

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

# **Federal Prevailing Rate Advisory Committee**

## **Annual Summary of Recommendations and Discussions**

Calendar Year 2019



**Jill L. Nelson**

*Chair*

March, May, June, July, September, and October 2019

**Douglas Fehrer**

*Chair*

December 2019

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**ANNUAL REPORT**  
**2019**  
**FEDERAL PREVAILING RATE ADVISORY COMMITTEE**

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**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 47 years of operation in 2019. 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 2019 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 2019 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 website at [www.opm.gov/fprac](http://www.opm.gov/fprac).

The meetings held in March, May, June, July, September, and October 2019 were conducted under the leadership of Chair Jill L. Nelson. The meeting held in December 2019 was conducted under the leadership of Chair Douglas Fehrer.

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](mailto: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](mailto:pay-leave-policy@opm.gov).

**PART II**  
**FEDERAL PREVAILING RATE ADVISORY COMMITTEE**  
**SUMMARY OF 2019 RECOMMENDATIONS**

**Issues resolved by consensus**

**(1) 624-MGT-1. Definition of Johnson County, Indiana, to a Nonappropriated Fund Federal Wage System Wage Area**

The Department of Defense (DOD) requested that OPM define Johnson County, IN, to a nonappropriated fund (NAF) FWS wage area for pay-setting purposes because the Army and Air Force Exchange Service (AAFES) has one NAF FWS employee at Camp Atterbury in Johnson County, and the county was not defined in OPM's regulations.

The management members of FPRAC introduced the issue at the 624th FPRAC meeting on May 16, 2019, in FPRAC document 624-MGT-1, *Definition of Johnson County, Indiana, to a Nonappropriated Fund Federal Wage System Wage Area*. OPM compared Johnson County to the Greene-Montgomery, OH, and Hardin-Jefferson, KY, NAF FWS wage areas. The proximity criterion favors the Hardin-Jefferson wage area. The transportation facilities criterion does not favor one wage area more than another. However, there is more direct access from Camp Atterbury to Fort Knox than from Camp Atterbury to Wright Patterson Air Force Base. The commuting patterns criterion does not favor one wage area more than another. The difference between the resident workforce commuting to work in the Hardin-Jefferson and Greene-Montgomery survey areas is insignificant; however, marginally more people commute into the Hardin-Jefferson survey area (0.05%) than into the Greene-Montgomery survey area (0.02%). The overall population, employment sizes, and kinds and sizes of private industrial establishments criterion does not favor one wage area more than another.

The Committee recommended by consensus to define Johnson County to the area of application of the Hardin-Jefferson NAF FWS wage area.

**(2) 624-MGT-2. Definitions of Metropolitan Statistical Areas**

The Office of Management and Budget (OMB) defines Metropolitan Statistical Areas (MSAs) and maintains and periodically updates the definitions of MSA boundaries. The most recent OMB definitions of MSAs were issued on September 14, 2018. Using the new MSA definitions, the Committee reviewed the geographic definitions of the following MSAs:

- Washington-Arlington-Alexandria, DC-MD-VA-WV MSA
- Toledo, OH MSA
- Hattiesburg, MS 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—

- Madison County, VA, from the Hagerstown-Martinsburg-Chambersburg, MD, area of application to the Washington, DC, area of application;
- Ottawa County, OH, from the Cleveland, OH, area of application to the Detroit, MI, area of application; and
- Covington County, MS, from the Jackson, MS, area of application to the Meridian, MS, area of application;

### **(3) 626-MGT-1. Definition of Fort Smith, AR-OK Metropolitan Statistical Area**

The management members of FPRAC introduced the issue at the 626<sup>th</sup> FPRAC meeting on July 18, 2019, in FPRAC document 626-MGT-1, *Definition of Fort Smith, AR-OK Metropolitan Statistical Area*.

The management members of FPRAC recommended that—

- Crawford and Sebastian Counties, AR, and Sequoyah County, OK, continue to be defined to the Tulsa, OK, wage area
- Franklin County, AR, continue to be defined to the Little Rock, AR, wage area with the exception of the portion of Fort Chaffee located in Franklin County which would be redefined to the Tulsa wage area

OPM regulations provide it is permissible for MSAs to be split between FWS wage areas only in very unusual circumstances.

