

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

**Federal Prevailing Rate
Advisory Committee**
Sheldon Friedman, Chairman
**Annual Summary of
Recommendations and Discussions**
Calendar Year 2016



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ANNUAL REPORT
2016
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 44 years of operation in 2016. 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 2016 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 2016 were open to the public. The meetings were held in the Director's Executive Conference Room or in Room 7H31's 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 website at www.opm.gov/fprac.

All Committee meetings are recorded. FPRAC meeting transcripts starting with the January 20, 2011, meetings are available at the above website. Archived transcripts of earlier meetings can be obtained by sending an email message to pay-leave-policy@opm.gov.

Annually, the Office of the Chair compiles a report of pay issues discussed and recommendations made to OPM. Beginning with the 2008-2009 summary, FPRAC's annual summaries are also available on OPM's website at the above link. Archived annual summaries for earlier years can be obtained by sending an email message to pay-leave-policy@opm.gov.

**FEDERAL PREVAILING RATE ADVISORY COMMITTEE MEMBER ROSTER
AS OF DECEMBER 31, 2016**

Chairman Mr. Sheldon Friedman

Metal Trades Department, AFL-CIO

Primary Member Vacant
Primary Alternate Member Mr. Randy Erwin
Alternate Members Mr. Dennis P. Phelps
Mr. William Dougan

American Federation of Government Employees, AFL-CIO

Primary Members Mr. Eugene Hudson, Jr.
Ms. Jacqueline Simon
Primary Alternate Member Mr. J. David Cox
Alternate Members Ms. Candace Archer
Mr. Charles Bernhardt
Mr. Keith Hill
Mr. David Cann

National Association of Government Employees/SEIU

Primary Member Mr. David Holway
Primary Alternate Member Ms. Sarah Suszczyk
Alternate Members Ms. Robert J. Shore

Association of Civilian Technicians

Primary Member Mr. Terry Garnett
Primary Alternate Member Mr. Steven Landis
Alternate Members Mr. Lamar Elliott
Mr. Jeffrey Beltran

Office of Personnel Management

Primary Member Ms. Brenda L. Roberts
Primary Alternate Member Mr. Mark A. Allen

Department of Defense

Primary Member Vacant
Primary Alternate Member Mr. James Davey
Alternate Member Mr. Christopher Lynch

Department of the Air Force

Primary Member
Primary Alternate Member
Alternate Member

Mr. Lowell S. Sexton
Mr. Jason L. Munro
Mr. Scott Stoner

Department of the Army

Primary Member
Primary Alternate Member
Alternate Member

Ms. Anna L. Miller
Ms. Pamela A. Sokol
Mr. Gary L. Buck

Department of the Navy

Primary Member
Primary Alternate Members
Alternate Member

Mr. Lisa J. Jox
Mr. David P. Pedersen
Ms. Diana Williams

Department of Veterans Affairs

Primary Member
Primary Alternate Member
Alternate Member
Alternate Member

Ms. Catherine Biggs-Silver
Ms. Carmen Montgomery
Ms. Stephanie Boyd
Ms. Arleen Romba

PART II
FEDERAL PREVAILING RATE ADVISORY COMMITTEE
SUMMARY OF 2016 RECOMMENDATIONS

Issues resolved by consensus

(1) 575-MGT-1. Definition of Hickory-Lenoir-Morganton, NC Metropolitan Statistical Area

On February 28, 2013, the Office of Management and Budget (OMB) published its decennial comprehensive update to MSAs for use in Federal statistical activities. As a result of that update, the Hickory-Lenoir-Morganton, NC Metropolitan Statistical Area (MSA) became split between the Asheville, NC, and Charlotte, NC, Federal Wage System (FWS) wage areas. Under OPM regulations, it is permissible for MSAs to be split between FWS wage areas only in very unusual circumstances. There appeared to be no unusual circumstances that would permit splitting the Hickory-Lenoir-Morganton, NC MSA. After review and application of appropriate regulatory criteria, the Committee recommended by consensus to redefine Alexander and Catawba Counties, NC, from the Charlotte, NC, wage area to the Asheville, NC, wage area.

