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ANNUAL REPORT

2014

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 42 years of operation in 2014. 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 2014 to conform to the practice of rotating the military department representation on the Committee among Army, Navy, and Air Force. The Department of the Air Force representative was replaced by the representative from the Department of the Navy.

All Committee meetings held in calendar year 2014 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 <http://www.opm.gov/policy-data-oversight/pay-leave/pay-systems/federal-wage-system/#url=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

Chairman Mr. Sheldon Friedman

Metal Trades Department, AFL-CIO

Primary Member Mr. Ronald E. Ault
Primary Alternate Member Mr. William (Bill) Fenaughty
Alternate Members Mr. Dennis P. Phelps
Mr. Stephen Beal
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 Mr. Charles Bernhardt
Mr. Keith Hill
Mr. David Cann
Ms. Candace Archer

National Association of Government Employees/SEIU

Primary Member Mr. David Holway
Primary Alternate Member Ms. Sarah Suszcyk
Alternate Members Ms. Robert J. Shore
Mr. Adair Gregory

Association of Civilian Technicians

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

Office of Personnel Management

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

Department of Defense

Primary Member Ms. Paige Hinkle-Bowles
Primary Alternate Member Mr. James Davey
Alternate Member Mr. Christopher Lynch

Department of the Air Force

Primary Member
Primary Alternate Member
Alternate Member

Mr. Danny M. Henderson
Mr. Luis Lynch
Mr. Scott Stoner

Department of the Army

Primary Member
Primary Alternate Member
Alternate Member

Ms. Sheila R. Dent
Ms. Pamela A. Sokol
Mr. Gary L. Buck

Department of the Navy

Primary Member
Primary Alternate Members
Alternate Member

Mr. Rondy L. Waye
Mr. David P. Pedersen
Ms. Tracy L. Schulberg

Department of Veterans Affairs

Primary Member
Primary Alternate Member
Alternate Member

Dr. Paula Molloy
Ms. Stephanie Boyd
Ms. Arleen Romba

PART II
FEDERAL PREVAILING RATE ADVISORY COMMITTEE
SUMMARY OF 2014 RECOMMENDATIONS

Issues resolved by consensus

(1) 562-MGT-1. Special Wage Schedule Pay Practice for Federal Wage System Lock and Dam Employees

Prompted by a letter from Senator John Boozman (R-AR), the members of the Federal Prevailing Rate Advisory Committee (FPRAC) agreed at its April 29, 2010, meeting to review the pay policy covering U.S. Army Corps of Engineers (USACE) Federal Wage System (FWS) lock and dam employees to see if a change in OPM's current special schedule pay practice was warranted.

After thorough consideration of this matter, the Committee agreed by consensus to recommend that USACE FWS lock and dam employees continue to be paid under the current special wage schedule pay practice in 5 CFR 532.269. The Committee determined that, since lock and dam personnel routinely work at lock and dam installations along navigation channels that cross more than one wage area, a special schedule is the most appropriate method of ensuring wage equity among lock and dam employees within each USACE district.

(2) 593-MGT-1. Definition of Toledo, OH Metropolitan Statistical Area

The Committee recommended by consensus to redefine Fulton County, OH, from the Fort Wayne-Marion, IN, area of application to the Detroit, MI, area of application. Under OPM regulations, it is permissible for Metropolitan Statistical Areas (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 Toledo, OH MSA. Redefining Fulton County to the Detroit area of application placed the entire Toledo, OH MSA in the Detroit wage area.

(3) 594-MGT-1. Definitions of Metropolitan Statistical Areas

On February 28, 2013, the Office of Management and Budget (OMB) published its decennial comprehensive update to MSAs for use in Federal statistical activities. Using the new metropolitan area definitions developed by OMB, the Committee reviewed the geographic definitions of the following MSAs:

- Washington-Arlington-Alexandria, DC-MD-VA-WV MSA
- Rochester, MN MSA
- Charlotte-Concord-Gastonia, NC-SC 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—

- Culpeper and Rappahannock Counties, VA, from the Hagerstown-Martinsburg-Chambersburg, MD, area of application to the Washington, DC, area of application;
- Fillmore County, MN, from the Southwestern Wisconsin area of application to the Minneapolis-St. Paul, MN, area of application; and
- Chester County, SC, from the Columbia, SC, area of application to the Charlotte, NC, area of application.

(4) 598-MGT-1. Definition of Brunswick, GA Metropolitan Statistical Area and Pierce County, GA

The Committee recommended by consensus to redefine Brantley and Glynn Counties, GA, from the Jacksonville, FL, area of application to the Savannah, GA, area of application. 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 Brunswick, GA MSA. Redefining Brantley and Glynn Counties to the Savannah area of application placed the entire Brunswick, GA MSA in the Savannah wage area.

