

SUBCHAPTER S11

SPECIAL WAGE RATE SCHEDULES

S11-1 General

- a. This subchapter describes special wage schedules and practices applicable to specific occupations or positions under the Federal Wage System.
- b. Except as otherwise specified in the descriptions of each special wage schedule, positions covered by these special wage schedules are subject to general coverage of the regular grading and pay plan of the Federal Wage System in this operating manual and to other applicable rules and regulations of the Office of Personnel Management.

S11-2 Special Wage Schedules for Leader and Supervisory Wage Positions in Puerto Rico

- a. **Coverage.** This special wage schedule applies to employees in leader and supervisory positions paid from appropriated funds in the Puerto Rico wage area, except those leader and supervisory positions subject to other special wage schedules.
- b. **Computation of leader wage schedules.** The second or payline rate for each leader grade will be set at a rate that is 20 percent above the second rate of the corresponding nonsupervisory grade. The first, third, fourth, and fifth rates are computed as in paragraph S5-11f(2)(b).
- c. **Computation of supervisory wage schedules.**
 - (1) The second or payline rate for supervisory grades 1 through 10 will be set at a rate that is the second rate of corresponding nonsupervisory grades 1 through 10 plus 60 percent of the second rate of the nonsupervisory grade WG-10. Rates for supervisory grades 11 through 19 are based on a parabolic curve linking the grade 10 rate to the grade 19 rate, the second or payline rate of which is set at the third step of the General Schedule GS-14 on the schedule in effect at the time of an area wage schedule adjustment plus the cost-of-living differential established for Puerto Rico.
 - (2) The following formulas are used to compute rates for supervisory grades:

WS grade/step 2	WG grade/step 2
WS-1/step 2	= WG-1/step 2 plus 60% of the 2nd rate of WG-10
WS-2/step 2	= WG-2/step 2 plus 60% of the 2nd rate of WG-10
WS-3/step 2	= WG-3/step 2 plus 60% of the 2nd rate of WG-10
WS-4/step 2	= WG-4/step 2 plus 60% of the 2nd rate of WG-10
WS-5/step 2	= WG-5/step 2 plus 60% of the 2nd rate of WG-10
WS-6/step 2	= WG-6/step 2 plus 60% of the 2nd rate of WG-10
WS-7/step 2	= WG-7/step 2 plus 60% of the 2nd rate of WG-10
WS-8/step 2	= WG-8/step 2 plus 60% of the 2nd rate of WG-10
WS-9/step 2	= WG-9/step 2 plus 60% of the 2nd rate of WG-10
WS-10/step 2	= WG-10/step 2 plus 60% of the 2nd rate of WG-10

WS-11/step 2 = WS-10/step 2 plus 5% of the difference between WS-10/step 2 and WS-19/step 2
WS-12/step 2 = WS-10/step 2 plus 11.5% of the difference between WS-10/step 2 and WS-19/step 2
WS-13/step 2 = WS-10/step 2 plus 19.6% of the difference between WS-10/step 2 and WS-19/step 2
WS-14/step 2 = WS-10/step 2 plus 29.2% of the difference between WS-10/step 2 and WS-19/step 2
WS-15/step 2 = WS-10/step 2 plus 40.3% of the difference between WS-10/step 2 and WS-19/step 2
WS-16/step 2 = WS-10/step 2 plus 52.9% of the difference between WS-10/step 2 and WS-19/step 2
WS-17/step 2 = WS-10/step 2 plus 67.1% of the difference between WS-10/step 2 and WS-19/step 2
WS-18/step 2 = WS-10/step 2 plus 82.8% of the difference between WS-10/step 2 and WS-19/step 2
WS-19/step 2 = GS-14/step 3 plus the cost-of-living differential established for Puerto Rico

(3) The first, third, fourth, and fifth rates are computed as in paragraph S5-11f(3)(c).

S11-3 Special Pay Plan for Production Facilitating Positions

a. **Introduction.** The following criteria govern the setting of pay for wage employees engaged in production facilitating operations.

- (1) A production facilitating job is considered to be a wage position when responsible management organizes the work so that the paramount requirement of the position is trade or craft knowledge and experience, and the employee must utilize this knowledge and experience in the performance of assigned duties.
- (2) A primary consideration in determining when management has organized the work so as to make trade or craft knowledge the paramount requirement of a position is whether the career pattern or progression for the production facilitating positions is exclusively from people with trade or craft experience and background normal to other trade or craft positions.
- (3) The 5-step pay plan for production facilitating wage positions has been designed to restore and maintain relationships that existed before the Federal Wage System between certain production facilitating positions and first-line supervisors. Pay for other production facilitating positions is set so as to maintain pay equity among all production facilitating positions.

b. **Coverage.**

- (1) *Inclusions.* Production facilitating positions that require prior experience at the journeyman level of a recognized skilled trade or craft, or at the full skill level of other wage occupations, are paid under the special production facilitating wage schedule for the local wage area. Thus, the production facilitating pay plan is applicable to supervisory and nonsupervisory wage employees engaged in work operations performed by the following positions (the appropriate pay schedule identification symbol is shown

in parentheses):

Nonsupervisory Positions (WD)

- Assistant Planner and Estimator
- Assistant Production Shop Planner
- Assistant Progressman
- Shop Planner
- Aircraft Examiner
- Production Shop Planner
- Maintenance Scheduler
- Planner and Estimator
- Progressman
- Ship Progressman
- Ship Scheduler
- Ship Surveyor

Supervisory Positions (WN)

- Supervisory Aircraft Examiner (3 key level definitions)
- Supervisory Planner and Estimator
- Supervisory Production Shop Planner (2 key level definitions)
- Supervisory Progressman
- Supervisory Ship Progressman
- Supervisory Ship Scheduler
- Supervisory Ship Surveyor
- Supervisory Shop Planner (2 key level definitions)

(2) *Exclusions.*

- (a) No wage positions, other than those whose duties and responsibilities meet the key characteristics described in the key level job definitions in scope and level of skill, are included in the production facilitating pay plan.
 - (b) When responsible management organizes the work so that the paramount requirement of the position is other than trade or craft knowledge and experience the position is subject to the General Schedule.
- c. **Pay Plan.** The overall pay plan consists of a procedure for aligning the positions, which involves the use of key level definitions and a procedure for setting pay, involving the use of a production facilitating pay level structure and wage schedule.
- (1) *Aligning positions and key level definitions.* Key level definitions describe each of the supervisory and nonsupervisory production facilitating positions and are to be used to determine the appropriate pay levels of positions covered by these instructions. Each job is placed in its proper pay level in accordance with the alignment plan and key level definitions as follows:
 - *Step 1. Comparison with key level definitions.* Compare the duties, responsibilities, and other work requirements of the position with the supervisory or nonsupervisory key level definitions, as appropriate, contained in the FWS Job Grading Standards. Select the key level definition that, overall, best matches the position.

