

# Appendix V

## Listing of Agency Special Wage Schedules and Rates Documented Under the Federal Wage System

- a. **Coverage under Federal Wage System.** This appendix provides information relating to the identification of each category of special schedules or rates, a brief description of the basis for the rates, a statement concerning the evaluation plan and identification of the lead agency and the using agencies. The purpose of this documentation is to identify and list all the special schedules and rates as pay schedules within the scope of the Federal Wage System. The Office of Personnel Management will undertake a program which will involve an indepth study to determine the most appropriate pay treatment for each of these special schedule categories and to assure that equitable pay treatment is afforded all special schedule employees of all agencies who are performing similar work in the same wage area.
- b. **Special wage schedules.**
  - (1) Current agency practices with respect to these special wage schedules or rates are to be continued except those practices which were required to be modified as a result of Public Law 92-392. For example, the law provides that special schedules may have single or multiple rates or steps according to prevailing practices in the industry on which the schedule is based. Current agency step rate practice will be continued pending the indepth studies of these special schedules.
  - (2) Provisions relating to night shift differential, pay retention, and labor organization participation in wage surveys are applicable to employees covered under the special wage schedules.
  - (3) This appendix does not include special schedules or rates established by OPM under the Federal Wage System. Description of special practices under these schedules are in subchapter S11.

### A. AREA DIFFERENTIAL SCHEDULES

#### Alaska

1. *Schedule: Special 4 percent Differential Wage Rate for Alaska.*  
*Basis for Schedule:* Percentage differential added to Federal Wage System regular schedule for the area.  
*Evaluation Plan:* Federal Wage System job evaluation system.  
*Lead Agency:* Department of Defense.  
*Using Agencies:*
  - Military Departments and DOD Component Installations (specified locations).
  - General Services Administration (specified locations).
  - Department of the Interior (specified locations).
2. *Schedule: Special 8 percent Differential Wage Rate for Alaska.*  
*Basis for Schedule:* Percentage differential added to Federal Wage System regular schedule for the area.

*Evaluation Plan:* Federal Wage System job evaluation system.

*Lead Agency:* Department of Defense.

*Using Agencies:*

- Military Departments and DOD Component Installations (specified locations).
- General Services Administration (specified locations).
- Department of the Interior (specified locations).

3. *Schedule: Special 12 percent Differential Wage Rate for Alaska.*

*Basis for Schedule:* Percentage differential added to Federal Wage System regular schedule for the area.

*Evaluation Plan:* Federal Wage System job evaluation system.

*Lead Agency:* Department of Defense.

*Using Agencies:*

- Military Departments and DOD Component Installations (specified locations).
- Department of the Interior (specified locations).

The lead agency for the Alaska wage area will determine the geographic locations where the area differential schedules apply.

## **B. U.S. ARMY CORPS OF ENGINEERS, FLOATING PLANT AND HOPPER DREDGE SCHEDULES**

1. *Schedules: U.S. Army Corps of Engineers, Employees on Floating Plants (other than Hopper Dredges) for all areas.*

*Basis for Schedules:* Schedules are established identical to the regular Federal Wage System schedule for the wage area in which the District headquarters are located.

*Evaluation Plan:* All positions are evaluated to the same grade structure as the regular wage schedule by reference to standards approved by the Department of the Army and published by the U.S. Corps of Engineers. Positions designated XH can be supervisory or nonsupervisory and are evaluated using the Floating Plant Ladder Diagram. The XH category includes supervisory positions and marine positions of ship's officers or watchstanders (e.g., Pilot, 3rd Mate, 3rd Assistant Engineer) who may direct one or more lower graded employees. Positions designated XF (nonsupervisory) and XG (leader) are evaluated using the Department of the Army Manual of Evaluation Standards (DAMES).

*Lead Agency:* Department of Defense.

*Using Agency:* U.S. Army Corps of Engineers.

2. *Schedules: Hopper Dredge Rates Schedules for the Following Areas:*

- U.S. Atlantic and Gulf Coasts.
- U.S. West Coast.

