United States Office of Personnel Management

Federal Prevailing Rate Advisory Committee

Annual Summary of Recommendations and Discussions

Calendar Year 2010

Sheldon Friedman
Chairman

April 2011

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2010

FEDERAL PREVAILING RATE ADVISORY COMMITTEE

Part I

INTRODUCTION

The Federal Prevailing Rate Advisory Committee (FPRAC), the national labor-management committee responsible for advising the U.S. Office of Personnel Management (OPM) on matters concerning the pay of Federal Wage System (FWS) employees, completed 38 years of operation in 2010. FPRAC is established under section 5347 of title 5, United States Code, and is composed of five representatives from agency management, five representatives from Federal employee labor organizations, and a chair appointed by the Director of OPM.

The Committee membership was changed in 2010 to conform to the practice of rotating the military department representation on the Committee among Army, Navy, and Air Force. The Department of the Navy representative was replaced by the representative from the Department of the Army.

All Committee meetings held in calendar year 2010 were open to the public. The meetings were held in the Director's Executive Conference Room, U.S. Office of Personnel Management, 1900 E Street NW., Washington, DC 20415.

FPRAC meets on a monthly basis. Advance notice of the Committee meeting schedule is published in the *Federal Register*. In addition, future Committee meeting dates are posted on OPM's Web site at http://www.opm.gov/oca/Wage/FPRAC/index.asp.

All Committee meetings are recorded. Beginning with the 560th meeting (January 2011), FPRAC meeting transcripts are available at the above Web site. Archived transcripts can be obtained upon written request to pay-leave-policy@opm.gov.

Annually, the Office of the Chair compiles a report of pay issues discussed and concluded recommendations. Beginning with the 2008-2009 summary, FPRAC's annual summaries are also available at the above Web site. Archived annual summaries can be obtained upon written request to pay-leave-policy@opm.gov.

FEDERAL PREVAILING RATE ADVISORY COMMITTEE MEMBER ROSTER, 2010

Chairman	Mr. Sheldon Friedman

Metal Trades Department, AFL-CIO

Primary Member	Mr. Ronald E. Ault
Primary Alternate Member	Mr. William "Chico" McGill
Alternate Members	Mr. Dennis P. Phelps
	Mr. William (Bill) Fenaughty

American Federation of Government Employees, AFL-CIO

Primary Members	Mr. J. David Cox
	Ms. Jacqueline Simon
Primary Alternate Member	Mr. Charles Bernhardt
Alternate Member	Mr. Keith Hill

National Association of Government Employees/SEIU

Primary Member	Mr. David Holway
Primary Alternate Member	Ms. Gina Lightfoot-Walker
Alternate Members	Mr. Edward Elder
	Ms. Rosa Mary Davenport

Association of Civilian Technicians

Primary Member	Mr. Terry Garnett
Primary Alternate Member	Mr. Steven Fisher

Office of Personnel Management

Primary Member	Mr. Charles D. Grimes III
Primary Alternate Member	Mr. Mark A. Allen

Department of Defense

Primary Member	Ms. Kathleen A. Ott
Primary Alternate Member	Mr. John J. Ehrbar
Alternate Member	Mr. Steven E. Rumble

Air Force

Primary Member	Ms. Paige Hinkle-Bowles
Primary Alternate Member	Mr. Marcus Lea
Alternate Member	Ms. Mary Augsburger

Army

Primary Member	Ms. Sheila R. Dent
Primary Alternate Member	Ms. Barbara Walker

Alternate Member	Mr. Drew Davis

Navy

Primary Member	Mr. Douglas A. Lundberg
Primary Alternate Member	Mr. Carlos Saavedra
Alternate Member	Ms. Shirley B. Scott

Department of Veterans Affairs

Primary Member	Ms. Tonya M. Deanes
Primary Alternate Member	Mr. Thurstan L. Hunter
Alternate Member	Ms. Stephanie Boyd

PART II

FEDERAL PREVAILING RATE ADVISORY COMMITTEE
SUMMARY OF 2010 RECOMMENDATIONS

Issues resolved by consensus

(1) 552-MGT-5.[1] Definition of Tulsa County, Oklahoma, and Angelina County, Texas, to Nonappropriated Fund Federal Wage System Wage Areas

The Department of Defense (DOD) submitted a wage area definition recommendation for Tulsa County, OK, and Angelina County, TX, to the U.S. Office of Personnel Management (OPM). DOD had received the initial request for definition from the Department of Veterans Affairs. Tulsa and Angelina Counties were not defined in OPM's regulations. The management members of FPRAC concurred with DOD's recommendation and introduced the issue at the 552nd FPRAC meeting.