- *Step 2. Determination of pay level.* Determine the nonsupervisory pay level (designated WD) or the supervisory pay level (designated WN) by applying the pay level table on the key level definition selected in step 1. By means of the table, the nature of the production facilitating work performed, such as Shop Planner or Aircraft Examiner work, is related to a base grade so as to arrive at the pay level appropriate for the position involved.
 - For the purpose of applying a pay level table, the term based grade is defined as the nonsupervisory (WG) grade that best represents the nonsupervisory level of work involved in the industrial or maintenance work processes being planned, controlled, or facilitated. When only one level of work is involved, the base grade is that level. When two or more different levels of work are involved, the base grade to be used is the WG grade which is most representative or most nearly representative of the work planned for, controlled, or facilitated, and which produces the most equitable pay relationships. In some cases, only one pay level is to be used for all positions matched with a particular key level definition. In such cases, rather than a table with a range of possible base grades and pay levels, only the specific pay level to be used is shown on the key level definition.
- (2) *Identification of positions.* Production facilitating positions covered by these instructions will be coded and titled as indicated below:
- (a) *Coding.* The coding system uses a combination of letters and numbers to indicate whether a position is supervisory or nonsupervisory, the job family and occupation involved, and the pay level.
- Nonsupervisory and supervisory jobs are identified by the prefix letters:
 - WD for nonsupervisory jobs
 - WN for supervisory jobs
 - The prefix letters are followed by the numerical code of the job family and occupation involved. A production facilitating job that primarily involves or requires experience in a particular trade, is coded to that job family and occupation. However, when a job cannot be identified with a particular trade or craft, it is coded to the 01 series of the appropriate job family.
 - The code is completed by adding the pay level of the position. For example, a Planner and Estimator (Pipefitter) at pay level 8 is designated as WD-4204-8.
- (b) *Titling.* The title of a position covered by these instructions is the basic title shown on the key level definition with which the position is matched, followed, parenthetically, by a specific or general trade designator as indicated below:
- When a production facilitating position primarily involves or requires experience in a particular trade, the trade designator is the title of the journeyman mechanic in that trade, such as Machinist, or Aircraft Engine Mechanic. The complete title of such a production facilitating position might be, for example, Planner and Estimator (Machinist), or Aircraft Examiner (Aircraft Engine Mechanic).
 - When a production facilitating position involves or requires experience in more than one trade, and none of these trades are paramount or most important for qualifications, recruitment, or other personnel purposes, the word “General” is used as the parenthetical designator. For example, the complete title of such a production facilitating position might be Progressman (General), or Supervisory

Aircraft Examiner (General).

(3) *Pay level structure and schedule.* Production facilitating wage schedules have the following pay level structures:

(a) *Pay levels:*

WD for nonsupervisory schedule.....11 pay levels

WN for supervisory schedule.....9 pay levels

(b) *Rate range and step rates.* Each pay level of the supervisory and nonsupervisory Production Facilitating Wage Schedule has five rates of pay, with the first, third, fourth, and fifth rates being set at 96, 104, 108, and 112 percent, respectively, of the second rate or payline rate. Production facilitating employees usually are hired at the first rate of the appropriate pay level. With satisfactory work performance a production facilitating employee advances automatically between step rates as follows:

<i>From step rate</i>	<i>To step rate</i>	<i>After</i>
1	2	26 weeks of service in step rate 1
2	3	78 weeks of service in step rate 2
3	4	104 weeks of service in step rate 3
4	5	104 weeks of service in step rate 4

d. **Setting rates of pay.** Both the supervisory and nonsupervisory production facilitating wage schedules make use of rates of pay established under section S5-11f(3). The rates of pay for a nonsupervisory (WD) or a supervisory (WN) employee in a particular production facilitating pay level are identical to the rates of pay already established for a counterpart grade on the local Federal Wage System regular supervisory pay schedule. The table below shows the relationship between production facilitating pay levels and regular supervisory grades.

<i>WD grade/step 2</i>	<i>WN grade/step 2</i>	=	<i>WS Grade</i>
1		=	3
2		=	4
3		=	5
4		=	6
5	1	=	7
6	2	=	8
7	3	=	9
8	4	=	10
9	5	=	11
10	6	=	12
11	7	=	13
	8	=	14
	9	=	15

S11-4 Special Pay Plan for U.S. Citizen Wage Employees in Foreign Areas

- a. **Coverage and authority.** The regular wage rate schedule for U.S. citizen wage employees in foreign areas is established and issued by the Department of Defense. This regular wage schedule for U.S. citizen wage employees in foreign areas provides the rate of pay for nonsupervisory, leader, supervisory, and production facilitating wage employees (appropriated fund) for use by all agencies under the Federal Wage System. All pertinent provisions of this operating manual are applicable to these employees in foreign areas.
- b. **Basis for schedule.** The regular wage schedules in effect for all Federal Wage System areas are used as the basis for constructing the schedule of wages for U.S. citizen wage employees in foreign areas.
- c. **Schedule averaging process.** The second step rate of each of the 15 grades of the regular nonsupervisory schedule for U.S. citizen wage employees in foreign areas is derived by computing a simple average of the second step rate of each grade of the 15 nonsupervisory grades of the regular wage schedules in effect as of the cutoff date of December 31 for all Federal Wage System areas.
- d. **Computing scheduled pay rates.** Through the use of the second step rates derived under the schedule averaging process, the step rates for each of the 15 grades of the regular schedule and the pay rates for leader and supervisors are developed on the basis of the standard formulas in subchapter S5-11, paragraph S5-11f, of this operating manual.
- e. **Production facilitating rates.** The rates of pay for both the supervisory and nonsupervisory production facilitating wage employees are established in accordance with paragraph S11-3d of this subchapter.
- f. **Timing of wage schedule adjustment.** The regular wage rate schedule for U.S. citizen wage employees in foreign areas, issued under this pay plan, is normally adjusted annually to be effective on the first day of the first pay period which begins on or after January 1 of each year.