*Basis for Schedules:* Rates for all WK grades and for WJ-1 through WJ-11 are established by reference to means of second step rates for key grades on selected Federal Wage System regular schedules. Rates for WJ-15 and WJ-16 are established by reference to marine industry rates for Masters and Chief Engineers. Rates for WJ-12 through WJ-14 are established by formula as a tie-in to the rates for grades WJ-11 and WJ-15.

*Evaluation Plan:* WJ positions can be supervisory or nonsupervisory and are evaluated using the Floating Plant Ladder Diagram. The WJ category includes supervisory positions and marine positions of ship's officers or watchstanders (e.g., Pilot, 3rd Mate, 3rd Assistant Engineer) who may direct one or more lower graded employees. WK positions (nonsupervisory) are evaluated using the DAMES.

*Lead Agency:* Department of Defense.

*Using Agency:* U.S. Army Corps of Engineers.

## **C. POSSESSIONS AND TERRITORIES**

### **Puerto Rico**

*Schedule:* Puerto Rico (Non-locally Recruited U.S. Citizens).

*Basis for Schedule:* Based on Federal Wage System special regular wage rate schedule for U.S. citizen wage employees in foreign areas (see U.S. Citizens Overseas Schedule).

*Evaluation Plan:* Jobs graded to 15-grade nonsupervisory structure by use of Department of Army Standards.

*Lead Agency:* Department of Transportation.

*Using Agency:* Department of Transportation, Federal Aviation Administration.

## **D. POWER PLANT GROUP**

### **Bureau of Reclamation (Interior)**

1. *Schedule:* Powerplant Operation and Maintenance, Green Springs Field Station, Ashland, Oregon.

*Basis for Schedule:* Rates tied directly to comparable private utility rates.

*Evaluation Plan:* Positions classified under the Department of the Interior evaluation system.

*Lead Agency:* Department of the Interior.

*Using Agency:* Department of Interior, Bureau of Reclamation.

2. *Schedule:* Powerplants Operation and Maintenance, Hungry Horse Project, Montana.

*Basis for Schedule:* Rates tied directly to comparable private utility rates.

*Evaluation Plan:* Positions classified under Department of the Interior evaluation system.

*Lead Agency:* Department of the Interior.

*Using Agency:* Department of the Interior, Bureau of Reclamation.

### **Alaska Power Administration (Energy)**

*Schedule:* Wage Graded employees—Snettishman Project.

*Basis for Schedule:* Survey of private utility companies.

*Evaluation Plan:* Rates established for specific positions.

*Lead Agency:* Department of Energy.

*Using Agency:* Department of Energy, Alaska Power Administration.

## **E. ELECTRICAL, ELECTRONIC, AND COMMUNICATIONS GROUP**

### **Washington, DC, Northern Virginia, and Western Maryland**

1. *Schedule:* Wage Schedules—Electronic Equipment Maker, Installer, and Repairer, and Radio Maintenance Employees, Washington, DC.  
*Basis for Schedule:* Survey of local companies having electronic equipment and facilities comparable to specialized facilities in the Department of the Army.  
*Evaluation Plan:* Single rates are established for the pay (skill) levels which reflect industry rates and pay advancement practices and Departmental qualification requirements.  
*Lead Agency:* Department of Defense.  
*Using Agency:* Department of the Air Force, Department of the Army, DOD Agencies, Federal Emergency Management Agency.
2. *Schedule:* Wage Schedule—Television System Employees, Washington, DC, Area.  
*Basis for schedule:* Survey of local commercial television companies (stations) for television equipment maintenance jobs.  
*Evaluation Plan:* Single rates are established for the pay (skill) levels which reflect industry rates and the pay advancement practices and Departmental qualification requirements.  
*Lead Agency:* Department of Defense.  
*Using Agencies:* Department of the Air Force, Department of the Army, DOD Agencies, Federal Emergency Management Agency.

### **Washington, DC, and Western Maryland**

*Schedule:* Teletype and Crypto Communications Installing and Repairing Schedule.  
*Basis for Schedule:* Survey of local companies having specialized communications facilities of a type similar to the Department of the Army facilities for communication equipment maintenance.  
*Evaluation Plan:* Single rates are established for the pay (skill) levels which reflect industry rates and the pay advancement practices and Departmental qualification requirements.  
*Lead Agency:* Department of Defense.  
*Using Agencies:* Department of the Army, DOD Agencies.