(2) 611-MGT-1. Definitions of Metropolitan Statistical Areas

Using the new metropolitan area definitions developed by OMB, the Committee reviewed the geographic definitions of the following MSAs:

- Cincinnati, OH-KY-IN MSA
- San Jose-Sunnyvale-Santa Clara, CA MSA
- Worcester, MA-CT MSA
- Walla Walla, WA MSA

Under OPM regulations, it is permissible for MSAs to be split between FWS wage areas only in very unusual circumstances. There appeared to be no unusual circumstances that would permit splitting these MSAs. Therefore, the Committee recommended by consensus to redefine—

- Union County, IN, from the Dayton, OH, area of application to the Cincinnati, OH, area of application;
- San Benito County, CA, from the Salinas-Monterey, CA, area of application to the San Francisco, CA, area of application;
- Windham County, CT, from the New London, CT, area of application to the Central and Western Massachusetts area of application; and
- Columbia County, WA, from the Spokane, WA, area of application to the Southeastern Washington-Eastern Oregon area of application.

(3) 613-MGT-1. Definition of Cameron County, Texas, to a Nonappropriated Fund Federal Wage System Wage Area

The Department of Veterans Affairs (VA) requested that OPM define Cameron County, Texas, to a nonappropriated fund (NAF) FWS wage area for pay-setting purposes because the Veterans Canteen Service (VCS) employed two NAF FWS employees at VSC #740 in the VA Health Care Center in Cameron County, and the county was not defined in OPM's regulations.

The management members of FPRAC introduced the issue at the 613th FPRAC meeting on June 16, 2016, in FPRAC document 613-MGT-1, *Definition of Cameron County, Texas, to a Nonappropriated Fund Federal Wage System Wage Area*. The closest NAF wage area to Cameron County is the Nueces, TX, wage area. There were no other NAF wage areas in the immediate vicinity of Cameron County.

The Committee recommended by consensus to define Cameron County to the area of application of the Nueces NAF FWS wage area.

(4) 613-MGT-2. Definition of Lane County, Oregon, to a Nonappropriated Fund Federal Wage System Wage Area

VA requested that OPM define Lane County, Oregon, to a NAF FWS wage area for pay-setting purposes because VCS employed one NAF FWS employee at VSC #356 in the Eugene Community Based Outpatient Clinic in Lane County, and the county was not defined in OPM's regulations.

The management members of FPRAC introduced the issue at the 613th FPRAC meeting on June 16, 2016, in FPRAC document 613-MGT-2, *Definition of Lane County, Oregon, to a Nonappropriated Fund Federal Wage System Wage Area*. The closest NAF wage area to Lane County is the Pierce, WA, wage area. There were no other NAF wage areas in the immediate vicinity of Lane County.

The Committee recommended by consensus to define Lane County to the area of application of the Pierce NAF FWS wage area.

(5) 613-MGT-3. Definition of Kent County, Michigan, to a Nonappropriated Fund Federal Wage System Wage Area

VA requested that OPM define Kent County, Michigan, to a NAF FWS wage area for pay-setting purposes because the Veterans Canteen Service (VCS) employed one NAF FWS employee at VCS #315 in the Wyoming Health Care Center in Kent County, and the county was not defined in OPM's regulations.

The management members of FPRAC introduced the issue at the 613th FPRAC meeting on June 16, 2016, in FPRAC document 613-MGT-3, *Definition of Kent County, Michigan, to a Nonappropriated Fund Federal Wage System Wage Area*. The closest NAF wage area to Kent County is the Macomb, MI, wage area. There were no other NAF wage areas in the immediate vicinity of Kent County.

The Committee recommended by consensus to define Kent County to the area of application of the Macomb NAF FWS wage area.

(6) 614-MGT-1. Definition of Forsyth and Mecklenburg Counties, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area

VA requested that OPM define Forsyth and Mecklenburg Counties, North Carolina, to a NAF FWS wage area for pay-setting purposes because VCS would soon employ seven NAF FWS employees at VCS #359 in the Kernersville Health Care Center in Forsyth County and seven NAF FWS employee at VCS #959 in the Charlotte Health Care Center in Mecklenburg County, and neither county was defined in OPM's regulations.