S11-5 Special Pay Plan for Federal Wage Employees in U.S. Insular Areas

- a. **Coverage and authority.** Designated lead agencies establish and issue special wage schedules for U.S. civil service wage employees in certain U.S. insular areas. For Guam, Midway, and the U.S. Virgin Islands, the lead agency is the Department of Defense; for American Samoa, it is the Department of Transportation; and for the Commonwealth of the Northern Mariana Islands, it is the Department of the Interior. These wage schedules provide the rates of pay for Federal Wage System nonsupervisory, leader, supervisory, and production facilitating employees for use by all agencies in the area.
- b. **Basis for schedules.** Schedules are established at the same time and with rates identical to the foreign area wage schedules established under paragraph S11-4 of this operating manual.
- c. **Post differential.** Wage employees recruited from outside of the insular area where employed who meet the same regulatory provisions as those specified for General Schedule employees are also paid as part of base pay a differential for recruitment and retention purposes. The differential amount will be that established for General Schedule employees

to be adjusted and effective concurrently with the special schedules for the insular area.

S11-6 Special Pay Plan for Apprentices and Shop Trainees

- a. **Coverage.** This pay plan is used by all Federal agencies conducting formal apprenticeship and shop trainee programs that are not under the regular grade and pay structure of the FWS. It covers employees who are receiving training and instruction which is designed to qualify them to perform all required duties in trade and craft occupations specified in appropriate approved agency training standards or programs. Wage rates established under provisions of the pay plan are paid only to those employees who are being trained for trade and craft occupations authorized to be paid FWS regular schedule wage rates, and who are enrolled in:
 - (1) Formal apprenticeship programs involving training for journeyman level duties in occupations which are recognized as apprenticeable by the Bureau of Apprenticeship and Training.
 - (2) Formal shop trainee programs involving training for journeyman level duties in nonapprenticeable occupations which require specialized trade or craft skill and knowledge.
 - (3) Other programs established under the regular grade and pay structure of the FWS to provide trade and craft training for the same and similar occupations, such as helper-to-journeyman programs, are not included under this pay plan.
- b. **Special schedule format.** Special wage rate schedules for apprentices and shop trainees developed under provisions of the pay plan show a single wage rate for each training period. Rate ranges are not authorized.
- c. **Guides for establishing pay.** The pay formula for apprentice and shop trainee wage rates is keyed to the nonsupervisory (WG) wage rate shown for the targeted journeyman grade level at step 2, and to the nonsupervisory (WG) wage rate shown for grade 1, step 1, on the FWS regular schedule authorized for the area where the trainee will be employed.
 - (1) Wage rates shown on the special schedule are maintained on a current basis. Special schedule wage rates are adjusted concurrently with each adjustment authorized by lead agencies for the FWS regular schedule on which they are based.
 - (2) The targeted journeyman grade level is the grade level authorized by the employer, on the basis of OPM job grading standards, for performance of the full range of duties required for the occupation chosen by the trainee.
 - (3) The total number of wage rates shown on the special schedule is determined by dividing the training term into separate periods, each consisting of 26 weeks.
- d. **Pay formula for determining special schedule wage rates.** The initial step in making this determination is to calculate 65 percent of the appropriate FWS regular schedule nonsupervisory (WG) wage rate shown at step 2 for the targeted journeyman grade level. The calculated 65 percent rate is then compared with the FWS regular schedule nonsupervisory (WG) wage rate shown at grade 1, step 1, on the same schedule. If the calculated rate is higher, the special schedule entrance wage is established at the calculated rate, rounded to the nearest cent. If the calculated rate is lower, the entrance wage is established in accordance with wage fixing instructions provided in paragraph e, below.
 - (1) Increment increases are used to establish all intermediate and final training period wage rates shown on the special wage rate schedule. The increment increase amount used to compute special schedule wage rates for these training periods is calculated by

subtracting the established entrance wage from the targeted journeyman level wage rate and dividing the difference by the total number of wage rates to be shown on the special wage rate schedule. The quotient, carried five places to the right of the decimal point, with no rounding, equals the increment increase amount.

- (2) After calculation of the increment increase amount, the scheduled intermediate and final training period wage rates are computed and established as follows: one increment increase is added to the established entrance wage to obtain the second value or second wage rate. This rate is rounded to the nearest cent. The increment increase is then added to the unrounded second value to obtain the third value. This rate is rounded to the nearest cent, and the procedure is continued to establish all remaining special schedule wage rates required. An example of special schedule wage rates, determined in accordance with the pay formula, is shown in Illustration A.
- e. **Wage fixing instructions.** The appropriate FWS regular schedule nonsupervisory (WG) wage rate shown at grade 1, step 1, is fixed as the entrance wage if it is higher than the entrance wage derived by the pay formula calculation. When the grade 1, step 1, regular schedule wage rate is used, special schedule wage rates are fixed so as to provide a minimum 5 cent increase from one intermediate wage rate to the next. The minimum increase procedure is used to fix each intermediate wage rate as long as it produces a wage rate that equals or exceeds that derived by the pay formula computation. At the point that the wage rate derived by the pay formula computation exceeds the amount based on the minimum increase procedure, the minimum increase procedure is discontinued. The pay formula is then used to compute and establish all remaining special schedule wage rates required. An example of a special schedule wage rate, determined in accordance with the wage fixing instructions, is shown in Illustration B.
- f. **Administration.** Special schedule wage rates for apprentices and shop trainees are determined and authorized either by the agency or by local activities in accordance with established practice.
- (1) Apprentices and shop trainees are normally hired at the established entrance wage and are advanced through the scheduled wage rates at 26-week intervals. However, hiring at advanced rates or accelerated progression through scheduled wage rates is authorized if prescribed by approved agency training standards or programs. That is, an employee may be advanced to a higher scheduled rate in less than 26 weeks, if the agency determines that the employee has fulfilled the training requirements for the period in which he or she is serving, or the periods or periods through which he or she is being advanced. A new 26-week period begins on the date an apprentice is advanced to a higher scheduled wage rate.
 - (2) Apprentices and shop trainees are employed on an ungraded basis during the training term.
 - (3) After graduation, apprentices and shop trainees are promoted, as vacancies permit, to the second step rate of the targeted journeyman occupation and grade level. Assignment to the targeted journeyman grade level and wage rate is treated as a Promotion, 702. Pay determination rules concerning promotion which are included in this operating manual are not applicable if they conflict with this section. If, after graduation, apprentices and shop trainees are assigned to an occupation at a grade level which is lower than that of the target occupation, pay-fixing rules prescribed in this operating manual are followed.
- g. **Effecting required personnel actions.** Pay advancement authorized by paragraph f(1) is

documented as 702, Promotion.

- (1) Items 16 and 21 of the SF 50 are used to cite the pay plan (WT), and the appropriate occupation code. Apprentice and shop trainee jobs are assigned the code of the specific occupation involved. For example, a carpenter apprentice is coded to the carpentry occupation. The title of an apprentice or shop trainee job consists of the title of the occupation followed by the designator apprentice or the designator shop trainee. The titling and designator information is shown in items 15 and/or 20.
- (2) Item 17(a) and/or 22(a) show 00 because apprentices and shop trainees are employed on an ungraded basis during the training term.
- (3) A 1 is placed in the step/rate block of the SF 50 (items 17(b) and/or 22(b) if the employee is in the first pay level of the program; a 2 is placed in the step/rate block if the employee is in the second pay level of the program, and so forth.