### **Greenville, NC; Marathon, FL; Bethany, OH; and Dixon and Delano, CA**

*Schedule:* Special Rate Schedule for Radio Transmitter and Receiving Technicians, Relay Stations in the United States.  
*Basis for Schedule:* Survey of comparable positions found in local television and radio stations.  
*Evaluation Plan:* Four levels designated WG-2 through WG-5.  
*Lead Agency:* U.S. Information Agency.  
*Using Agency:* U.S. Information Agency.

## **F. CONSTRUCTION SCHEDULES**

### **Construction Schedules**

Construction type schedules generally are established as needed by Federal agencies for new construction types of projects. Rates for such schedules are generally job rates based on prevailing rates for comparable construction work in the local area as determined under the Davis-Bacon Act of 1931. In the absence of the Davis-Bacon rates for a locality, rates for a construction schedule may be based on prevailing construction industry rates for comparable jobs as determined by a survey in the local area.

Agencies currently establishing and using construction-type wage schedules are as follows:

- Department of Agriculture.
- Department of Defense.
- Department of Health and Human Services.
- Department of the Interior.
- Department of Veterans Affairs.

### **Purchase Hire Schedules**

*Basis for Schedule:* A single job rate is established normally using the hiring rate for the grade of a similar job on the regular wage schedule. When local conditions warrant, the activity commander is authorized to pay a higher rate, i.e., any higher step rate on the Federal Wage System schedule for the appropriate grade or a rate above the schedule not to exceed the authorized force account rate for similar work.

*Evaluation Plan:* The Federal Wage System grading structure is applied to determine the appropriate wage rate level to use as a base.

Agencies currently establishing and using purchase hire schedules are as follows:

- Department of the Army.
- Department of the Air Force.

## **G. SPECIAL SUPERVISORY SCHEDULES**

### **Department of the Interior**

1. *Schedule:* Administrative Supervisory, Grand Coulee Project Powerplant, WA.

*Basis for Schedule:* Supervisory rates are set on a percentage differential over nonsupervisory subordinate rates which are set on a negotiated rate basis.

*Evaluation Plan:* Positions classified under Department of the Interior evaluation system.

*Lead Agency:* Department of the Interior.

*Using Agency:* Department of the Interior, Bureau of Reclamation.

2. *Schedule:* Operation and Maintenance Supervisory Schedule, San Carlos Irrigation Project, Coolidge, AZ.

*Basis for Schedule:* Supervisory rates are based on a relationship with nonsupervisory rates

which are set through collective bargaining. Supervisory rates are established as a percentage over the highest skill supervised as follows:

- Foreman I—10%
- Foreman II—20%
- Foreman III—30%
- Foreman IV—60%

*Evaluation Plan:* Four-level supervisory plan.

*Lead Agency:* Department of the Interior.

*Using Agency:* Department of Interior, Bureau of Indian Affairs.

3. *Schedule:* Operations and Maintenance Supervisory Schedule, Colorado River Agency, Parker, AZ.

*Basis for Schedule:* Supervisory rates are based on a relationship with nonsupervisory rates which are set through collective bargaining. Supervisory rates are established as a percentage over the highest skill supervised as follows:

- Foreman I—10%
- Foreman II—20%
- Foreman III—30%
- Foreman IV—60%

*Evaluation Plan:* Four supervisory levels.

*Lead Agency:* Department of the Interior.

*Using Agency:* Department of the Interior, Bureau of Indian Affairs.

4. *Schedule:* Operations and Maintenance Supervisory Schedule, Yakima Agency and Fort Simcoe Job Corps, Fort Simcoe, WA.

*Basis for Schedule:* Supervisory rates are based on a relationship with nonsupervisory rates which are set through collective bargaining. Supervisory rates are established as a percentage over the highest skill supervised as follows:

- Foreman I—10%
- Foreman II—20%
- Foreman III—30%
- Foreman IV—60%

*Evaluation Plan:* Four supervisory levels.

*Lead Agency:* Department of the Interior.

*Using Agency:* Department of the Interior, Bureau of Indian Affairs.

5. *Schedule:* Supervisory Wage Schedule, Helium Operations.

*Basis for Schedule:* Percentage differential added to journeyman rate.