The Committee recommended by consensus to define Tulsa County as an area of application to the Oklahoma, OK, nonappropriated fund (NAF) Federal Wage System (FWS) wage area and Angelina County as an area of application to the Dallas, TX, NAF FWS wage area.

(2) 552-MGT-6. Review of the Kokomo, IN Metropolitan Statistical Area

The Committee recommended by consensus to redefine Howard County, IN, from the Fort Wayne-Marion, IN, area of application to the Indianapolis, IN, area of application. The Committee also recommended that Tipton County, IN, continue to be defined to the Indianapolis area of application. OPM regulations provide it is permissible for Metropolitan Statistical Areas (MSAs) to be split between FWS wage areas only in very unusual circumstances. Redefining Howard County to the Indianapolis area of application placed the entire Kokomo MSA in the Indianapolis wage area.

(3) 552-MGT-7. Review of the Lafayette, IN Metropolitan Statistical Area

The Committee recommended by consensus to redefine Benton and Carroll Counties, IN, to the Indianapolis, IN, area of application. Benton County was previously part of the area of application of the Chicago, IL, wage area, and Carroll County was previously part of the area of

[1] Document numbers listed in this report refer to official documents of FPRAC. The first 3-digit number is the meeting number where document was first introduced. The alpha characters indicate which committee member(s) submitted the documents. "OPM" indicates a document submitted by the Office of Personnel Management. "MGT" indicates that the document was submitted jointly by all the management members. "DOD" indicates a document submitted by the Department of Defense. "LBR" indicates a joint labor document. The number following the alpha characters indicates the chronological order of the document(s) submitted by the organization for that meeting.

application of the Fort Wayne-Marion, IN, wage area. The Committee also recommended that Tippecanoe County, IN, continue to be defined to the Indianapolis area of application. OPM regulations provide it is permissible for MSAs to be split between FWS wage areas only in very unusual circumstances. Redefining Benton and Carroll Counties to the Indianapolis area of application placed the entire Lafayette MSA in the Indianapolis wage area.

(4) 552-MGT-8. Review of the Canton-Massillon, OH Metropolitan Statistical Area

The Committee recommended by consensus to redefine Carroll County, OH, from the Pittsburgh, PA, area of application to the Cleveland, OH, area of application. The Committee also recommended that Stark County, OH, continue to be defined to the Cleveland area of application. OPM regulations provide it is permissible for MSAs to be split between FWS wage areas only in very unusual circumstances. Redefining Carroll County to the Cleveland area of application placed the entire Canton-Massillon MSA in the Cleveland wage area.

(5) 553-MGT-1. Review of the Longview, TX Metropolitan Statistical Area

The Committee recommended by consensus to redefine Upshur County, TX, from the Texarkana, TX, area of application to the Shreveport, LA, area of application. The Committee also recommended that Gregg and Rusk Counties, TX, continue to be defined to the Shreveport area of application. OPM regulations provide it is permissible for MSAs to be split between FWS wage areas only in very unusual circumstances. Redefining Upshur County to the Shreveport area of application placed the entire Longview MSA in the Shreveport wage area.

(6) 553-MGT-2. Review of the Green Bay, WI Metropolitan Statistical Area

The Committee recommended by consensus to redefine Oconto County, WI, from the Southwestern Wisconsin area of application to the Milwaukee, WI, area of application. The Committee also recommended that Brown and Kewaunee Counties, WI, continue to be defined to the Milwaukee area of application. OPM regulations provide it is permissible for MSAs to be split between FWS wage areas only in very unusual circumstances. Redefining Oconto County to the Milwaukee area of application placed the entire Green Bay MSA in the Milwaukee wage area.

(7) 555-MGT-1. Review of Grenada, Panola, and Yalobusha Counties, Mississippi

Representative Travis W. Childers (D-MS) met with OPM's Director John Berry in October 2009 and expressed his concerns about the pay of U.S. Army Corps of Engineers (USACE) employees working at Grenada, Panola, and Yalobusha Counties, MS, in the Northern Mississippi wage area. These employees would like these three counties redefined to the Memphis, TN, wage area. The Committee management members introduced a proposal on this issue at FPRAC's 555th meeting.