Illustration A

- Targeted Journeyman Grade Level: WG-10
- Length of Training Term: 4 Years
- WG-1, Step 1, Wage Rate: \$7.48
- WG-10, Step 2, Wage Rate: \$15.64

Calculations:

- 65% of \$15.64 = \$10.16600 (Entrance wage). Calculated entrance wage is higher than grade 1, step 1, nonsupervisory (WG) wage rate—pay formula is used to calculate all scheduled wage rates.
- $4 \times 52 = 208 + 26 = 8$ (Total number of wage rates to be shown).
- $\$15.64 - \$10.17 = \$5.47 + 8 = .68375$ (Increment increase amount).

<i>Computing special schedule wage rates</i>	<i>Training period</i>	<i>Scheduled wage rates</i>
$\$10.17000$ $\underline{+ .68375}$	1	\$10.17
10.85375 $\underline{+ .68375}$	2	\$10.85
11.53750 $\underline{+ .68375}$	3	\$11.54
12.22125 $\underline{+ .68375}$	4	\$12.22
12.90500 $\underline{+ .68375}$	5	\$12.91

13.58875 <u>+ .68375</u>	6	\$13.59
14.27250 <u>+ .68375</u>	7	\$14.27
14.95625	8	\$14.96

Illustration B

- Targeted Journeyman Grade Level: WG-10
- Length of Training Term: 4 Years
- WG-1, Step 1, Wage Rate: \$11.60
- WG-10, Step 2, Wage Rate: \$16.00

Calculations:

- 65% of \$16.00 = \$10.40000 (Entrance wage). Calculated entrance wage is lower than grade 1, step 1, nonsupervisory (WG) wage rate—entrance and second training period wage rates are established under provisions of wage fixing instructions.
- $4 \times 52 = 208 + 26 = 8$ (Total number of wage rates to be shown).
- $\$16.00 - \$10.40 = \$5.60 + 8 = .70000$ (Increment increase amount).

<i>Computing special schedule wage rates</i>	<i>Fixing special schedule wage rates</i>	<i>Training period</i>	<i>Scheduled wage rates</i>
\$14.40000 <u>+ .70000</u>	\$11.60 <u>+ .05</u>	1	\$11.60
11.10000 <u>+ .70000</u>	11.65 <u>+ .05</u>	2	\$11.65
11.80000 <u>+ .70000</u>	11.70	3	\$11.80
12.50000 <u>+ .70000</u>		4	\$12.50
13.20000 <u>+ .70000</u>		5	\$13.20
13.90000 <u>+ .70000</u>		6	\$13.90

14.60000		
<u>+ .70000</u>	7	\$14.60
15.30000	8	\$15.30

- h. **Promotions into the apprentice or shop trainee program.** In some cases, the rate at which the apprentice or shop trainee is entering the program may be higher than the representative rate for the employee's current grade, but lower than his or her existing scheduled rate of pay. In such cases, the employee shall be paid the scheduled rate for the apprentice level he or she is entering or a retained rate, whichever is higher. The retained rate is computed in accordance with the provisions of subchapter VI of chapter 53 of title 5, United States Code, and part 536 of title 5, Code of Federal Regulations.
- i. **Voluntary downgrading into apprentice or shop trainee programs.** Apprentice and shop trainee programs are formal employee development programs. As such, entry into these programs is not considered a reduction in grade at the employee's request. Therefore, employees who are reduced in grade to enter the programs are entitled to retained pay in accordance with the provisions of subchapter VI of chapter 53 of title 5, United States Code, and part 536 of title 5, Code of Federal Regulations. (Each level of apprentice training is treated as a separate grade with a single representative rate.)

S11-7 Special Pay Plan for Aircraft, Electronic, and Optical Instrument Overhaul and Repair Positions in Puerto Rico

- a. **Coverage.** Special wage rate schedules established under this plan provide rates of pay which are appropriate to compensate Federal prevailing rate employees in Puerto Rico whose primary duties involve the performance of work related to aircraft, electronic equipment, and optical instrument overhaul and repair.
- b. **Prevailing rate determination.** In order to determine prevailing rates appropriate for the purpose of this pay plan, the lead agency responsible for planning and conducting the Puerto Rico regular schedule wage survey also plans and conducts special universe wage surveys of private establishments in the air transportation and electronic industries located in the survey area, as provided by section S5-9 of this operating manual. Special universe full-scale and wage change surveys are conducted separate from, but normally on, the same survey cycle as are regular schedule wage surveys for Puerto Rico. Insofar as they do not conflict with instructions provided by this pay plan, applicable procedures described in subchapter S5 of this operating manual are followed by the lead agency in making prevailing rate determinations which form the basis for establishing the nonsupervisory special schedule payline.
 - (1) Wage area: The wage area definition shown for Puerto Rico in appendix D of this operating manual is applicable for the purpose of determining the geographic coverage of special wage rate schedules issued under this pay plan.
 - (2) Survey area: Special schedule wage surveys include all private establishments in industries required to be surveyed which are located within the survey area defined for Puerto Rico in appendix D of this operating manual.
 - (3) Industries required to be included in special schedule wage surveys:

2002 NAICS Codes	2002 NAICS Industry Titles
3341	Computer and peripheral equipment manufacturing
33422	Radio and television broadcasting and wireless communications equipment manufacturing
33429	Other communications equipment manufacturing
3343	Audio and video equipment manufacturing
334412	Bare printed circuit board manufacturing
334413	Semiconductor and related device manufacturing
334418	Printed circuit assembly (electronic assembly) manufacturing
334419	Other electronic component manufacturing
334511	Search, detection, navigation, guidance, aeronautical, and nautical system and instrument manufacturing
334613	Magnetic and optical recording media manufacturing
42342	Office equipment merchant wholesalers
42343	Computer and computer peripheral equipment and software merchant wholesalers
4811	Scheduled air transportation
4812	Nonscheduled air transportation
4879	Scenic and sightseeing transportation, other
4881	Support activities for air transportation
4921	Couriers
56172	Janitorial services
62191	Ambulance services
81142	Reupholstery and furniture repair

(4) Jobs required to be surveyed:

Job No.	Job Title	Job Grade
61	Aircraft Cleaner	3
62	Fleet Service Worker	5
26	Aircraft Mechanic	10
35	Electronic Industrial Controls Mechanic	11
63	Aircraft Instrument Mechanic	11
36	Electronic Test Equipment Repairer	11
21	Electronics Mechanic	11
64	Electronic Computer Mechanic	11
65	Television Station Mechanic	11

Description of survey jobs which are authorized to be used in special wage surveys in Puerto Rico are provided in appendix L.