In addition, Pierce County, GA, was redefined from the Jacksonville area of application to the Savannah area of application. Pierce County borders Brantley County to the northwest and is located in-between the Brunswick MSA and the Albany, GA, and Savannah wage areas. Pierce County would no longer have been contiguous to the Jacksonville wage area after Brantley County was redefined to the Savannah wage area.

(5) 598-MGT-2. Definition of Charlottesville, VA Metropolitan Statistical Area

The Committee recommended by consensus to redefine Greene County, VA, from the Hagerstown-Martinsburg-Chambersburg, MD, area of application to the Richmond, VA, area of application and Nelson County, VA, from the Roanoke area of application to the Richmond area of application. 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 Charlottesville, VA MSA. Redefining Greene and Nelson Counties to the Richmond area of application placed the entire Charlottesville MSA in the Richmond wage area.

Issues resolved by formal recommendation

(1) 578-MGT-1. Review of the Augusta and Portland, ME, Federal Wage System Wage Areas

At FPRAC's 578th meeting on September 13, 2012, the management members introduced FPRAC document 578-MGT-1, *Review of the Augusta and Portland, Maine, Federal Wage System Wage Areas* and recommended the following:

- Abolish the Portland, ME, wage area,
- Define Androscoggin and Sagadahoc Counties, ME, to the Augusta, ME, survey area, and
- Define Cumberland, Franklin, and Oxford Counties, ME, and Coos County, NH, to the Augusta area of application.

At FPRAC's 580th meeting on November 15, 2012, the management members introduced FPRAC document 580-MGT-1, *Alternate Analysis of the Portland, ME, Federal Wage System Wage Area* and recommended the following:

- Abolish the Portland, ME, wage area,
- Define Cumberland and Sagadahoc Counties, ME, to the Portsmouth, NH, survey area,
- Define Androscoggin County, ME, to the Augusta, ME, survey area, and
- Define Franklin and Oxford Counties, ME, and Coos County, NH, to the Augusta area of application.

At FPRAC's 593rd meeting on April 17, 2014, the management members introduced an update of FPRAC document 580-MGT-1 under FPRAC document 593-MGT-2. 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 580-MGT-1.

At FPRAC's 596th meeting on July 17, 2014, the American Federation of Government Employees (AFGE) on behalf of the FPRAC labor members introduced an alternative to management's proposal under FPRAC document 593-MGT-2. Under their proposal, the labor members recommended that the six counties of the abolished Portland wage area be redefined together to the Portsmouth wage area. In addition, the labor members proposed that the survey counties of the former Portland wage area continue to be survey area counties after redefinition to the Portsmouth wage area.

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. The Chairman based his vote on the regulatory requirement to keep the counties of the Portland-South Portland, ME MSA together in the same wage area, absent unusual circumstances, coupled with the strength of the case for keeping all counties of a wage area together in a new wage area when their old wage area is abolished.

(2) Review of Grenada and Yalobusha Counties, MS, 599-MGT-1

At FPRAC's 599th meeting on November 20, 2014, the management members introduced FPRAC document 599-MGT-1, *Review of Grenada and Yalobusha Counties, MS*, and recommended that Grenada and Yalobusha Counties continue to be defined to the Northern Mississippi wage area.

Grenada and Yalobusha Counties have been defined to the area of application of the Northern Mississippi (previously called Columbus-Aberdeen, MS) wage area since the FWS was established in 1972. In 1978, OPM redefined Tate County, MS, from the Columbus-Aberdeen area of application to the Memphis, TN, area of application. In 1996, OPM added Grenada County to the Northern Mississippi survey area. In 2011, OPM redefined Panola County, MS, from the Northern Mississippi area of application to the Memphis area of application.

During the review of FPRAC document 599-MGT-1, the Committee heard local testimony indicating that there is considerable workforce interaction among wage employees of the U.S. Army Corps of Engineers (USACE) who work at flood control dams (also known as reservoir projects) and whose duty station is located in one of the lakes that comprise the Vicksburg District of the Mississippi Valley Division.

The Vicksburg District of the Mississippi Valley Division is comprised of the following four lakes:

Lakes	County	Wage Area
Arkabutla Lake	Tate County, MS	Memphis, TN
Enid Lake	Yalobusha County, MS	Northern Mississippi
Grenada Lake	Grenada County, MS	Northern Mississippi
Sardis Lake	Panola County, MS	Memphis, TN

At FPRAC's 600th meeting on December 18, 2014, the labor members moved that a special wage schedule practice be established by OPM in regulation to uniformly cover USACE employees whose duty station is located in one of the lakes that comprise the Vicksburg District of the Mississippi Valley Division because of the unique geographic distribution of the four lake projects. The special schedules would be established at the same time and with rates identical to the Memphis appropriated fund FWS wage schedule.