Managed by the Forest Service, the Ozark National Forest covers 1.2 million acres, mostly in the Ozark Mountains of northern Arkansas. The Ozark National Forest is located in parts of the following 16 counties: Newton, Pope, Johnson, Franklin, Crawford, Logan Baxter, Stone, Madison, Yell, Van Buren, Searcy, Washington, Benton, Conway, and Marion Counties, AR. There are four Forest Service employees working in Franklin and Stone Counties. To avoid splitting the FWS employees working at the Ozark National Forest between two wage areas, the management members continue to believe the correct definition of Franklin County is the Little Rock wage area.

However, in addition to the four Forest Service FWS employees currently working in Franklin County, there are now three Department of the Army employees working in the portion of Fort Chaffee located in Franklin County. The Department of the Army also employs 74 FWS employees in the portion of Fort Chaffee located in Sebastian County. So that the FWS employees working at Fort Chaffee are not split between two wage areas, the management members recommended that the Fort Chaffee portion of Franklin County be redefined to the Tulsa wage area. Fort Chaffee would then be entirely defined to the Tulsa wage area.

Therefore, the Committee recommended by consensus to redefine the Fort Chaffee part of Franklin County to the Tulsa wage area.

## **Issues resolved by formal recommendation**

### **(1) 612-MGT-1. Proposal to Redefine Shawnee County, Kansas, from the Topeka, KS, Wage Area to the Kansas City, MO, Wage Area**

At FPRAC's 611<sup>th</sup> meeting on March 17, 2016, the National Association of Government Employees (NAGE) requested that OPM review the geographic definition of Shawnee County, KS, and consider abolishing the Topeka, KS, FWS wage area, redefining Shawnee County to the Kansas City, MO, FWS wage area, and redefining the remaining counties in the Topeka FWS wage area to surrounding wage areas.

At FPRAC's 612<sup>th</sup> meeting on May 19, 2016, OPM introduced FPRAC document 612-MGT-1, Review of Shawnee County, Kansas. This document provided a detailed analysis of OPM's regulatory criteria for defining wage area boundaries and showed the following:

- The distance criterion for Shawnee County favors the Topeka wage area.
- The commuting patterns criterion for Shawnee County favors the Topeka wage area.
- The overall population and employment and the kinds and sizes of private industrial establishments criterion for Shawnee County favors the Topeka wage area.

At FPRAC's 620<sup>th</sup> meeting on September 20, 2018, OPM representative introduced FPRAC document 620-MGT-1, *2018 Update to Review of Shawnee County, Kansas*. This document provided updated statistics, if applicable, on FWS employment, union representation, Metropolitan Statistical Areas, commuting patterns, and the overall population, employment, and kinds and sizes of private industrial establishments. The recommendation of the management members remained the same as in 612-MGT-1.

The Committee heard testimony from VAMC staff and local labor members in support of the NAGE proposal. VAMC staff and local labor members indicated that the disparity in rates of pay between the Topeka VAMC, in the Topeka wage area, and Leavenworth VAMC, in the Kansas City wage area, has negatively impacted the FWS employees' morale.

The Labor members moved that Shawnee County be redefined to the Kansas City FWS wage area.

The Committee failed to adopt the proposal by a 5-4 vote, with all management members voting against, all labor members voting in favor, and the Chair voting against.

### **(2) 614-MGT-2. Definition of Pitt County, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area**

VA requested that OPM define Pitt County, NC, to a NAF FWS wage area for pay-setting purposes because VCS now employs one NAF FWS employee at VSC #358 in the Greenville Health Care Center in Pitt County, and the county was not defined in OPM's regulations.