The Committee recommended by consensus to redefine Panola County from the Northern Mississippi area of application to the Memphis area of application because of its geographic proximity to the Memphis wage area. The Committee also recommended that Grenada and Yalobusha Counties continue to be defined to the Northern Mississippi wage area.

(8) 556-MGT-1. Review of Adams and Waushara Counties, Wisconsin

Senator Russell D. Feingold (D-WI) wrote to OPM's Director John Berry on behalf of employees at the Oxford Federal Correctional Institution (FCI) in Adams County, WI, who were concerned that FWS rates of pay are lower in the Southwestern Wisconsin wage area than in the Madison, WI, wage area. The Committee management members introduced a proposal on this issue at FPRAC's 556th meeting.

The Committee recommended by consensus to redefine Adams and Waushara Counties, WI, from the Southwestern Wisconsin area of application to the Madison area of application because of their geographic proximity to the Madison wage area.

(9) 557-MGT-1. Review of Dolores, Gunnison, Montrose, Ouray, San Juan, and San Miguel Counties, Colorado

Representative John T. Salazar (D-CO) wrote to OPM on behalf of FWS employees working at the National Park Service's Black Canyon of the Gunnison National Park in Montrose County, CO, and the Curecanti National Recreation Area in Gunnison County, CO, who request that OPM consider redefining Gunnison and Montrose Counties from the Southern Colorado to the Denver, CO, wage area. The Committee management members introduced a proposal on this issue at FPRAC's 557th meeting.

The Committee recommended by consensus to redefine the entire Dolores, Montrose, Ouray, San Juan, and San Miguel Counties, and the Curecanti National Recreation Area portion of Gunnison County from the Southern Colorado area of application to the Northeastern Arizona area of application because of their geographic proximity to the Northeastern Arizona wage area. The Committee also recommended that the remaining portion of Gunnison County continue to be defined to the Southern Colorado wage area.

(10) 557-MGT-2. Review of Lee County, Virginia

The Department of Justice wrote to OPM requesting that the geographic boundaries of Lee County, VA, be changed from the Eastern Tennessee wage area to the West Virginia wage area. The Committee management members introduced a proposal on this issue at FPRAC's 557th meeting.

The Committee made no recommendation in 2010.

Issues resolved by formal recommendation

(1) 546-MGT-3. Proposed Flat Rate Pay Plan for Nonappropriated Fund Automotive Mechanics

At FPRAC's 546th meeting on August 28, 2008, the management members introduced a proposal (FPRAC document 546-MGT-3) to replace the current commission pay practices covering DOD's NAF automotive mechanics with a flat rate pay system. OPM had received the initial request for review of the commission pay practices from DOD. In subsequent Committee meetings, the management members supplemented their initial proposal with additional material (FPRAC documents 548-DOD-1, 550-DOD-1, 550-DOD-2, and 550-OPM-1).

NAF automotive mechanics who would be changed to a flat rate pay system under this proposal are employees in pay plans NA, NL, and NS, series 5823, grades 8 through 10, who are currently paid by commission only.

At FPRAC's 552nd meeting on April 29, 2010, the management members introduced a Summary of the Flat Rate Pay Plan for Nonappropriated Fund Automotive Mechanics Proposal (FPRAC document 552-MGT-2) that consolidated the initial proposal and additional material introduced in subsequent meetings.

At FPRAC's 553th meeting on May 27, 2010, the Committee established a NAF Automotive Mechanics Work Group (Work Group) to discuss the proposal. Over the course of several Work Group meetings, it became apparent that the issue could not be resolved by consensus.

At FPRAC's 557th meeting on October 21, 2010, the management members moved that FPRAC vote on adopting management's proposal to replace the current commission pay plan for NAF automotive mechanics with a flat rate pay plan as described in FPRAC document 552-MGT-2. The management members voted in favor of the proposal and the labor voted against it, which resulted in a 5-5 tie. The Chairman abstained pending further study of the proposal.

At FPRAC's 559th meeting on December 16, 2010, the Chairman offered the following amendment to management's proposal:

- Surveys to determine the flat rate will include data on technicians who are paid under flat rate pay plans, as well as those who are on commission. For technicians, who are on commission, a "phantom" flat rate will be calculated, equal to the product of the shop labor rate, and the percentage commission rate.

- The auto mechanics flat rate pay plan will be re-evaluated by FPRAC every three years, beginning three years after OPM issues final regulations to implement a special wage schedule for NAF auto mechanics. In preparation for this evaluation, OPM staff will prepare a report on the impact of the plan on recruitment, retention, and workers' earnings.