The Committee adopted the amendment by a 5-4 vote, with four management members voting against, four labor members voting for, and the Chairman voting for the proposal. The chair based his vote on the strength of the case for considering the four lake projects to be a single closely-related, closely-located Federal activity, for which there should be only one appropriated fund FWS wage schedule.

Additional Matters Discussed

- Captain William Hanrahan's comments on FPRAC's December 2013 recommendation for the Ranger III, 590-OC-1
- Fiscal Year 2014 Prevailing Rate Pay Adjustment, 591-OPM-1
- OPM letter approving DOI's request to update the pay policy covering the crew of the Ranger III vessel, 591-OC-1
- Response to Captain William Hanrahan's comments on FPRAC's December 2013 recommendation for the Ranger III, 591-OC-2
- Appropriated fund FWS employees paid less than \$10.10 per hour - February 2014, 591-OC-3
- Nonappropriated fund FWS employees paid less than \$10.10 per hour - February 2014, 591-OC-4
- Charter for the Federal Prevailing Rate Advisory Committee, 592-OC-1
- Federal Prevailing Rate Advisory Committee Annual Summary, 2013, 592-OC-2
- Reference to the Federal Wage System in the Partnership for Public Service/Booz Allen Hamilton report: Building the Enterprise: A New Civil Service Framework, 593-OC-1
- Link to OPM's memorandum to agencies transmitting a Governmentwide strategy on advancing pay equality in the Federal Government — <http://chcoc.gov/transmittals/TransmittalDetails.aspx?TransmittalID=6050>
- Special Wage Schedules for Nonappropriated Fund Automotive Mechanics – Final Rule Issued April 24, 2014, 594-OC-1
- 2014 Review of Labor Membership on the Federal Prevailing Rate Advisory Committee, 594-OC-2
- Letter to the FPRAC Chair from Senator Sherrod Brown regarding wage survey concerns of AAFES truck drivers in the Greene-Montgomery, OH, NAF FWS wage area, 598-OC-1
- Memorandum for the record on the status of the pay policy recommendation at Isle Royale National Park, 598-OC-2
- FPRAC's FY 2014 Federal Advisory Committee (FACA) Report, 599-OC-1
- 2014 Federal Employee Viewpoint Survey Results: Report by Demographics FWS Responses, 599-OC-2
- Overview of Federal Wage System Employment, 599-OPM-1
- FPRAC Chair response to Senator Sherrod Brown regarding wage survey concerns of AAFES truck drivers in the Greene-Montgomery, OH, NAF FWS wage area, 600-OC-1
- OPM approval of special rates for NAF FWS positions at Minot Air Force Base in the Ward, ND, NAF FWS wage area, 600-OPM-1

PART III
FEDERAL PREVAILING RATE ADVISORY COMMITTEE
SUMMARY OF DISCUSSIONS AT 2014 MEETINGS

Meeting 590 – January 16, 2014

- Review of Lee County, VA
 - 2013 Update to Review of Lee County, VA
- Special Wage Schedule Pay Practice for FWS Lock and Dam Employees
- 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
- Review of the Augusta and Portland, Maine, FWS Wage Areas
 - Alternate Analysis of the Portland, ME, FWS Wage Area

Meeting 591 – February 20, 2014

- Review of Lee County, VA
 - 2013 Update to Review of Lee County, VA
- Special Wage Schedule Pay Practice for Federal Wage System Lock and Dam Employees
- 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
- Review of the Augusta and Portland, ME, FWS Wage Areas
 - Alternate Analysis of the Portland, ME, FWS Wage Area
- Determination on Lock and Dam Pay Practice (FPRAC Document 562-MGT-1)
- Report on How Counties Should Be Redefined When a Wage Area is Abolished
- Draft, Federal Prevailing Rate Advisory Committee Annual Summary, 2013

Meeting 592 – March 20, 2014

- Review of Lee County, VA
 - 2013 Update to Review of Lee County, VA
- Special Wage Schedule Pay Practice for Federal Wage System Lock and Dam Employees
 - Determination on Lock and Dam Pay Practice (Report from Work Group)

- 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
- Review of the Augusta and Portland, ME, FWS Wage Areas
 - Alternate Analysis of the Portland, ME, FWS Wage Area

Meeting 593 – April 17, 2014

- 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
- Review of the Augusta and Portland, ME, FWS Wage Areas
 - Alternate Analysis of the Portland, ME, FWS Wage Area
- Definition of Toledo, OH Metropolitan Statistical Area
- 2014 Update to Alternate Analysis of the Portland, ME, FWS Wage Area