(5) Wage rate data are collected from all cooperating private industry establishments approved for the survey for all available matches to the required survey jobs. The minimum standard of adequacy for special schedule wage surveys conducted under provisions of this pay plan is that the data used in the nonsupervisory special schedule

payline computation must include as many weighted samples as there are employees covered by the special wage rate schedules. Each survey job used in computing the nonsupervisory special schedule payline must include a minimum of three unweighted samples.

- c. **Development of special wage rate schedules.** Nonsupervisory, leader, and supervisory special wage rate schedules developed under this pay plan have the same number of grades as specified in this operating manual for regular wage rate schedules; i.e., 15 nonsupervisory and leader grades, and 19 supervisory grades. Each grade has three steps with the payline established at the second step; with the first step at 96 percent of the payline rate, and the third step at 104 percent of the payline rate. Leader and supervisory payline differentials are computed in accordance with current provisions of paragraphs S5-11f(2) and (3) of this operating manual. All wage rates are stated on an hourly basis. The special wage rate schedule also includes:
 - (1) Identification as FWS wage rate schedules.
 - (2) Identification as special schedules which apply to aircraft, electronic equipment, and optical instrument overhaul and repair positions only.
 - (3) Identification of the wage area covered by the schedules.
 - (4) A statement concerning application of the schedules in compliance with appropriate regulations and instructions.
 - (5) The name of the issuing agency and the signature of the authorizing official.
 - (6) The date the special schedules are issued and the date the scheduled wage rates are effective.
 - (7) A list of job titles and grades of positions to which the special wage rate schedules apply.
- d. **Waiting periods for within-grade advancement.** Since the waiting periods and other criteria for within-grade advancement under this pay plan are identical to those appropriate for prevailing rate employees paid from FWS regular wage rate schedules, all instructions in section S8-5 of this operating manual apply to employees covered by this pay plan, except those which refer to a fourth and a fifth step.
- e. **Administration.** Under the FWS, the special wage rate schedule practice is justified whenever conditions specified in paragraph S4-3b of this operating manual exist in a wage area. For the purpose of this pay plan, the lead agency is responsible for obtaining and recording evidence of the existence of the required conditions in Puerto Rico. The Office of Personnel Management is responsible for finally determining that the special schedule practice is justified.
- f. **Identification of positions.** Positions covered by this special pay plan will be coded as indicated below:
 - (1) Coding. The coding system uses a combination of letter and numbers to indicate whether the position is nonsupervisory, leader, or supervisory; the job family and occupation involved; and the grade.
 - (a) Nonsupervisory, leader, and supervisory jobs are identified by prefix letters as follows:
 - WU for nonsupervisory jobs
 - WR for leader jobs
 - WQ for supervisory jobs
 - (b) The above selected prefix letters are followed by the numerical code of the job family and occupation involved.

(c) The code is completed by adding the grade of the position.

S11-8 Special Pay Plan for Corps of Engineers, U.S. Army Navigation Lock and Dam Employees

- a. **Pay policy.** Nonsupervisory, leader, and supervisory prevailing rate employees of the Corps of Engineers, U.S. Army, who are engaged in operating navigation lock and dam equipment, or who repair and maintain navigation lock and dam operating machinery and equipment, are subject to one of the following pay provisions:
- (1) If all navigation lock and dam installations under a District headquarters office are located within a single FWS wage area, the operating and repair employees are paid from special schedules having rates identical to the regular wage schedule applicable to that FWS wage area.
 - (2) If navigation lock and dam installations under a District headquarters office are located in more than one FWS wage area, the operating and repair employees are paid from a special schedule having rates identical to the regular FWS wage schedule authorized for the headquarters office.
- b. **Special wage rate schedules.** Special nonsupervisory, leader, and supervisory wage rate schedules established for navigation lock and dam installation employees have the same number of grades and steps as do regular wage rate schedules. The special schedules include wage rates that are identical, by grade and step, to those shown on the regular wage rate schedules on which they are based. The special schedules also include:
- (1) Identification of the Corps of Engineers District headquarters office authorized to apply the special wage rates and FWS wage areas for which the wage rate schedules have special application; and
 - (2) Identification of each lock and dam installation covered, together with the geographic location of each.
- c. **Administration.** The special schedule lead agency, the Department of Defense, is responsible for issuing special wage rate schedules under this pay plan. Special wage rate schedules are issued on a timely basis to reflect new FWS regular schedule rates established in accordance with wage adjustment authorized for the applicable wage area. Each special schedule is effective on the same date as the regular schedule on which it is based.
- d. **Coding.** Positions covered by FWS special wage rate schedules issued under this pay plan are coded as follows:
- WY for nonsupervisory jobs
 - WO for leader jobs
 - WA for supervisory jobs
- The prefix letters are followed by the numerical code of the job family and the occupation involved, and the grade of the position.

S11-9 Special Pay Plan for U.S. Department of the Interior Wage Employees in Overlap Areas

- a. **Coverage.** This pay plan is for use in establishing special wage schedules for all agency prevailing rate employees of the National Park Service, U.S. Department of the Interior,

whose duty station is located in one of the jurisdictions shown below. Each of the three National Park Service (NPS) jurisdictions involved is located in (overlaps) more than one FWS wage area. The special wage schedules to be established for each of these NPS jurisdictions is based on a determination as to which one of the FWS wage area regular schedules involved provides the most favorable payline for the employees concerned.

NPS Jurisdictions

Blue Ridge Parkway

Natchez Trace Parkway

Great Smoky Mountains National Park

- b. **Establishment of special wage schedules.** For each NPS jurisdiction involved, the determination as to which is the most favorable payline is made by computing a simple average of the 15 nonsupervisory second step rates listed on each one of the regular schedules authorized for each FWS wage area overlapped. The highest average obtained by this method identifies the regular schedule that produces the most favorable payline. At the appropriate time all supervisory, leader, and nonsupervisory regular schedule rates shown on the regular schedule which produced the most favorable payline are issued as the special rate schedules for the NPS jurisdiction involved.
- c. **Timing of special schedule determinations and adjustments.** Computations and payline determinations required by paragraph b above are made for each NPS jurisdiction on the effective date of the next adjustment of the regular area wage schedule which currently produces the most favorable payline for that NPS jurisdiction. New special schedules issued as a result of these determinations are effective on the same date as the FWS regular wage schedules on which they are based. If the identification of the schedule which produces the most favorable payline in an NPS jurisdiction changes as a result of the computations, special schedule rates based on the newly obtained highest average are issued on the determination date. The next special schedule determination and adjustment is then made on the effective date of the next regular wage schedule for the area which now produces the most favorable payline for the NPS jurisdiction. In the event the identity of the schedule which produces the most favorable payline does not change, but an interim regular wage schedule is issued during the course of the normal adjustment cycle, the special schedule is also adjusted to reflect the changes in the interim schedules.
- d. **Administration.** The Department of Defense, the lead agency for the regular area wage surveys, furnishes copies of appropriate regular wage schedules which the Department of the Interior, as the special schedule lead agency, uses in preparing the special schedules.
- e. **Coding.** Positions covered by special schedules issued under this pay plan are coded as follows:
 - XA for nonsupervisory jobs
 - XB for leader jobs
 - XC for supervisory jobsThe prefix letters are followed by the numerical code of the family and occupation involved. The code is completed by adding the grade of the position.