- Foreman I—10%
- Foreman II—20%
- Foreman III—30%
- Foreman IV—60%

*Evaluation Plan:* Four supervisory levels.

*Lead Agency:* Department of the Interior.

*Using Agency:* Department of the Interior, Bureau of Land Management.

6. *Schedule:* Powerplant Operation and Maintenance Supervisory, Yakima Project, Yakima, WA.

*Basis for Schedule:* 114 percent of journeyman rate negotiated under collective bargaining agreement between Bureau of Reclamation and IBEW Local 77.

*Evaluation Plan:* Positions classified under Department of the Interior evaluation system.

*Lead Agency:* Department of the Interior.

*Using Agency:* Department of the Interior, Bureau of Reclamation.

## **Department of Energy**

1. *Schedule:* Special wage schedule for Western Area Power Administration wage supervisors of negotiated rate employees.

*Basis for Schedule:* Supervisory rates are based on a relationship with nonsupervisory rates which are set through collective bargaining. Supervisory rates are established as a percentage over the highest paid craft employee supervised as follows: Supervisors will receive basic pay at 122.5 percent for one year following permanent assignment as a craft supervisor. Upon their supervisor's determination, at the end of the one year period, if they are performing at the fully successful level or better, they will be advanced to the 125.5 percent rate.

*Evaluation Plan:* Supervisory craft positions will continue to be evaluated in accordance with OPM job grading standards for wage occupations.

*Lead Agency:* Department of Energy.

*Using Agency:* Department of Energy.

## **Department of Transportation**

1. *Schedule:* Annual Rate Schedule, Supervisors, Saint Lawrence Seaway Development Corporation, Massena, NY Locality.

*Basis for Schedule:* Rates are currently set at levels 8 through 11 of the General Schedule.

*Evaluation Plan:* Four supervisory levels.

*Lead Agency:* Department of Transportation.

*Using Agency:* Department of Transportation, Saint Lawrence Seaway Development Corporation.

## **H. SPECIAL VESSEL SCHEDULES**

### **Michigan**

1. *Schedule:* Isle Royale National Park—Vessel Pay Rate Schedule.

*Basis for Schedule:* Rates are based on selected rates from Federal Wage System regular schedule for the Northwestern Michigan wage area.

*Evaluation Plan:* No grade structure—rates set for specified jobs.

*Lead Agency:* Department of the Interior.

*Using Agency:* Department of the Interior, National Park Service.

2. *Schedule:* Wage Rate Schedule-Vessel Employee–Great Lakes Fishing Laboratory, Ann Arbor, Michigan.

*Basis for Schedule:* Rates based on Federal Wage System regular schedule for the Detroit, Michigan, wage area.

*Evaluation Plan:* The grading structure is based on a comparison and analysis of the duties and responsibilities of Bureau vessel employees with comparable jobs in Corps of Engineers, Detroit, Michigan.

*Lead Agency:* Department of the Interior.

*Using Agency:* Department of the Interior, Bureau of Sport Fisheries and Wildlife.

3. *Schedule:* Wage Rate Schedule–Vessel Employee–Jordon River National Fish Hatchery, Elmira, Michigan.

*Basis for Schedule:* Rates are identical to the FWS regular schedule for the Detroit, Michigan, wage area.

*Evaluation Plan:* The grading structure is based on a comparison and analysis of the duties and responsibility of vessel employees with Department of the Army Manual of Evaluation Standards (DAMES) and the Auxiliary Standard for Evaluation of Nonsupervisory Wage Board Jobs.

*Lead Agency:* Department of the Interior.

*Using Agency:* Department of the Interior, Employee-Fisheries and Federal Aid.

## **I. Special Schedules Not Listed Under Other Authorities**

1. *Schedule:* Administrative Wage Schedule, Lower Colorado Regional Office, Boulder City, NV.

*Basis for Schedule:* Rates tie directly to negotiated rates at Hoover Dam to provide equity because of close proximity.

*Evaluation Plan:* Foreman positions classified under Department of the Interior evaluation system. Nonsupervisory positions classified by OPM Job-Grading Standard and, as appropriate, in comparison with corresponding negotiated rate positions at Hoover Dam.

*Lead Agency:* Department of the Interior.