The amendment was acceptable to management. Management brought the matter to a conclusion by offering the following motion:

> Present the proposed flat rate pay plan for nonappropriated fund automotive mechanics as documented in FPRAC document 552-MGT-2, as amended by 559-MGT-1, to the Director of OPM as an FPRAC recommendation.

The Committee adopted the amendment by a 5-4 vote, with four management members voting for, four labor members voting against, and the Chairman voting for the proposal. (According to 2008 FPRAC rules, a quorum exists for voting purposes if at least 8 of 10 voting members are recognized as being in attendance by the Chairman.)

(2) 554-AFGE-1. Letter from the American Federation of Government Employees, dated June 3, 2010, Requesting FPRAC Review a Proposal to Not Allow Federal Wage System Wage Area Boundaries to Split General Schedule Locality Pay Areas

At FPRAC's 554th meeting on July 15, 2010, the American Federation of Government Employees (AFGE) introduced a proposal (FPRAC document 554-AFGE-1) to not allow FWS wage area boundaries to split GS locality pay areas. At that meeting, the Committee established a Regulatory Criteria Work Group (Work Group) to study the proposal submitted by AFGE and endorsed by other FPRAC labor members. The proposal supplements the regulatory criteria for defining boundaries of FWS wage areas by adding the following new criterion:

> Non-Rest of United States General Schedule locality pay areas should not be subdivided between Federal Wage System wage areas.

Over the course of several Work Group meetings, it became apparent that the issue could not be resolved by consensus. Labor felt strongly that there was no inherent reason, based on commuting patterns or any other factor, that geographic boundaries of local labor markets should be different for hourly and salaried employees. Management felt just as strongly that internal equity between FWS and GS employees should not be a concern of the Federal pay system and that the proposal would result in unwarranted pay increases for some employees and (but for pay retention) unwarranted pay cuts for others.

At FPRAC's 557th meeting on October 21, 2010, labor brought the matter to a conclusion by offering the following motion:

> Adopt 557-AFGE-1 to not allow Federal Wage System wage areas to split General Schedule locality pay areas.

The Committee adopted the proposal by a 6-5 vote, with all management members voting against, all labor members voting for, and the Chairman voting for the proposal.

FPRAC's recommendation in this matter, along with a minority report signed by the five FPRAC management members, was transmitted to OPM Director John Berry.

Issues tabled

(1) 527-MGT-4. Review of the Narragansett Bay, Rhode Island, Federal Wage System Wage Area

The management members withdrew without prejudice their proposal on the Narragansett Bay wage area because the Committee adopted a proposal by a 6-5 vote to not allow Federal Wage System Wage Areas to split General Schedule locality pay areas.

The management members had recommended that the boundaries of the Narragansett Bay wage area be amended to include Bristol, Kent, Newport, Providence, and Washington Counties, RI, and Bristol County, MA. The Narragansett Bay wage and survey area definitions would be identical.

(2) 550-MGT-2. Review of the Central and Western Massachusetts Federal Wage System Wage Area

The management members withdrew without prejudice their proposal on the Central and Western Massachusetts wage area because the Committee adopted a proposal by a 6-5 vote to not allow Federal Wage System Wage Areas to split General Schedule locality pay areas.

The management members had recommended that the Central and Western Massachusetts wage area be defined to include Berkshire, Franklin, Hampden, and Hampshire Counties, MA; Cheshire and Sullivan Counties, NH; and Windham and Windsor Counties, VT. The management members had also recommended that the Central and Western Massachusetts wage area's name be changed to Springfield, MA, to better reflect the geographic coverage of the wage area. They had furthermore recommended that the remaining counties in the Central and Western Massachusetts wage area be defined as follows:

- Define Worcester County, MA, and Belknap, Hillsborough, and Merrimack Counties, NH, to the Boston, MA, area of application;
- Define Ashby, Shirley, and Townsend towns in Middlesex County, MA, to the Boston survey area;
- Define Carroll County, NH, to the Portland, ME, area of application;
- Define Bennington and Rutland Counties, VT, to the Albany-Schenectady-Troy, NY, area of application; and Define Addison, Caledonia, Essex, Grafton, Lamoille, Orange, Orleans, and Washington Counties, VT, to the Northern New York area of application.