The management members of FPRAC introduced the issue at the 614<sup>th</sup> FPRAC meeting on

August 18, 2016, in FPRAC document 614-MGT-2, *Definition of Pitt County, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area*. OPM compared Pitt County to the Craven and Wayne, NC, NAF FWS wage areas. The proximity criterion favored the Wayne wage area. The commuting patterns criterion did not favor one wage area more than another. Although the overall population, employment sizes, and kinds and sizes of private industrial establishments criterion does not favor one wage area more than another, the industrial distribution pattern for Pitt County is similar to the Craven survey area. While a standard review of regulatory criteria showed mixed results, the proximity criterion solidly favored the Wayne wage area.

The management members moved that Pitt County be redefined to the Wayne NAF FWS wage.

The Committee adopted the proposal by a 5-4 vote, with all management members voting in favor, all labor members voting against, and the Chair voting in favor.

## **Issues tabled**

### **(1) 625-MGT-1. Review of the Columbia, MO Metropolitan Statistical Area**

The management members of FPRAC introduced the issue at the 625<sup>th</sup> FPRAC meeting on June 20, 2019, in FPRAC document 625-MGT-1, *Definition of Columbia, MO Metropolitan Statistical Area*. This document recommended that Cooper and Howard Counties 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 Cooper and Howard Counties to the St. Louis area of application would have placed the entire Columbia MSA in the St. Louis wage area.

The Committee members agreed to table the review of the Columbia MSA because the Committee could not come to consensus at this time. Any member of the Committee may choose to introduce the subject at a future date.



### **Additional Matters Discussed**

- Fiscal Year 2019 Prevailing Rate Pay Adjustments, 623-OPM-1
- 2018 Review of Labor Membership on the Federal Prevailing Rate Advisory Committee, 623-OC-1
- Update to Fiscal Year 2019 Prevailing Rate Pay Adjustments, 624-OPM-1
- Prevailing Rate Advisory Committee Annual Summaries, 2017-2018, 625-OC-1

**PART III**  
**FEDERAL PREVAILING RATE ADVISORY COMMITTEE**  
**SUMMARY OF DISCUSSIONS AT 2019 MEETINGS**

**Meeting 623 – March 21, 2019**

- 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 Submitted by Topeka WG Employees
  - Additional Information on the Topeka, Kansas, Wage Area
  - Additional Request from the National Association of Government Employees and Replies to Questions
  - 2018 Update to Review of Shawnee County, Kansas
  - Regulatory Criteria Analysis for the Topeka, Kansas, Wage Area
  - Memorandum from Director, VAMC in the Eastern Kansas Healthcare System, concerning the pay discrepancy between the VAMCs located in Shawnee County, KS, and Leavenworth County
  - Additional Supporting Documentation Submitted by Topeka WG Employees
- Definition of Pitt County, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
  - Additional Information on Pitt County, North Carolina
  - 2018 Update to Definition of Pitt County, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
- Letter from the American Federation of Government Employees, Dated September 6, 2018, Requesting FPRAC Review a Proposal to Not Allow Federal Wage System Wage Area Boundaries to Split General Schedule Locality Pay Areas and a Proposal to Redefine Monroe County, PA, from the Scranton-Wilkes-Barre, PA, Wage Area to the New York, NY, Wage Area
  - Estimated 5-Year Cost Projection of Application of FPRAC Request
- Current Definition of the Portsmouth, New Hampshire, Wage Area
  - Letter from the American Federation of Government Employees, dated June 30, 2014, Recommending (1) the Six Counties in the Current Portland, ME, Wage Area Be Redefined to the Portsmouth, NH, Wage Area and (2) the \$10.10 Per Hour Minimum Rate Granted to Federal Contractors by President Obama Be Applied to FWS Wage Schedules [REPRINT]
  - Excerpt from FPRAC Transcript of 596<sup>th</sup> Meeting Regarding the Abolishment of the Portland, Maine, Wage Area [REPRINT]

