Surface Warfare Officer
Sub Specialty RESOURCE MGMT & ANALYSIS - Financial Management (3110)
Duty Type Sea Shore

Generate Comparison

ENTER MILITARY PROFILE ON THIS PAGE AS THE ENTERING ARGUMENT OF THE COMPARISON. CIVILIAN PROFILE MAY ALSO BE USED AS AN ENTERING ARGUMENT.



Military

	Military Pay Type	Annual
MPN	Base Pay	\$66,992.40
MPN	Retired Pay Accrual (RPA)	\$18,422.91
MPN	BAH	\$26,844.00
MPN	BAS	\$2,207.88
MPN	Miscellaneous	\$492.18
MPN	PCS	\$3,909.00
MPN	Special Pay: Other	\$257.34
MPN	DHP Accrual	\$5,364.00
MPN	Social Security (Employer)	\$4,153.53
MPN	Medicare (Employer)	\$971.39
OTHR	Training Costs (Pipeline)	\$28,105.25
OTHR	Recruiting Costs	\$1,213.17

Grade: O-4
YOS: 12 Year(s) of Service.
Locality: DC - WASHINGTON, DC METRO AREA
Dependents (BAH): With Dependents
Designator: 111x - Surface Warfare Officer
SubSpec: RESOURCE MGMT & ANALYSIS - Financial Management (3110)
Military Annual (MPN): \$129,614.63
Military Annual (Total): \$158,933.05

Contractor

[Change Parameters](#)

Contractor Pay Type	Annual
Base Pay	\$93,222.45
Benefits	\$39,573.02
Overhead/Profit	\$23,305.61

Location: Washington, DC-MD-VA-WV PMSA
SOC Code: 11-3031
SOC Title: Financial managers
Percentile: 50th Percentile (Median)
Contractor Annual: \$156,101.08

Civilian General Schedule (GS)

[Change Parameters](#)

GS Pay Type	Annual	
Base Pay	\$69,173.00	
Fringe Benefit Factor	\$18,676.71	
Training Costs	\$1,383.46	Edit
Recruiting Costs	\$1,050.00	Edit
PCS / Relocation Costs	\$0.00	Edit

Grade: GS12
Step: 4
Location: Washington, DC
Series: 0505: Financial Management
Civilian(GS) Annual: \$90,283.17

MILITARY, CONTRACTOR AND CIVIL SERVICE COSTS ARE PROVIDED AS AN OUTPUT WHEN THE "COST COMPARSION" BUTTON IS PRESSED.