(3) 550-MGT-5. Review of the Columbia, MO Metropolitan Statistical Area

The management members withdrew without prejudice their proposal on the Columbia, MO MSA because the Committee could not come to consensus at this time. The management members may choose to introduce the subject at a future date.

The management members had recommended that Howard County, MO, be redefined from the Kansas City, MO, area of application to the St. Louis, MO, area of application. OPM regulations

provide it is permissible for MSAs to be split between FWS wage areas only in very unusual circumstances. Redefining Howard County to the St. Louis area of application would have placed the entire Columbia MSA in the St. Louis wage area.

Additional Matters Discussed

(1) Fiscal Year 2010 Prevailing Rate Pay Adjustments (552-OPM-1)

(2) Letter to Representative John Boozman (D-AZ) in Response to His Concerns About the Special Pay Practice for Lock and Dam Employees (552-OC-2)

(3) Federal Prevailing Rate Advisory Committee Annual Summaries, 2008-2009 (553-OC-1)

(4) FPRAC Web page (http://www.opm.gov/oca/Wage/FPRAC/index.asp) (554-OC-1)

(5) Wage Survey Concerns in the Austin, Texas, Wage Area (555-AFGE-1 and 555-AFGE-2)

(6) Concerns at Joint Base McGuire-Dix-Lakehurst (meeting 556)

(7) Wage Survey Concerns of AAFES Drivers in the Greene-Montgomery, OH, NAF FWS Wage Area (559-OC-1)

(8) Establishment of Survey Issues Work Group

PART III

FEDERAL PREVAILING RATE ADVISORY COMMITTEE
SUMMARY OF DISCUSSIONS AT 2010 MEETINGS

Meeting 552 – April 29, 2010

- Welcoming Remarks by Director John Berry
- Remarks by Mr. Zachary Hartman on Behalf of Representative John Boozman (D-AZ) on Concerns About the Special Pay Practice for Lock and Dam Employees
- Remarks by Mr. Sean Stanford on Behalf of Representative John Adler (D-NJ) and by Mr. Richard Figueroa, President AFGE Local 2001, on Request for Redefinition of McGuire Air Force Base and Fort Dix to the New York, NY, Wage Area
- Review of the Narragansett Bay, Rhode Island, Federal Wage System Wage Area
- Proposed Flat Rate Pay Plan for Nonappropriated Fund Automotive Mechanics
- Review of the Central and Western Massachusetts Federal Wage System Wage Area
- Review of the Columbia, MO Metropolitan Statistical Area
- Draft, Federal Prevailing Rate Advisory Committee Annual Summaries, 2008-2009
- Definition of Tulsa County, Oklahoma, and Angelina County, Texas, to Nonappropriated Fund Federal Wage System Wage Areas
- Review of the Kokomo, IN Metropolitan Statistical Area
- Review of the Lafayette, IN Metropolitan Statistical Area
- Review of the Canton-Massillon, OH Metropolitan Statistical Area

Meeting 553 – May 27, 2010

- Review of the Narragansett Bay, Rhode Island, Federal Wage System Wage Area
- Proposed Flat Rate Pay Plan for Nonappropriated Fund Automotive Mechanics
  - Presentation: 2010 Update - Proposed Flat Rate Pay Plan for Nonappropriated Fund Automotive Mechanics
    - Presentation guest speaker: Ms. Alicia Marable, HR Specialist, NAF Personnel Policy Division, CPMS
    - Brief Statement for Navy Exchange Service Command (NEXCOM): Mr. Dave Richards, Senior Vice President, Human Resources
- Review of the Central and Western Massachusetts Federal Wage System Wage Area
  - Impact of Proposed Redefinition on Federal Wage System Employees in the Proposed Springfield Wage Area
- Review of the Columbia, MO Metropolitan Statistical Area
- Review of the Longview, TX Metropolitan Statistical Area
- Review of the Green Bay, WI Metropolitan Statistical Area

Meeting 554 – July 15, 2010

- Remarks by Representative Travis W. Childers (D-MS) on Concerns About the Pay of U.S. Army Corps of Engineers Employees Working in the Northern Mississippi Wage Area
- Review of the Narragansett Bay, Rhode Island, Federal Wage System Wage Area
- Proposed Flat Rate Pay Plan for Nonappropriated Fund Automotive Mechanics
- Review of the Central and Western Massachusetts Federal Wage System Wage Area
- Letter from the American Federation of Government Employees, dated June 3, 2010, Requesting FPRAC Review a Proposal to Not Allow Federal Wage System Wage Area Boundaries to Split General Schedule Locality Pay Areas