## Meeting 624 – May 16, 2019

- 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 Submitted by Topeka WG Employees
  - Additional Information on the Topeka, Kansas, Wage Area
  - Additional Request from the National Association of Government Employees and Replies to Questions
  - 2018 Update to Review of Shawnee County, Kansas
  - Regulatory Criteria Analysis for the Topeka, Kansas, Wage Area
  - Memorandum from Director, VAMC in the Eastern Kansas Healthcare System, concerning the pay discrepancy between the VAMCs located in Shawnee County, KS, and Leavenworth County
  - Additional Supporting Documentation Submitted by Topeka WG Employees
- Definition of Pitt County, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
  - Additional Information on Pitt County, North Carolina
  - 2018 Update to Definition of Pitt County, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
- Letter from the American Federation of Government Employees, Dated September 6, 2018, Requesting FPRAC Review a Proposal to Not Allow Federal Wage System Wage Area Boundaries to Split General Schedule Locality Pay Areas and a Proposal to Redefine Monroe County, PA, from the Scranton-Wilkes-Barre, PA, Wage Area to the New York, NY, Wage Area
  - 5-Year Cost Projection of Application of FPRAC Request
  - Paper *Pay Disparity at Tobyhanna Army Depot* by Joseph P. Lynott Sr.
  - Email Message from Steven R. Kester in Support of the Proposal to Move Monroe County, PA, to the New York, NY, Wage Area
- Definition of Johnson County, Indiana, to a Nonappropriated Fund Federal Wage System Wage Area
- Definition of Metropolitan Statistical Areas

## Meeting 625 – June 20, 2019

- 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 Submitted by Topeka WG Employees
  - Additional Information on the Topeka, Kansas, Wage Area
  - Additional Request from the National Association of Government Employees and Replies to Questions

- 2018 Update to Review of Shawnee County, Kansas
- Regulatory Criteria Analysis for the Topeka, Kansas, Wage Area
- Memorandum from Director, VAMC in the Eastern Kansas Healthcare System, concerning the pay discrepancy between the VAMCs located in Shawnee County, KS, and Leavenworth County
- Additional Supporting Documentation Submitted by Topeka WG Employees
- Definition of Pitt County, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
  - Additional Information on Pitt County, North Carolina
  - 2018 Update to Definition of Pitt County, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
- Letter from the American Federation of Government Employees, Dated September 6, 2018, Requesting FPRAC Review a Proposal to Not Allow Federal Wage System Wage Area Boundaries to Split General Schedule Locality Pay Areas and a Proposal to Redefine Monroe County, PA, from the Scranton-Wilkes-Barre, PA, Wage Area to the New York, NY, Wage Area
  - 5-Year Cost Projection of Application of FPRAC Request
  - Paper *Pay Disparity at Tobyhanna Army Depot* by Joseph P. Lynott Sr.
  - Email Message from Steven R. Kester in Support of the Proposal to Move Monroe County, PA, to the New York, NY, Wage Area
  - Remarks by Employees of Tobyhanna Army Depot on AFGE's Proposal to Redefine Monroe County, PA, from the New York, NY, Wage Area to the Scranton-Wilkes-Barre, PA, Wage Area
- Definition of Johnson County, Indiana, to a Nonappropriated Fund Federal Wage System Wage Area
- Comparison of Federal Wage System Employment and Weighted Average Pay Gaps
- Definition of Columbia, MO Metropolitan Statistical Area

### **Meeting 626 – July 18, 2019**

- 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 Submitted by Topeka WG Employees
  - Additional Information on the Topeka, Kansas, Wage Area
  - Additional Request from the National Association of Government Employees and Replies to Questions
  - 2018 Update to Review of Shawnee County, Kansas
  - Regulatory Criteria Analysis for the Topeka, Kansas, Wage Area
  - Memorandum from Director, VAMC in the Eastern Kansas Healthcare System, concerning the pay discrepancy between the VAMCs located in Shawnee County, KS, and Leavenworth County
  - Additional Supporting Documentation Submitted by Topeka WG Employees

- Definition of Pitt County, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
  - Additional Information on Pitt County, North Carolina
  - 2018 Update to Definition of Pitt County, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
- Letter from the American Federation of Government Employees, Dated September 6, 2018, Requesting FPRAC Review a Proposal to Not Allow Federal Wage System Wage Area Boundaries to Split General Schedule Locality Pay Areas and a Proposal to Redefine Monroe County, PA, from the Scranton-Wilkes-Barre, PA, Wage Area to the New York, NY, Wage Area
  - 5-Year Cost Projection of Application of FPRAC Request
  - *Paper Pay Disparity at Tobyhanna Army Depot* by Joseph P. Lynott Sr.
  - Email Message from Steven R. Kester in Support of the Proposal to Move Monroe County, PA, to the New York, NY, Wage Area
- Definition of Columbia, MO Metropolitan Statistical Area
- Definition of Fort Smith, AR-OK Metropolitan Statistical Area