The management members of FPRAC introduced the issue at the 614th FPRAC meeting on August 18, 2016, in FPRAC document 614-MGT-1, *Definition of Forsyth and Mecklenburg Counties, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area*. On September 15, 2016, OPM introduced FPRAC document 616-OPM-1. In this document, OPM measured road distances from Forsyth County to the host installations in the Cumberland and Wayne, NC, and Chesterfield-Richmond, VA, NAF FWS wage areas and from Mecklenburg County to the host installations in the Cumberland, NC, and Richland, SC, NAF FWS wage areas.

The Committee recommended by consensus to define Forsyth County to the area of application of the Cumberland NAF FWS wage area and Mecklenburg County to the area of application of the Richland NAF FWS wage area.

(7) 614-MGT-3. Definition of Fulton County, Georgia, to a Nonappropriated Fund Federal Wage System Wage Area

VA requested that OPM define Fulton County, Georgia, to a NAF FWS wage area for pay-setting purposes because VCS would soon employ one NAF FWS employee at VSC #357 at the Fort McPherson VA Clinic in Fulton County, and the county was not defined in OPM's regulations.

The management members of FPRAC introduced the issue at the 614th FPRAC meeting on July 21, 2016, in FPRAC document 614-MGT-3, *Definition of Fulton County, Georgia, to a Nonappropriated Fund Federal Wage System Wage Area*. The closest NAF wage area to Fulton County is the Cobb, GA, wage area. There were no other NAF wage areas in the immediate vicinity of Fulton County.

The Committee recommended by consensus to define Fulton County to the area of application of the Cobb NAF FWS wage area.

(8) 615-MGT-1. Definition of Lee County, Florida, to a Nonappropriated Fund Federal Wage System Wage Area

VA requested that OPM define Lee County, Florida, to a NAF FWS wage area for pay-setting purposes because VCS employed two NAF FWS employees at VSC #741 in the Lee County VA Healthcare Center, and the county was not defined in OPM's regulations.

The management members of FPRAC introduced the issue at the 615th FPRAC meeting on August 18, 2016, in FPRAC document 615-MGT-1, *Definition of Lee County, Florida, to a Nonappropriated Fund Federal Wage System Wage Area*. OPM compared Lee County to the Hillsborough, Miami-Dade, and Monroe, FL, NAF FWS wage areas. While a standard review of regulatory criteria showed mixed results, the proximity criterion solidly favored the Hillsborough wage area.

The Committee recommended by consensus to define Lee County to the area of application of the Hillsborough NAF FWS wage area.

(9) 616-MGT-1. Definition of Brown County, Wisconsin, to a Nonappropriated Fund Federal Wage System Wage Area

VA requested that OPM define Brown County, Wisconsin, to a NAF FWS wage area for pay-setting purposes because VCS employed four NAF FWS employees at VCS #395 in the Green Bay Community Based Outpatient Clinic, and the county was not defined in OPM's regulations.

The management members of FPRAC introduced the issue at the 616th FPRAC meeting on September 15, 2016, in FPRAC document 616-MGT-1, *Definition of Brown County, Wisconsin, to a Nonappropriated Fund Federal Wage System Wage Area*. The closest NAF wage area to Brown County is the Lake, IL, wage area. There were no other NAF wage areas in the immediate vicinity of Brown County.

The Committee recommended by consensus to define Brown County to the area of application of the Lake NAF FWS wage area.

(10) 616-MGT-2. Redefinition of the Shelby, Tennessee, Nonappropriated Fund Federal Wage System Wage Area

The Department of Defense requested that OPM remove Mississippi County, Arkansas, from the wage area definition of the Shelby, Tennessee, NAF FWS wage area. Mississippi County was defined as an area of application county in the Shelby NAF wage area.

No NAF FWS employment had been reported in Mississippi County since the closure of Eaker Air Force Base in 1992, and NAF employers had no plans to establish an activity there in the future. Under 5 U.S.C. 5343(a)(1)(B)(i), NAF wage areas "shall not extend beyond the immediate locality in which the particular prevailing rate employees are employed." Therefore, Mississippi County should not be defined as part of an NAF wage area.

