

## FEDERAL PREVAILING RATE ADVISORY COMMITTEE

568th FPRAC

**SHELDON FRIEDMAN**, Chairperson, Presiding

Thursday, October 20, 2011

Room 5526  
Office of Personnel Management  
Washington, D.C.

## ATTENDANCE:

## Members/Alternates:

Management Members**MARK ALLEN**, Office of Personnel Management**THURSTAN HUNTER**, Department of Veterans AffairsLabor Members**WILLIAM FENAUGHTY**, MTD**STEVE FISHER**, ACT**JACQUELINE SIMON**, AFGE [via telephone]**SARAH SUSZCZYK**, NAGE

## Staff Specialists and Visitors:

**JEROME MIKOWICZ**, Designated Federal Official,  
Office of Personnel Management**MADELINE GONZALEZ**, Office of Personnel Management**TERRI AVONDET**, Office of Personnel Management**TEMPLE WILSON**, Office of Personnel Management**TAMMY VANKEUREN**, U.S. Air Force**JIM BRADY**, Department of Defense**H.L. "Hank" ROVAN**, Department of Defense**KARL FENDT**, Department of Defense**BECKY CHAVES**, Department of DefenseRecording Secretary: **FEBBIE R. GRAY**

[Transcript prepared from digital audio produced by FPRAC.]

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## P R O C E E D I N G S

**CHAIRMAN FRIEDMAN:** Good morning, everyone, and welcome to this 568th meeting of the Federal Prevailing Rate Advisory Committee, and as we usually do, why don't we start with introductions.

My name is Sheldon Friedman. I am the Chairman of FPRAC.

**MR. FENAUGHTY:** Bill Fenaughty. I'm with Metal Trades through NFFE.

**MR. FISHER:** Steve Fisher, ACT.

**MS. SUSZCZYK:** Sarah Suszczyk, NAGE.

**MR. ALLEN:** Mark Allen with OPM.

**MR. HUNTER:** Thurstan Hunter with the Department of Veterans Affairs.

**MR. MIKOWICZ:** Jerry Mikowicz, OPM, the Designated Federal Official.

**CHAIRMAN FRIEDMAN:** And I think we have one member participating by phone.

**MS. SIMON:** Jackie Simon, AFGE.

**CHAIRMAN FRIEDMAN:** Okay. And why don't we also have folks who are visiting or guests who are around the side of the

room introduce themselves.

**MS. GONZALEZ:** Madeline Gonzalez with OPM.

**MS. AVONDET:** Terri Avondet, OPM.

**MS. WILSON:** Temple Wilson, OPM.

**MR. BRADY:** Jim Brady, DoD.

**MR. FENDT:** Karl Fendt, DoD.

**MS. VANKEUREN:** Tammy Vankeuren, Air Force.

**MS. CHAVES:** Becky Chaves, DoD.

**MR. ROVAN:** Hank Rován, DoD.

**MS. GRAY:** Febbie Gray, OPM.

**CHAIRMAN FRIEDMAN:** Okay. So, good morning again.

We have one item of announcement, the Fiscal Year 2012 Prevailing Rate Pay Adjustments memorandum that is in your packets, essentially detailing how the pay freeze impacts FWS folks. Any questions or discussion about that?

**MR. ALLEN:** If there are no questions, I will give a very brief summary of what this is and what it does for the record.

**CHAIRMAN FRIEDMAN:** Okay.

**MR. ALLEN:** As everybody knows, the Federal Wage System is under a pay freeze between January 2011 and December 2012.

This memorandum provides OPM guidance to lead agencies under the Federal Wage System. It states that pay adjustments are still frozen during fiscal year 2012 and provides instructions on how agencies should implement the pay freeze during FY 2012. It also explains the requirement under the Prevailing Rate Systems Act for Federal Wage System wage schedules to continue to be released on their normal effective dates and that's the main reason for getting this memorandum out.