Meeting 594 – May 15, 2014

- 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
- Review of the Augusta and Portland, ME, FWS Wage Areas
 - Alternate Analysis of the Portland, ME, FWS Wage Area
 - 2014 Update to Alternate Analysis of the Portland, ME, FWS Wage Area
 - Appropriated Fund Wage Areas Abolished 1969-1976
 - Employment Data for the Portland, ME, Wage Area
 - Hypothetical Payline Estimates for Augusta, ME, and Portsmouth, NH, Using Raw Data from Outside Counties
- Definitions of Metropolitan Statistical Areas

Meeting 595 – June 19, 2014

- 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
- Review of the Augusta and Portland, ME, FWS Wage Areas
 - Alternate Analysis of the Portland, ME, FWS Wage Area
 - 2014 Update to Alternate Analysis of the Portland, ME, FWS Wage Area
 - Appropriated Fund Wage Areas Abolished 1969-1976
 - Employment Data for the Portland, ME, Wage Area
 - Hypothetical Payline Estimates for Augusta, ME, and Portsmouth, NH, Using Raw Data from Outside Counties

Meeting 596 – July 17, 2014

- 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
- Review of the Augusta and Portland, Maine, FWS Wage Areas
 - Alternate Analysis of the Portland, ME, FWS Wage Area
 - 2014 Update to Alternate Analysis of the Portland, ME, FWS Wage Area
 - Appropriated Fund Wage Areas Abolished 1969-1976
 - Employment Data for the Portland, ME, Wage Area
 - Hypothetical Payline Estimates for Augusta, ME, and Portsmouth, NH, Using Raw Data from Outside Counties
- 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

Meeting 597 – August 21, 2014

- 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
- Letter from the American Federation of Government Employees, Dated August 18, 2014, Requesting FPRAC Reexamine the Definition of Grenada and Yalobusha Counties, MS

Meeting 598 – October 16, 2014

- 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
- Letter from the American Federation of Government Employees, Dated August 18, 2014, Requesting FPRAC Reexamine the definition of Grenada and Yalobusha Counties, MS
- Definition of Brunswick, GA Metropolitan Statistical Area and Pierce County, GA
- Definition of Charlottesville, VA Metropolitan Statistical Area

Meeting 599 – November 20, 2014

- 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
- Letter from the American Federation of Government Employees, Dated August 18, 2014, Requesting FPRAC Reexamine the definition of Grenada and Yalobusha Counties, MS
- Review of Grenada and Yalobusha Counties, MS
 - Questions for the U.S. Army Corps of Engineers Regarding the Review of Grenada and Yalobusha Counties
 - Counties Redefined/Not Redefined or Split Due to Organizational Relationships among Closely Related or Closely Located Federal Activities (1999-2014)

- Letter from the American Federation of Government Employees, Dated November 3, 2014, Requesting FPRAC Review Recent Wage Data Collected in the North Dakota Survey Area
- Proposal to Move the Philadelphia Portion of Joint Base McGuire-Dix-Lakehurst from the Philadelphia, PA, Wage Area to the New York, NY, Wage Area

Meeting 600 – December 18, 2014

- 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
- Letter from the American Federation of Government Employees, Dated August 18, 2014, Requesting FPRAC Reexamine the definition of Grenada and Yalobusha Counties, MS
- Review of Grenada and Yalobusha Counties, MS
 - Questions for the U.S. Army Corps of Engineers Regarding the Review of Grenada and Yalobusha Counties
 - Counties Redefined/Not Redefined or Split Due to Organizational Relationships among Closely Related or Closely Located Federal Activities (1999-2014)
- Letter from the American Federation of Government Employees, Dated November 3, 2014, Requesting FPRAC Review Recent Wage Data Collected in the North Dakota Survey Area
- Proposal to Move the Philadelphia Portion of Joint Base McGuire-Dix-Lakehurst from the Philadelphia, PA, Wage Area to the New York, NY, Wage Area
- Compensation Flexibilities Available to FWS Employees

RENEWAL 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:** Using current salary schedules (2013), the estimated annual operating expenses of the Committee are \$258,788. 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/her designee. The Chairman, in consultation with the DFO or his/her designee, will prepare and approve all meeting agendas. The DFO or his/her designee will attend all meetings and adjourn any meeting when he/she 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 two years under the Federal Advisory Committee Act (Public Law 92-463).
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. 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 two 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:** 2/25/2014

APPROVED:


Katherine Archuleta
Director, U.S. Office of Personnel Management

FEB 25 2014
Date

2014 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.