Meeting 555 – August 12, 2010

- Remarks by Mr. David Klein and Ms. Jamie Zawadski on Behalf of Representative John Adler (D-NJ) on Request for Redefinition of McGuire Air Force Base and Fort Dix to the New York, NY, Wage Area
- Review of the Narragansett Bay, Rhode Island, Federal Wage System Wage Area
  - Presentations from Rhode Island National Guard
    - Guest speakers - Mr. David Rini, President, RIACT Chapter 22, and Major General Robert T. Bray, Adjutant General of the Rhode Island National Guard
- Proposed Flat Rate Pay Plan for Nonappropriated Fund Automotive Mechanics
- Review of the Central and Western Massachusetts Federal Wage System Wage Area
- Letter from the American Federation of Government Employees, dated June 3, 2010, Requesting FPRAC Review a Proposal to Not Allow Federal Wage System Wage Area Boundaries to Split General Schedule Locality Pay Areas
- Presentation on Wage Survey Concerns in the Austin, TX, Federal Wage System Wage Area
  - Guest speaker - Mr. Jeff Ormsby, President, AFGE Local 3828
- Presentation: General Schedule Locality Pay Areas
  - Guest speaker - Mr. Allan Hearne, Team Leader, General Schedule, OPM
- Review of Grenada, Panola, and Yalobusha Counties, Mississippi

Meeting 556 – September 16, 2010

- Review of the Narragansett Bay, Rhode Island, Federal Wage System Wage Area
- Proposed Flat Rate Pay Plan for Nonappropriated Fund Automotive Mechanics
- Review of the Central and Western Massachusetts Federal Wage System Wage Area
- Letter from the American Federation of Government Employees, dated June 3, 2010, Requesting FPRAC Review a Proposal to Not Allow Federal Wage System Wage Area Boundaries to Split General Schedule Locality Pay Areas
  - AFGE's Recommended Addition to FWS Regulatory Criteria: Non-RUS GS Locality Pay Areas Should Not Be Subdivided Between FWS Wage Areas
- Review of Grenada, Panola, and Yalobusha Counties, Mississippi
- Remarks by Colonel Gina M. Grosso, Commander at Joint Base McGuire-Dix-Lakehurst, on concerns at Joint Base McGuire-Dix-Lakehurst
- Review of Adams and Waushara Counties, Wisconsin

Meeting 557 – October 21, 2010

- Review of the Narragansett Bay, Rhode Island, Federal Wage System Wage Area
- Remarks by Major Michael P. Manning on Behalf of the Adjunct General of the Rhode Island National Guard and the Adjunct General of the State of Rhode Island Supporting the American Federation of Government Employees Proposal to Not Allow Federal Wage System Wage Areas to Split General Schedule Locality Pay Areas
- Proposed Flat Rate Pay Plan for Nonappropriated Fund Automotive Mechanics
- Review of the Central and Western Massachusetts Federal Wage System Wage Area
- Letter from the American Federation of Government Employees, dated June 3, 2010, Requesting FPRAC Review a Proposal to Not Allow Federal Wage System Wage Area Boundaries to Split General Schedule Locality Pay Areas
  - AFGE's Recommended Addition to FWS Regulatory Criteria: Non-RUS GS Locality Pay Areas Should Not Be Subdivided Between FWS Wage Areas [Revised].
- Review of Dolores, Gunnison, Montrose, Ouray, San Juan, and San Miguel Counties, Colorado
- Review of Lee County, Virginia

Meeting 558 – November 18, 2010

- Review of the Narragansett Bay, Rhode Island, Federal Wage System Wage Area
- Proposed Flat Rate Pay Plan for Nonappropriated Fund Automotive Mechanics
- Review of the Central and Western Massachusetts Federal Wage System Wage Area
- Review of Lee County, Virginia

Meeting 559 – December 16, 2010

- Proposed Flat Rate Pay Plan for Nonappropriated Fund Automotive Mechanics
  - Attachment to Summary of the Flat Rate Pay Plan for Nonappropriated Fund Automotive Mechanics Proposal
- Review of Lee County, Virginia
- Discussion of Survey Issues/Concerns
- Remarks by Don Minton, Business Representative, Teamsters Local No. 957, on Wage Survey Concerns of AAFES Drivers in the Greene-Montgomery, OH, NAF FWS Wage Area

Part IV

CHARTER FOR THE FEDERAL PREVAILING RATE ADVISORY COMMITTEE

1. OFFICIAL DESIGNATION: Federal Prevailing Rate Advisory Committee

2. AUTHORITY: The Federal Prevailing Rate Advisory Committee is established under section 5347 of title 5, United States Code, in accordance with the provisions of the Federal Advisory Committee Act (FACA), as amended, 5 U.S.C., App.