### **Meeting 627 – September 19, 2019**

- 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 Submitted by Topeka WG Employees
  - Additional Information on the Topeka, Kansas, Wage Area
  - Additional Request from the National Association of Government Employees and Replies to Questions
  - 2018 Update to Review of Shawnee County, Kansas
  - Regulatory Criteria Analysis for the Topeka, Kansas, Wage Area
  - Memorandum from Director, VAMC in the Eastern Kansas Healthcare System, concerning the pay discrepancy between the VAMCs located in Shawnee County, KS, and Leavenworth County
  - Additional Supporting Documentation Submitted by Topeka WG Employees
  - Letter from Mr. Andy L. Taylor, Federal Wage System Employee at the Topeka VAMC, in Support of NAGE’s Request to Abolish the Topeka, KS, Wage Area
  - Letter from Mr. Daniel Whiteman, Federal Wage System Employee at the Topeka VAMC, in Support to of NAGE’s Request to Abolish the Topeka, KS, Wage Area
- Definition of Pitt County, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
  - Additional Information on Pitt County, North Carolina
  - 2018 Update to Definition of Pitt County, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
- Letter from the American Federation of Government Employees, Dated September 6, 2018, Requesting FPRAC Review a Proposal to Not Allow Federal Wage System Wage Area Boundaries to Split General Schedule Locality Pay Areas and a Proposal to Redefine Monroe

County, PA, from the Scranton-Wilkes-Barre, PA, Wage Area to the New York, NY, Wage Area

- 5-Year Cost Projection of Application of FPRAC Request
- Paper *Pay Disparity at Tobyhanna Army Depot* by Joseph P. Lynott Sr.
- Email Message from Steven R. Kester in Support of the Proposal to Move Monroe County, PA, to the New York, NY, Wage Area
- Letter from Steven R. Kester Regarding the Pay Disparity Between FWS and GS Employees at Tobyhanna Army Depot
- Definition of Columbia, MO Metropolitan Statistical Area
- Definition of Fort Smith, AR-OK Metropolitan Statistical Area
- Letter from the American Federation of Government Employees, Dated September 3, 2019, Requesting FPRAC Recommend Redefining San Joaquin County, CA, from the Stockton, CA, Wage Area to the San Francisco, CA, Wage Area

### **Meeting 628 – October 17, 2019**

- 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 Submitted by Topeka WG Employees
  - Additional Information on the Topeka, Kansas, Wage Area
  - Additional Request from the National Association of Government Employees and Replies to Questions
  - 2018 Update to Review of Shawnee County, Kansas
  - Regulatory Criteria Analysis for the Topeka, Kansas, Wage Area
  - Memorandum from Director, VAMC in the Eastern Kansas Healthcare System, concerning the pay discrepancy between the VAMCs located in Shawnee County, KS, and Leavenworth County
  - Additional Supporting Documentation Submitted by Topeka WG Employees
- Definition of Pitt County, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
  - Additional Information on Pitt County, North Carolina
  - 2018 Update to Definition of Pitt County, North Carolina, to a Nonappropriated Fund Federal Wage System Wage Area
- Letter from the American Federation of Government Employees, Dated September 6, 2018, Requesting FPRAC Review a Proposal to Not Allow Federal Wage System Wage Area Boundaries to Split General Schedule Locality Pay Areas and a Proposal to Redefine Monroe County, PA, from the Scranton-Wilkes-Barre, PA, Wage Area to the New York, NY, Wage Area
  - 5-Year Cost Projection of Application of FPRAC Request
  - Paper *Pay Disparity at Tobyhanna Army Depot* by Joseph P. Lynott Sr.
  - Email Message from Steven R. Kester in Support of the Proposal to Move Monroe County, PA, to the New York, NY, Wage Area