**CHAIRMAN FRIEDMAN:** Thank you, Mark.

Unless there's anything else on this item, our next agenda item is review and hopefully adoption of the transcript of our previous meeting. Has everyone had a chance to review the transcript from the last meeting?

[No audible response.]

**CHAIRMAN FRIEDMAN:** Are there any other corrections or changes beyond those that people have already submitted to us?

**MS. SUSZCZYK:** No.

**CHAIRMAN FRIEDMAN:** If not, then is there a motion to adopt the transcript from the last meeting?

**MR. FISHER:** I'll make the motion.

**MR. ALLEN:** And I'll second.

**CHAIRMAN FRIEDMAN:** And is there any objection to adopting the transcript?

[No audible response.]

**CHAIRMAN FRIEDMAN:** Hearing no objection, it is adopted.

Moving on to a list of old business items, most of these are in abeyance pending working group consideration. Is there anything new today on Item (e)? Any discussion of that, the abolishment of Montgomery, Pennsylvania, Nonappropriated Fund Wage Area?

**MR. ALLEN:** Mr. Chairman, the Management members are still investigating the background of how Nonappropriated Fund Wage Areas have been established and changed in the past, so there is nothing new on that yet.

**CHAIRMAN FRIEDMAN:** Okay. Any questions from the Labor side on that one today?

**MR. FENAUGHTY:** I'm sorry. I didn't hear what Mark said.

**MR. ALLEN:** A couple of meetings ago, we said that we would look into the background of how decisions had previously been made for redefining Nonappropriated Fund Wage Areas, and the

Management members are still looking into that.

**MR. FENAUGHTY:** Okay.

**MR. ALLEN:** It's a pretty lengthy background to go through and figure how things were decided.

**CHAIRMAN FRIEDMAN:** Okay. We will revisit that when you have some information for us.

Which brings up new business, which consists today of a memorandum from Commander David Hanson, Department of the Air Force, which I believe everyone has. Any questions about that, or discussion?

It bears on the item that we are working on in our working group. Sarah, did you want to say anything about it?

**MS. SUSZCZYK:** I know that Commander Hanson submitted it to FPRAC in August, and NAGE wanted to ensure that it was on the record. I understand that we are still working on this issue in the working group, but we wanted to make sure that Commander Hanson's position was in the record.

**CHAIRMAN FRIEDMAN:** Thank you. Well, we welcome his input, and it is very helpful to have it.

Regarding future meeting dates, I believe everyone got an e-mail from Madeline regarding our 2012 proposed meeting

dates. If you haven't done so already, please respond to her about whether those work for you.

Madeline, have you heard back from anybody about that? That means they like all those dates, right?

**MS. GONZALEZ:** Exactly. If I don't hear back by the end of the month, I assume that you're fine.

**CHAIRMAN FRIEDMAN:** Okay. So --

**MR. ALLEN:** Madeline has heard from me.

**CHAIRMAN FRIEDMAN:** Oh, I see.

**MR. FISHER:** I just recorded them. I thought it was mandatory.

**CHAIRMAN FRIEDMAN:** Okay. So we will assume that everybody likes those dates if we don't hear from you quickly to the contrary.

Well, are there any other new business items that people want to bring up? I thought we set a record last month for quickest FPRAC meeting ever, but we might have actually beaten it today. I don't know.

We will be convening in 10 minutes or so as a working group on the important issue before us.

Well, does anybody want to make a motion to adjourn?



**MR. FISHER:** I will make a motion.

**MR. ALLEN:** Second.

**CHAIRMAN FRIEDMAN:** Okay.

**MR. FENAUGHTY:** We are under 6 minutes.

**CHAIRMAN FRIEDMAN:** Wow!

**MR. FENAUGHTY:** That's pretty good.

**CHAIRMAN FRIEDMAN:** Okay. So I guess there's no objection to adjourning.

[No audible response.]

**CHAIRMAN FRIEDMAN:** Hearing none, we'll adjourn, and we will convene in the Small Pendleton Room for those of us who are in the working group.

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