3. OBJECTIVES AND SCOPE OF ACTIVITIES: The Committee shall study the prevailing rate system and other matters pertinent to the establishment of prevailing rates under 5 U.S.C. chapter 53, subchapter IV, as amended.

4. DESCRIPTION OF DUTIES: The Committee makes recommendations to the Director of the U.S. Office of Personnel Management on the prevailing rate system for Federal blue-collar workers including—

   (1) Definitions of local wage areas;

   (2) Coverage of local wage surveys, including the occupations, establishment sizes, and industries to be surveyed and how surveys are conducted; and

   (3) Policies on basic and premium pay administration.

5. AGENCY OR OFFICIAL TO WHOM THE COMMITTEE REPORTS: The Chairman of the Committee reports to the Director of the U.S. Office of Personnel Management.

6. SUPPORT: As provided by 5 U.S.C. 5347, the U.S. Office of Personnel Management provides such clerical and professional personnel as the Chairman of the Committee considers appropriate and necessary to carry out the functions of the Committee.

7. ESTIMATED ANNUAL OPERATING COSTS IN DOLLARS AND STAFF YEARS: Using current salary schedules, the estimated annual operating expenses of the Committee are $276,699. Its estimated staff years are 1.6 full-time equivalents (FTEs).

8. DESIGNATED FEDERAL OFFICER: The Deputy Associate Director, Employee Services, U.S. Office of Personnel Management, serves as the Designated Federal Officer to the Committee. The Committee will meet at the call of the Chairman, Federal Prevailing Rate Advisory Committee, in consultation with the DFO or his designee. The Chairman, in consultation with the DFO or his designee, will prepare and approve all

meeting agendas. The DFO or his designee will attend all meetings and adjourn any meeting when he determines adjournment to be in the public interest.

9. ESTIMATED NUMBER AND FREQUENCY OF MEETINGS: The meeting schedule contemplated for the Committee is one meeting per month throughout a calendar year; more frequent meetings shall be scheduled when deemed necessary.

10. DURATION: There is no time limit set forth in 5 U.S.C. chapter 53, subchapter IV. The mandate of the Committee is one of a continuing nature until amended or revoked by act of Congress.

11. TERMINATION: There is no statutory termination date. The Federal Prevailing Rate Advisory Committee is permanently established by Public Law 92-392, and its charter is renewed every 2 years under the Federal Advisory Committee Act (Public Law 92-463). The Chairman of the Committee serves for a 4-year term, as set forth in 5 U.S.C. 5347(a)(1). Management members of the Committee serve at the pleasure of the Director of the U.S. Office of Personnel Management. Labor membership is reviewed every 2 years to assure entitlement under the criteria set forth in 5 U.S.C. 5347(b).

12. MEMBERSHIP AND DESIGNATION: The Federal Prevailing Rate Advisory Committee has five management members, five labor members, and one Chairman appointed by the Director of the U.S. Office of Personnel Management.

13. SUBCOMMITTEES: The Chairman of the Committee may, with U.S. Office of Personnel Management approval, form Working Groups to study specific technical issues and report back to the full Committee. Working Groups do not provide advice or work products directly to the Director of the U.S. Office of Personnel Management.

14. RECORDKEEPING: The records of the Committee, formally and informally established subcommittees, or other subgroups of the Committee, shall be handled in accordance with General Records Schedule 26, Item 2. The Committee's records are available for public inspection and copying at the U.S. Office of Personnel Management, subject to the Freedom of Information Act, 5 U.S.C. 552.

15. FILING DATE:

APPROVED:

(signed)

_____ March 30, 2010

John Berry Date

Director, Office of Personnel Management

2010 ANNUAL REPORT TO THE GENERAL SERVICES ADMINISTRATION

As required by section 7(a) of Public Law 92-463, the Federal Advisory Committee Act, an Internet report was submitted to the designated Advisory Committee Management Officer of the U.S. Office of Personnel Management for transmission to the General Services Administration.