The management members of FPRAC introduced the issue at the 616th FPRAC meeting on September 15, 2016, in FPRAC document 616-MGT-2, *Redefinition of the Shelby, Tennessee, Nonappropriated Fund Federal Wage System Wage Area*.

The Committee recommended by consensus to remove Mississippi County from the definition of the Shelby NAF FWS wage area.

(11) 616-MGT-3. Definition of Leon County, Florida, to a Nonappropriated Fund Federal Wage System Wage Area

VA requested that OPM define Leon County, Florida, to a NAF FWS wage area for pay-setting purposes because VCS employed two NAF FWS employees at VSC #994 in the Tallahassee Outpatient Clinic, and the county was not defined in OPM's regulations.

The management members of introduced the issue at the 616th FPRAC meeting on September 15, 2016, in FPRAC document 616-MGT-3, *Definition of Leon County, Florida, to a Nonappropriated Fund Federal Wage System Wage Area*. OPM compared Leon County to the Dougherty and Lowndes, GA, NAF FWS wage areas. While a standard review of regulatory criteria showed mixed results, the proximity criterion and the industrial distribution pattern for Leon County favored the Lowndes wage area.

The Committee recommended by consensus to define Leon County to the area of application of the Lowndes NAF FWS wage area.

Issues resolved by formal recommendation

(1) 564-AFGE-1. Proposal to Redefine Monroe County, PA, from the Scranton-Wilkes-Barre, PA, Wage Area to the New York, NY, Wage Area

At FPRAC's 564th meeting on June 16, 2011, an American Federation of Government Employees (AFGE) representative requested that OPM review the geographic definition of Monroe County, PA (FPRAC document 564-AFGE-1). Monroe County is currently defined to the Scranton-Wilkes-Barre, PA, FWS wage area, but coincides with the New York-Newark, NY-NJ-CT-PA General Schedule (GS) locality pay area. The AFGE document recommends Monroe County be redefined to the New York, NY, FWS wage area.

At FPRAC's 609th meeting on January 21, 2016, in response to requests from the labor members of the Committee, the OPM representative introduced FPRAC document 609-OPM-3, *Review of Monroe County, Pennsylvania*. This document provided a detailed analysis of OPM's regulatory criteria for defining wage area boundaries and showed the following:

- The distance criterion for Monroe County favors the Scranton-Wilkes-Barre wage area.
- The commuting patterns criterion for Monroe County favors the Scranton-Wilkes-Barre wage area.
- The overall population and employment and the kinds and sizes of private industrial establishments criterion for Monroe County favors the Scranton-Wilkes-Barre wage area.

The Committee heard testimony from Congressional staff and local employees in support of the AFGE proposal, including testimony that a high rate of commuting interchange—which triggered Monroe County's reassignment to the New York-Newark GS locality pay area in 2005—also applies to the county's blue-collar employees. During discussions it was apparent the labor members strongly supported the proposal to redefine Monroe County from the Scranton-Wilkes-Barre wage area to the New York wage area and that the management members equally strongly opposed the proposal.

The labor members moved that Monroe County be redefined to the New York wage area.

The Committee adopted the proposal by a 5-4 vote, with four management members voting against, four labor members voting in favor, and the Chairman voting in favor. The management members submitted a minority report to go along with the majority recommendation to OPM's Acting Director. The Chair noted that Monroe County's GS employees received a substantial pay increase in 2005, due to the county's reassignment to the New York-Newark locality pay area. The Chair also noted that it is unreasonable to expect Monroe County's FWS employees who work side-by-side with these GS employees—but who received no such increase—not to view this as a serious pay inequity.