S11-10 Special Pay Plan for U.S. Information Agency Radio Antenna Rigger Positions

- a. **Coverage.** This pay plan establishes a special wage schedule for Radio Antenna Riggers employed by the United States Information Agency at transmitting and relay stations in the United States.
- b. **Establishment of special wage schedules.** The United States Information Agency will issue a special wage schedule for each transmitting and relay station in the United States. The wage rate will be the regular wage rate for the appropriate grade for Radio Antenna Rigger for the wage area in which the station is located, plus 25 percent of that rate.
- c. **Timing.** The special wage schedule will be issued immediately following publication of the regular wage schedule for each wage area, and the new wage rates will have the same effective date as the regular wage schedule.
- d. **Basis for differential.** The 25 percent differential is in lieu of any environmental differential that would otherwise apply by operation of the provisions of Subchapter S8-7 of this operating manual.

S11-11 Special Pay Plan for U.S. Department of the Navy Ship Surveyor Positions in Puerto Rico

- a. **Coverage.** This pay plan establishes special schedules of wages for U.S. Department of the Navy nonsupervisory and supervisory Ship Surveyor positions in Puerto Rico.
- b. **Establishing of special schedules of wages.** The Department of Defense, which issues the regular Puerto Rico wage area schedule, establishes the special wage schedules to be effective on the same date as the regular wage area schedule. The special schedule is derived from the current appropriated fund wage rate schedule for U.S. citizen wage employees in foreign areas. The second step rate of the special schedule for the nonsupervisory Ship Surveyor position is initially set at 130 percent of the WG-10 overseas rate. An additional 15 percent is added to the special rate and is included in the rate of basic pay. The second step rate of the special schedule for the supervisory Ship Surveyor position is initially set at 145 percent of the WG-10 overseas rate. An additional 15 percent is added to the special rate and is included in the rate of basic pay. The first, third, fourth, and fifth steps of nonsupervisory and supervisory positions are set at 96, 104, 108, and 112 percent, respectively, of the second step of the special rates.

S11-12 Special Pay Plan for U.S. Department of the Navy Positions in Bridgeport, CA

- a. **Coverage.** This pay plan establishes special wage schedules for FWS employees stationed at the U.S. Marine Corps Mountain Warfare Training Center in Bridgeport, CA.
- b. **Establishment of special wage schedules.** The Department of Defense, which issues the Reno, Nevada, regular wage schedule, establishes the special wage schedule to be effective on the same date as the Reno regular wage schedule. The Bridgeport special schedule is established by adding a 10 percent differential to the rates of the Reno regular wage

schedule.

S11-13 Special Pay Plan for Printing and Lithographic Positions

- a. **Coverage.** The Office of Personnel Management established FWS special printing and lithographic wage schedules in areas in which it was anticipated that prevailing industry rates for comparable printing jobs would be so far above the maximum rates of the regular wage schedules that agencies would be seriously handicapped in recruiting and retaining qualified employees at the regular schedule rates. Once an FWS special printing schedule is established in a wage area, all printing and lithographic wage positions within the area are paid from the special schedule. For purposes of this pay plan, a printing and lithographic wage position is defined as one properly allocable to the 4400 Printing Family or the 5330 Printing Equipment Repairing series.
- b. **Special schedule grade structure and alignment plan.** Special printing schedules established under this pay plan have a 15 grade nonsupervisory and leader schedule structure and a 19 grade supervisory structure. The FWS job-grading standards for occupations within the 4400 Printing Family, or the most nearly related FWS standards, and the job-grading standards for leaders and supervisors, are used to grade positions paid from FWS special printing schedules.
- c. **Step rate structure.** FWS special printing schedules have three step rates. The second step is the payline rate, and there are four percent increments between the steps. There is a waiting period of 26 weeks between steps 1 and 2 and 78 weeks between steps 2 and 3.
- d. **Special schedule surveys.** The lead agency responsible for planning and conducting the regular schedule survey in an authorized special printing schedule area will also plan and conduct the special printing survey in the area. Special printing surveys are ordered at the same time as regular schedule surveys. Insofar as they do not conflict with instructions provided by this pay plan, applicable procedures described in subchapter S5 of this operating manual will be followed by the lead agency in making prevailing rate determinations and computing special printing schedules.
 - (1) Wage areas: The wage area definitions shown in appendix D of this operating manual are applicable for the purpose of determining the geographic coverage of special wage schedules issued under this pay plan.
 - (2) Survey areas: Special printing schedule surveys are conducted within FWS regular schedule survey area boundaries.
 - (3) Industry: The commercial printing, lithographic industry, NAICS 323110 and 323114, is required to be included in special schedule printing surveys. In the initial special printing schedule survey for an authorized area, all NAICS's within Subsector 323 (Printing and Related Support Activities) are covered. After the initial survey, the lead agency may revise the industry coverage in light of survey experience.
 - (4) Establishments: The survey universe consists of all printing establishments in the surveyed industries which have a total employment of at least 20 employees.
 - (5) Survey jobs: The jobs to be surveyed in special printing industry surveys are as follows:

Job No.	Job Title	Job Grade
400	Offset Photographer (Halftone)	10
401	Offset Photographer (Process Color)	11
402	Film Assembler – Stripper (Single Flat-Single Color)	5
403	Film Assembler – Stripper (Partial and Composite Flats)	7
404	Film Assembler – Stripper (Multiple Flat-Multiple Color)	8
405	Opaquer	4
406	Negative Engraver	10
407	Platemaker (Single Color)	5
408	Platemaker (Double Exposure and Multicolor Line)	7
409	Platemaker (Multicolor Halftones and Screen Tints)	8
410	Offset Press Helper	5
411	Offset Press Operator	8
412	Offset Pressman (15" x 18" thru 14" x 20") 38cm x 46cm 36cm x 51cm	9
413	Offset Pressman (17" x 22" thru 19" x 25") 43cm x 56cm 48cm x 64cm	9
414	Offset Pressman (22" x 29" thru 35" x 39") 56cm x 74cm 89cm x 99cm	9
415	Offset Pressman (35" x 45" and larger) 89cm x 114cm	10
416	Lithographic Pressman Multicolor (17" x 22" thru 25" x 39") 43cm x 56cm 64cm x 99cm	10
417	Lithographic Pressman Multicolor (34" x 44" and larger) 86cm x 112cm	11
418	Bindery Machine Operator (Helper)	5
419	Bindery Machine Operator (Paper Cutter)	8
420	Bindery Machine Operator (Power Folder)	8
421	Bindery Machine Operator	9
422	Bookbinder	10

- (6) Guidelines for determining adequacy of special printing wage survey data: Ordinarily, a survey is considered to provide wage data which are adequate for computing special printing schedule survey trend lines when the results include:
- 20 unweighted samples in the grade 1 to 5 range, 20 unweighted samples in the grade 6 to 8 range, 40 unweighted samples in the grade 9 and above range; and
 - At least 6 additional unweighted samples anywhere in the grade 1 to 15 range.
- Each survey job used in computing the nonsupervisory special schedule payline must include a minimum of three unweighted samples.
- (7) Adequacy of industry employment: Private printing industry employment is considered sufficient if the total private printing industry employment in the survey area is at least twice the FWS printing employment in the area.
- (8) Special provision: No special printing schedule third step rate will be less than maximum rate of the corresponding grade on the regular FWS schedule for the wage area. If an adjustment is required under this provision, the second step rate of the special schedule

grade in question is reconstructed so as to provide for a third step rate (104 percent of the second step rate) which is equal to the maximum rate of the corresponding regular schedule grade. The first step rate is established at 96 percent of the new second step rate.

- e. **Identification of positions.** Positions covered by the special printing schedules are coded as follows:

XP for nonsupervisory jobs

XL for leader jobs

XS for supervisory jobs

XD for nonsupervisory production facilitating jobs

XN for supervisory production facilitating jobs

The prefix letters are followed by the numerical code of the job family and the occupation involved; the code is completed by adding the grade of the position.

- f. **Special schedule areas.** An FWS special printing schedule is currently authorized only in the Washington, D.C. area.

S11-14 Special Pay Plan for Diver and Tender Positions

- a. **Coverage.** This pay plan establishes special wage schedules for FWS employees who are performing diving and tending duties.
- b. **Establishment of special wage schedules.** FWS employees who perform diving duties will be paid 175 percent of the WG-10, step 2, locality rate for all payable hours of the shift. Employees who perform tending duties will be paid at the WG-10, step 2, locality rate for all payable hours of the shift. Employees whose regular schedule rate exceeds the diving/tending rate on the day they perform such duties will retain their regular schedule rate on that day. An employee's diving and tending rate, as appropriate, will be used as the basic rate of pay for computing all premium payments for a shift. Employees who both dive and tend on the same shift will receive the higher diving rate as the basic rate of pay for all hours of the shift.

S11-15 Special Wage Schedules for Supervisors of Negotiated Rate Bureau of Reclamation Employees

- a. **Coverage.** These special wage schedules apply to wage supervisors of negotiated rate wage employees in the Bureau of Reclamation.
- b. **Introduction.** These schedules are based on annual special wage surveys conducted by the Bureau of Reclamation in each special wage area. Survey jobs representing Bureau of Reclamation positions at up to four levels are matched to private industry jobs in each special wage area. Special schedule rates for each position are based on prevailing rates for that particular job in private industry. The special survey and wage schedule for a given special wage area include only those occupations and levels having employees in that area. For each position on the special schedule, there are three step rates. Step 2 is the prevailing rate as determined by the survey; step 1 is 96 percent of the prevailing rate; and step 3 is 104 percent of the prevailing rate.
- c. **Job classification.** Each supervisory job is described at one of four levels corresponding to

the four supervisory situations described in Factor I and four levels of Subfactor IIIA of the FWS Job Grading Standard for Supervisors. They are titled in accordance with regular FWS practices, with the added designation of level I, II, III, or IV. FWS occupational codes are assigned.

- d. **Basis for schedules.** For each special wage area, the Bureau of Reclamation designates and appoints a special wage survey committee, including a chairperson and two other members (at least one of whom is a supervisor paid from the special wage schedule), and one or more two-person data collection teams (each of which includes at least one supervisor paid from the special wage schedule). The local wage survey committee determines the prevailing rate for each survey job as a weighted average. Survey specifications are as follows for all surveys:

- (1) Tailored to the Bureau of Reclamation activities and types of supervisory positions in the special wage area, private industry companies to be surveyed are selected from the following North American Industry Classification System Subsectors:

2002 NAICS Codes	2002 NAICS Industry Titles
211	Oil and gas extraction
212	Mining (except oil and gas)
213	Support activities for mining
221	Utilities
333	Machinery manufacturing
334	Computer and electronic product manufacturing
335	Electrical equipment, appliance, and component manufacturing
484	Truck transportation
492	Couriers and messengers
493	Warehousing and storage
515	Broadcasting (except Internet)
517	Telecommunications
562	Waste management and remediation services
811	Repair and maintenance

No minimum employment size is required for surveyed establishments.

- (2) Each local wage survey committee compiles lists of all companies in the survey area known to have potential job matches. For the first survey, all companies on the list are surveyed. Subsequently, companies are removed from the survey list if they prove not to have job matches, and new companies are added if they are expected to have job matches. Survey data is shared with other local wage survey committees when the data from any one company is applicable to more than one special wage area.
- (3) For each area, survey job descriptions are tailored to correspond to the position of each covered supervisor in that area. They are described at one of four levels (I, II, III, or IV) corresponding to the definitions of the four supervisory situations described in Factor I and four levels of Subfactor IIIA of the FWS Job Grading Standard for Supervisors. A description of the craft, trade, or labor work supervised is included in each supervisory survey job description.