- Letter from Steven R. Kester Regarding the Pay Disparity Between FWS and GS Employees at Tobyhanna Army Depot
- Definition of Columbia, MO Metropolitan Statistical Area
- Definition of Fort Smith, AR-OK Metropolitan Statistical Area
- Letter from the American Federation of Government Employees, Dated September 3, 2019, Requesting FPRAC Recommend Redefining San Joaquin County, CA, from the Stockton, CA, Wage Area to the San Francisco, CA, Wage Area
- Letter from the National Association of Government Employees, Dated September 25, 2019, Requesting FPRAC Reexamine the Placement of Wage Grade Employees Working in the Salinas-Monterey, CA, Wage Area

**Meeting 629 – December 19, 2019**

- Letter from the American Federation of Government Employees, Dated September 6, 2018, Requesting FPRAC Review a Proposal to Not Allow Federal Wage System Wage Area Boundaries to Split General Schedule Locality Pay Areas and a Proposal to Redefine Monroe County, PA, from the Scranton-Wilkes-Barre, PA, Wage Area to the New York, NY, Wage Area
  - 5-Year Cost Projection of Application of FPRAC Request
  - Paper *Pay Disparity at Tobyhanna Army Depot* by Joseph P. Lynott Sr.
  - Email Message from Steven R. Kester in Support of the Proposal to Move Monroe County, PA, to the New York, NY, Wage Area
  - Letter from Steven R. Kester Regarding the Pay Disparity Between FWS and GS Employees at Tobyhanna Army Depot
- Letter from the American Federation of Government Employees, Dated September 3, 2019, Requesting FPRAC Recommend Redefining San Joaquin County, CA, from the Stockton, CA, Wage Area to the San Francisco, CA, Wage Area
  - Review of San Joaquin County, California
- Letter from the National Association of Government Employees, Dated September 25, 2019, Requesting FPRAC Reexamine the Placement of Wage Grade Employees Working in the Salinas-Monterey, CA, Wage Area
  - Review of the Salinas-Monterey, California, Federal Wage System Wage Area
- Letter from the Association of Civilian Technicians, Dated November 9, 2019, Requesting FPRAC Consider Moving the Puerto Rico Wage Area into the Special Appropriated Fund Schedule for U.S. Insular Area
  - 2016 Study by NOAA Describing the Ocean Economies of the U.S. Virgin Islands and Puerto Rico

## **PART IV**

### **COMPLIANCE WITH STATUTORY PROVISIONS**

# **CHARTER FOR THE FEDERAL PREVAILING RATE ADVISORY COMMITTEE**

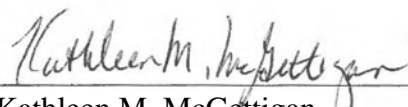
1. **OFFICIAL DESIGNATION:** Federal Prevailing Rate Advisory Committee.
2. **AUTHORITY:** The Federal Prevailing Rate Advisory Committee is established under section 5347 of title 5, United States Code, in accordance with the provisions of the Federal Advisory Committee Act (FACA), as amended, 5 U.S.C., App. 2.
3. **OBJECTIVES AND SCOPE OF ACTIVITIES:** The Committee studies 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 \$263,469. 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.

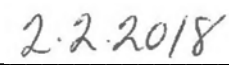


9. ESTIMATED NUMBER AND FREQUENCY OF MEETINGS: The meeting schedule contemplated for the Committee is one meeting per month throughout a calendar year; more frequent meetings will be scheduled when deemed necessary.
10. DURATION: There is no statutory termination date. The mandate of the Committee is 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). Labor 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, will be handled in accordance with General Records Schedule 6.2 and policies and procedures of the U.S. Office of Personnel Management. 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 of 1966, (5 U.S.C. § 552, as amended).
15. FILING DATE: February 6, 2018

**OPM Committee # 105**

APPROVED:

  
Kathleen M. McGettigan  
Acting Director  
U.S. Office of Personnel Management

  
Date

**2019 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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