Additional Matters Discussed

- Letters to Acting Director Cobert from Senator Robert Casey, Representative Matt Cartwright, and Representative Lou Barletta regarding the pay disparity at Tobyhanna Army Depot between GS and FWS employees and OPM responses, 609-OC-1
- Article at The Washington Post (Federal Eye) concerning the pay disparity among workers at Joint Base McGuire-Dix-Lakehurst, 609-OC-2
- FPRAC's FY 2015 Federal Advisory Committee Act (FACA) Report, 609-OC-3
- Fiscal Year 2016 Prevailing Rate Pay Adjustment, 609-OPM-4
- Federal Prevailing Rate Advisory Committee Annual Summary, 2015, 611-OC-1
- Charter for the Federal Prevailing Rate Advisory Committee, 611-OC-2
- 2016 Review of Labor Membership on the Federal Prevailing Rate Advisory Committee, 612-OC-1
- FPRAC Membership Roster for FY 2016, 614-OC-1
- New URL for FPRAC: www.opm.gov/fprac
- FPRAC's FY 2016 Federal Advisory Committee Act (FACA) Report, 617-OC-1

PART III

FEDERAL PREVAILING RATE ADVISORY COMMITTEE

SUMMARY OF DISCUSSIONS AT 2016 MEETINGS

Meeting 609 – January 21, 2016

- Review of Lee County, VA
 - 2013 Update to Review of Lee County, VA
- Definition of South Bend-Mishawaka, IN-MI Metropolitan Statistical Area
 - 2013 Update to Definition of South Bend-Mishawaka, IN-MI MSA
- Letter from the American Federation of Government Employees, Dated June 6, 2011, Requesting FPRAC Review a Proposal to Redefine Monroe County, PA, from the Scranton-Wilkes-Barre, PA, Wage Area to the New York, NY, Wage Area
- Definition of Hickory-Lenoir-Morganton, NC Metropolitan Statistical Area
 - 2013 Update to Definition of Hickory-Lenoir-Morganton, NC MSA
 - Employment data for the Hickory-Lenoir-Morgantown, NC Metropolitan Statistical Area
 - Map of the Charlotte FWS Wage Area and the Charlotte-Concord, NC-SC GS Locality Pay Area
- Review of Green County, Missouri
- Review of Monroe County, Pennsylvania

Meeting 610 – February 18, 2016

- Review of Lee County, VA
 - 2013 Update to Review of Lee County, VA
- Definition of South Bend-Mishawaka, IN-MI Metropolitan Statistical Area
 - 2013 Update to Definition of South Bend-Mishawaka, IN-MI MSA
- Review of Green County, Missouri
- Draft, Prevailing Rate Advisory Committee Annual Summary, 2015

Meeting 611 – March 17, 2016

- Prevailing Rate Advisory Committee Annual Summary, 2015
- Charter for the Federal Prevailing Rate Advisory Committee
- Review of Lee County, VA
 - 2013 Update to Review of Lee County, VA
- Definition of South Bend-Mishawaka, IN-MI Metropolitan Statistical Area
 - 2013 Update to Definition of South Bend-Mishawaka, IN-MI MSA
- Review of Green County, Missouri
- Definitions of Metropolitan Statistical Areas
- Letter from the National Association of Government Employees, Dated March 9, 2016, Requesting FPRAC Reexamine the Placement of Wage Grade Employees Working in Shawnee County, KS

Meeting 612 – May 19, 2016

- 2016 Review of Labor Membership on the Federal Prevailing Rate Advisory Committee
- Review of Green County, Missouri
- Letter from the National Association of Government Employees, Dated March 9, 2016, Requesting FPRAC Reexamine the Placement of Wage Grade Employees Working in Shawnee County, KS
 - Review of Shawnee County, Kansas

Meeting 613 – June 16, 2016

- Review of Greene County, Missouri
- Letter from the National Association of Government Employees, Dated March 9, 2016, Requesting FPRAC Reexamine the Placement of Wage Grade Employees Working in Shawnee County, KS
 - Review of Shawnee County, Kansas
- Definition of Cameron County, Texas, to a Nonappropriated Fund Federal Wage System Wage Area
- Definition of Lane County, Oregon, to a Nonappropriated Fund Federal Wage System Wage Area
- Definition of Kent County, Michigan, to a Nonappropriated Fund Federal Wage System Wage Area