(4) Special wage area boundaries are identical to the survey areas covered by the special wage surveys. The areas of application in which the special schedules are paid are generally smaller than the survey areas, reflecting actual Bureau of Reclamation worksites and the often scattered location of surveyable private sector jobs.

e. **Special wage schedule areas.** Special wage schedules are established in the following areas:

THE GREAT PLAINS REGION

Special Wage Survey Area (Counties):

- Montana: All counties except Lincoln, Sanders, Lake, Flathead, Mineral, Missoula, Powell, Granite, Ravalli
- Wyoming: All counties except Lincoln, Teton, Sublette, Uinta, Sweetwater
- Colorado: All counties except Moffat, Rio Blanco, Garfield, Mesa, Delta, Montrose, San Miguel, Ouray, Delores, San Juan, Montezuma, La Plata, Archuleta
- North Dakota: All counties
- South Dakota: All counties

Special Wage Area of Application (Counties):

- Montana: Broadwater, Jefferson, Lewis and Clark, Yellowstone, Bighorn
- Wyoming: All counties except Lincoln, Teton, Sublette, Uinta, Sweetwater
- Colorado: Boulder, Chaffee, Clear Creek, Eagle, Fremont, Gilpin, Grand, Lake, Larimer, Park, Pitkin, Pueblo, Summit

Beginning month of survey: August

THE MID-PACIFIC REGION

Special Wage Survey Area (Counties):

- California: Shasta, Sacramento, Butte, San Francisco, Merced, Stanislaus

Special Wage Area of Application (Counties):

- California: Shasta, Sacramento, Fresno, Alameda, Tehama, Tuolumne, Merced

Beginning month of survey: February

GREEN SPRINGS POWER FIELD STATION

Special Wage Survey Area (Counties):

- Oregon: Jackson

Special Wage Area of Application (Counties):

- Oregon: Jackson

Beginning month of survey: April

PACIFIC NORTHWEST REGION DRILL CREW

Special Wage Survey Area (Counties):

- Montana: Flathead, Missoula
- Oregon: Lane, Bend, Medford, Umatilla, Multnomah
- Utah: Salt Lake
- Idaho: Ada, Canyon, Adams
- Washington: Spokane, Grant, Lincoln, Okanogan

Special Wage Area of Application (Counties):

- Oregon: Deschutes, Jackson, Umatilla
- Montana: Missoula
- Idaho: Ada
- Washington: Grant, Lincoln, Douglas, Okanogan, Yakima

Beginning month of survey: April

SNAKE RIVER AREA OFFICE (CENTRAL SNAKE/MINIDOKA)

Special Wage Survey Area (Counties):

- Idaho: Ada, Caribou, Bingham, Bannock

Special Wage Area of Application (Counties):

- Idaho: Gem, Elmore, Bonneville, Minidoka, Boise, Valley, Power

Beginning month of survey: April

HUNGRY HORSE PROJECT OFFICE

Special Wage Survey Area (Counties):

- Montana: Flathead, Missoula, Cascade, Sanders, Lake
- Idaho: Bonner
- Washington: Pend Oreille

Special Wage Area of Application (Counties):

- Montana: Flathead

Beginning month of survey: March

GRAND COULEE POWER OFFICE (GRAND COULEE PROJECT OFFICE)

Special Wage Survey Area (Counties):

- Oregon: Multnomah
- Washington: Spokane, King

Special Wage Area of Application (Counties):

- Washington: Grant, Douglas, Lincoln, Okanogan

Beginning month of survey: April

UPPER COLUMBIA AREA OFFICE (YAKIMA)

Special Wage Survey Area (Counties):

- Washington: King, Yakima
- Oregon: Multnomah

Special Wage Area of Application (Counties):

- Washington: Yakima
- Oregon: Umatilla

Beginning month of survey: September

COLORADO RIVER STORAGE PROJECT AREA

Special Wage Survey Area (Counties):

- Arizona: Apache, Coconino, Navajo
- Colorado: Moffat, Montrose, Routt, Gunnison, Rio Blanco, Mesa, Garfield, Eagle, Delta, Pitkin, San Miguel, Delores, Montezuma, La Plata, San Juan,

Ouray, Archuleta, Hindale, Mineral

- Wyoming: Unita, Sweetwater, Carbon, Albany, Laramie, Goshen, Platte, Niobrara, Converse, Natrona, Fremont, Sublette, Lincoln
- Utah: Beaver, Box Elder, Cache, Carbon, Daggett, Davis, Duchesne, Emery, Garfield, Grand, Iron, Juab, Kane, Millard, Morgan, Piute, Rich, Salt Lake, San Juan, Sanpete, Sevier, Summit, Tooele, Uintah, Utah, Wasatch, Washington, Wayne, Weber

Special Survey Area of Application (Counties):

- Arizona: Coconino
- Colorado: Montrose, Gunnison, Mesa
- Wyoming: Lincoln
- Utah: Daggett

Beginning month of survey: March

ELEPHANT BUTTE AREA

Special Wage Survey Area (Counties):

- New Mexico: Grant, Hidalgo, Luna, Doña Ana, Otero, Eddy, Lea, Roosevelt, Chaves, Lincoln, Sierra, Socorro, Catron, Cibola, Valencia, Bernalillo, Torrance, Guadalupe, De Baca, Curry, Quay
- Texas: El Paso, Hudspeth, Culberson, Jeff Davis, Presido, Brewster, Pecos, Reeves, Loving, Ward, Winkler
- Arizona: Apache, Greenlee, Graham, Cochise

Special Wage Area of Application (Counties):

- New Mexico: Sierra

Beginning month of survey: June

LOWER COLORADO DAMS AREA

Special Wage Survey Area (Counties):

- Nevada: Clark
- California: Los Angeles
- Arizona: Maricopa

Special Wage Area of Application (Counties):

- Nevada: Clark
- California: San Bernadino
- Arizona: Mohave

Beginning month of survey: August

YUMA PROJECTS AREA

Special Wage Survey Area (Counties):

- California: San Diego
- Arizona: Maricopa, Yuma

(Note: Bureau of Reclamation may add other survey counties for dredge operator supervisors because of the uniqueness of the occupation and difficulty in finding job matches.)

Special Wage Area of Application (Counties):

- Arizona: Yuma

Beginning month of survey: November (Maintenance) and April (Dredging)

BUREAU OF RECLAMATION, DENVER, CO, AREA

Special Wage Survey Area (Counties):

- Colorado: Jefferson, Denver, Adams, Arapahoe, Boulder, Larimer

Special Wage Survey Area of Application (Counties):

- Colorado: Jefferson

Beginning month of survey: February

- f. **Coding.** These special schedule positions are identified by pay plan code XE, grade 00. The FWS occupational codes are used.
- g. **Administration.** New employees are hired at step 1 of the position. With satisfactory or higher performance, advancement between steps is automatic after 52 weeks of service. The waiting period for within-grade increases begins on the employee's first day under the new special schedule.
- h. **Conversion.** Upon establishment of these new special wage schedules, current employees are placed in step 2 of the new special schedule, or, if their current rate of pay exceeds the rate for step 2, they are placed in step 3. Pay retention applies to any employee whose rate of basic pay would otherwise be reduced as a result of placement in these new special wage schedules.