Meeting 614 – July 21, 2016

- Letter from the National Association of Government Employees, Dated March 9, 2016, Requesting FPRAC Reexamine the Placement of Wage Grade Employees Working in Shawnee County, KS
 - Review of Shawnee County, Kansas
 - Additional information on Shawnee County, Kansas
 - Supporting Documentation from Topeka WG Employees
 - HVAC Coverage in Kansas City Wage Area by Topeka WG Employees
 - Log of Trips from Topeka to Community Based Outpatient Clinics in Kansas City Wage Area
 - Email Stating Topeka Staff Provides Shuttles to Kansas City Wage Area
 - Email Regarding Topeka WG Grounds Staff Vehicle Assistance
 - Email Regarding Topeka WG Maintenance Employees Performing Work at Community Based Outpatient Clinics East of Shawnee County
 - Motor Vehicle Log Showing Trips from Topeka to Kansas City Wage Area and Leavenworth
 - Work Orders for Topeka WG Employees to Perform Work at Community Based Outpatient Clinics in Kansas City Wage Area
- Definition of Lane County, Oregon, to a Nonappropriated Fund Federal Wage System Wage Area
 - Additional information on Lane County, Oregon

Meeting 615 – August 18, 2016

- Letter from the National Association of Government Employees, Dated March 9, 2016, Requesting FPRAC Reexamine the Placement of Wage Grade Employees Working in Shawnee County, KS
 - Review of Shawnee County, Kansas
 - Additional information on Shawnee County, Kansas
 - Supporting Documentation from Topeka WG Employees
 - HVAC Coverage in Kansas City Wage Area by Topeka WG Employees
 - Log of Trips from Topeka to Community Based Outpatient Clinics in Kansas City Wage Area
 - Email Stating Topeka Staff Provides Shuttles to Kansas City Wage Area
 - Email Regarding Topeka WG Grounds Staff Vehicle Assistance
 - Email Regarding Topeka WG Maintenance Employees Performing Work at Community Based Outpatient Clinics East of Shawnee County
 - Motor Vehicle Log Showing Trips from Topeka to Kansas City Wage Area and Leavenworth
 - Work Orders for Topeka WG Employees to Perform Work at Community Based Outpatient Clinics in Kansas City Wage Area
 - Additional Information on the Topeka, Kansas, Wage Area
- Definition of Lane County, Oregon, to a Nonappropriated Fund Federal Wage System Wage Area
 - Additional information on Lane County, Oregon
- Definition of Forsyth and Mecklenburg Counties, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
- Definition of Pitt County, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
- Definition of Fulton County, Georgia, to a Nonappropriated Fund Federal Wage System Wage Area
- Definition of Lee County, Florida, to a Nonappropriated Fund Federal Wage System Wage Area

Meeting 616 – September 15, 2016

- Letter from the National Association of Government Employees, Dated March 9, 2016, Requesting FPRAC Reexamine the Placement of Wage Grade Employees Working in Shawnee County, KS
 - Review of Shawnee County, Kansas
 - Additional information on Shawnee County, Kansas
 - Supporting Documentation from Topeka WG Employees
 - HVAC Coverage in Kansas City Wage Area by Topeka WG Employees
 - Log of Trips from Topeka to Community Based Outpatient Clinics in Kansas City Wage Area
 - Email Stating Topeka Staff Provides Shuttles to Kansas City Wage Area
 - Email Regarding Topeka WG Grounds Staff Vehicle Assistance

- Email Regarding Topeka WG Maintenance Employees Performing Work at Community Based Outpatient Clinics East of Shawnee County
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- Work Orders for Topeka WG Employees to Perform Work at Community Based Outpatient Clinics in Kansas City Wage Area
- Additional Information on the Topeka, Kansas, Wage Area
- Definition of Lane County, Oregon, to a Nonappropriated Fund Federal Wage System Wage Area
 - Additional information on Lane County, Oregon
- Definition of Forsyth and Mecklenburg Counties, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
 - Additional Information on Forsyth and Mecklenburg, North Carolina
- Definition of Pitt County, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
 - Additional Information on Pitt County, North Carolina
- Definition of Lee County, Florida, to a Nonappropriated Fund Federal Wage System Wage Area
 - Additional Information on Lee County, Florida
- Definition of Brown County, Wisconsin, to a Nonappropriated Fund Federal Wage System Wage Area
- Redefinition of the Shelby, Tennessee, Nonappropriated Fund Federal Wage System Wage Area
- Definition of Leon County, Florida, to a Nonappropriated Fund Federal Wage System Wage Area

Meeting 617 – November 17, 2016

- Letter from the National Association of Government Employees, Dated March 9, 2016, Requesting FPRAC Reexamine the Placement of Wage Grade Employees Working in Shawnee County, KS
 - Review of Shawnee County, Kansas
 - Additional information on Shawnee County, Kansas
 - Supporting Documentation from Topeka WG Employees
 - HVAC Coverage in Kansas City Wage Area by Topeka WG Employees
 - Log of Trips from Topeka to Community Based Outpatient Clinics in Kansas City Wage Area
 - Email Stating Topeka Staff Provides Shuttles to Kansas City Wage Area
 - Email Regarding Topeka WG Grounds Staff Vehicle Assistance
 - Email Regarding Topeka WG Maintenance Employees Performing Work at Community Based Outpatient Clinics East of Shawnee County
 - Motor Vehicle Log Showing Trips from Topeka to Kansas City Wage Area and Leavenworth
 - Work Orders for Topeka WG Employees to Perform Work at Community Based Outpatient Clinics in Kansas City Wage Area
 - Additional Information on the Topeka, Kansas, Wage Area

- Definition of Forsyth and Mecklenburg Counties, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
 - Additional Information on Forsyth and Mecklenburg, North Carolina
- Definition of Pitt County, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
 - Additional Information on Pitt County, North Carolina
- Definition of Brown County, Wisconsin, to a Nonappropriated Fund Federal Wage System Wage Area
 - Additional Information on Brown County, Wisconsin
- Review of the San Antonio, Texas, Federal Wage System Wage Area

Meeting 618 – December 15, 2016

- Letter from the National Association of Government Employees, Dated March 9, 2016, Requesting FPRAC Reexamine the Placement of Wage Grade Employees Working in Shawnee County, KS
 - Review of Shawnee County, Kansas
 - Additional information on Shawnee County, Kansas
 - Supporting Documentation from Topeka WG Employees
 - HVAC Coverage in Kansas City Wage Area by Topeka WG Employees
 - Log of Trips from Topeka to Community Based Outpatient Clinics in Kansas City Wage Area
 - Email Stating Topeka Staff Provides Shuttles to Kansas City Wage Area
 - Email Regarding Topeka WG Grounds Staff Vehicle Assistance
 - Email Regarding Topeka WG Maintenance Employees Performing Work at Community Based Outpatient Clinics East of Shawnee County
 - Motor Vehicle Log Showing Trips from Topeka to Kansas City Wage Area and Leavenworth
 - Work Orders for Topeka WG Employees to Perform Work at Community Based Outpatient Clinics in Kansas City Wage Area
 - Additional Information on the Topeka, Kansas, Wage Area
 - Additional Request from the National Association of Government Employees and Replies to Questions
- Definition of Forsyth and Mecklenburg Counties, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
 - Additional Information on Forsyth and Mecklenburg, North Carolina
- Definition of Pitt County, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
 - Additional Information on Pitt County, North Carolina
- Review of the San Antonio, Texas, Federal Wage System Wage Area

PART IV

COMPLIANCE WITH STATUTORY PROVISIONS

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 2.
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:** The estimated annual operating expenses of the Committee are \$246,898. Its estimated staff years are 1.7 full-time equivalents (FTEs).
8. **DESIGNATED FEDERAL OFFICER:** The Deputy Associate Director, Pay and Leave, Employee Services, U.S. Office of Personnel Management, serves as the Designated Federal Officer (DFO) 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 statutory termination date. The mandate of the Committee is one of a continuing nature until amended or revoked by act of Congress.
11. TERMINATION: 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).
12. MEMBERSHIP AND DESIGNATION: The Federal Prevailing Rate Advisory Committee has five Regular Government Employee (management) members, five Representative (labor) members, and one Chairman appointed by the Director of the U.S. Office of Personnel Management. 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).
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: **FEB 16 2016**

APPROVED:



Beth F. Cobert
 Acting Director
 U.S. Office of Personnel Management

FEB 16 2016
 Date

2016 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.



U.S. Office of Personnel Management

Federal Prevailing Rate Advisory Committee

1900 E Street, NW, Washington, DC 20415

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