DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
4800 MARK CENTER DRIVE
ALEXANDRIA, VA 22350-1100

January 19, 2017

MEMORANDUM FOR ACTING DEPUTY ASSISTANT SECRETARY OF DEFENSE,
CIVILIAN PERSONNEL POLICY
ATTENTION: MS. JULIE A. BLANKS
METAL TRADES DEPARTMENT, AFL-CIO
ATTENTION: MR. JAMES V. HART
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
ATTENTION: MR. J. DAVID COX, NATIONAL PRESIDENT
DEPARTMENT OF THE ARMY,
ASSISTANT G-1, FOR CIVILIAN PERSONNEL
ATTENTION: MR. JAY D. ARONOWITZ
DEPARTMENT OF THE NAVY,
DIRECTOR, HR POLICY AND PROGRAMS DEPARTMENT
ATTENTION: MS. LISA JOX
DEPARTMENT OF THE AIR FORCE,
CHIEF, CIVILIAN FORCE POLICY DIVISION
ATTENTION: MS. MELANIE MCGUIRE
DEFENSE LOGISTICS AGENCY,
DIRECTOR, HUMAN RESOURCES
ATTENTION: MR. BRAD BUNN

SUBJECT: 2423rd DoD Wage Committee Meeting – January 31, 2017

Subject meeting will be held on January 31, 2017 at 10:00 a.m. at 4800 Mark Center Drive, Room 05K25, Alexandria, Virginia. Agenda items are attached.

James R. Brady
Chief
Wage and Salary Division

Attachment:
As stated

AGENDA ITEMS
2423rd DoD Wage Committee Meeting – January 31, 2017

NONAPPROPRIATED FUND

1. Survey Specifications for the Lowndes, Mississippi wage area (AC-004). Survey specifications and LWSC report attached. (Air Force & Army)
2. Survey Specifications for the Rapides, Louisiana wage area (AC-024). Survey specifications and LWSC report attached. (Army & Air Force)
3. Survey Specifications for the Chatham, Georgia wage area (AC-037). Survey specifications and LWSC report attached. (Army & Navy)
4. Survey Specifications for the Dougherty, Georgia wage area (AC-046). Survey specifications and LWSC report attached. (Navy & Army)

APPROPRIATED FUND

5. Survey Specifications for the Cleveland, Ohio wage area (AC-105). Survey Specifications and LWSC report attached. (Army & Air Force)
6. Survey Specifications for the Texarkana, Texas wage area (AC-136). Survey Specifications and LWSC report attached. (Army & DLA)

SURVEY SPECIFICATIONS

LOWNDES, MISSISSIPPI WAGE AREA #004

Order Date: March 13, 2017
Effective Date: May 20, 2017

Union: AFGE
Agencies: Air Force/Army

A. Regular Specifications: The LWSC report of hearing and recommendations (attached), and the Technical Staff recommended disposition of each follows:

1. Wage Area:

   a. LWSC: No recommendation.

   b. Staff: No change.

2. Industries to be surveyed:

   a. LWSC: No recommendation.

   b. Staff: Standard industry coverage (Universe).

3. Minimum Establishment Size:

   a. LWSC: No recommendation.

   b. Staff: Required minimum size of 20 or 8.

4. Establishments to be Included with Certainty:

   a. LWSC: No recommendation. Reports there is no on-base food service contractor.

   b. Staff: No recommendation.

5. Survey Jobs:

   a. LWSC: Reports no persons employed in the 050 Truck Driver (Trailer) job.

   b. Staff: Required Crafts and Trades survey jobs only.

B. Application of S5-12:

1. Number NAF Employees in Specialized Positions:

   There are 40 CT employees engaged in eating and drinking places, or 57.1% of the total CT employment (70).

2. Number Industry Employees in Specialized Industry:

   The 2014 County Business Patterns shows 2,124 employees working in 119 eating and drinking establishments.

3. Hearings:

   Notices were posted by the LWSC and no recommendations concerning S5-12 were presented.

4. Conclusions:

   Eating and drinking places qualify as a dominant industry. There are sufficient employees in private industry in eating and drinking establishments in Lowndes, Mississippi.

RRC

DEPARTMENT OF THE AIR FORCE
HEADQUARTERS 14TH FLYING TRAINING WING
COLUMBUS AIR FORCE BASE MISSISSIPPI

#004 Quinity

JAN 12 2017

10 Jan 2017

Human Resources Office
14 FSS/FSMH
495 Harpe Blvd. STE 170
Columbus AFB, MS 39710

CPMS-NAF Pay Systems
4800 Mark Center Drive, Suite #05G21
Alexandria, VA 22350-1100

REF: Report of Hearing – Lowndes MS Wage Area #004

1. Notice of Hearing was faxed to the VA Hospital, Tuscaloosa AL, and posted on employee bulletin boards as of 28 Nov 2016.

2. The hearing was held on 14 December 2016, at 1000hrs, with the following present:
   Alan D Cardenas, LWSO Chairman
   Neala Weber, Co-Chair
   Barbara Wills, Management Member, 14 FSS/FSVL, Columbus AFB MS
   Loretta James, Labor Member, 14 FSS/FSVL, Columbus AFB MS
   Ylonda Wells, Labor Member, 14 FSS/FSVL, Columbus AFB MS

3. There are no firms contracted to provide mess hall service, nor are there any persons employed in the 050 Truck Driver (Trainer) series at any of the activities.

4. None of the optional jobs were recommended for inclusion in the standard coverage. There were no recommendations for any other jobs.

5. The hearing was adjourned at 1030 hrs.

ALAN D. CARDENAS	BARBARA WILLS	YLONDA WELLS	LORETTA JAMES
LWSO Chairman	Management Member	Labor Member	Labor Memeber

Cc: File

3

gB

SURVEY SPECIFICATIONS

RAPIDES, LOUISIANA WAGE AREA #024

Order Date: March 6, 2017
Effective Date: May 11, 2017

Union: NAGE
Agencies: Army/Air Force

A. Regular Specifications: The LWSC report of hearing and recommendations (attached), and the Technical Staff recommended disposition of each follows:

1. Wage Area:

   a. LWSC: No recommendation.

   b. Staff: No change.

2. Industries to be surveyed:

   a. LWSC: No recommendation.

   b. Staff: Standard industry coverage (Sample).

3. Minimum Establishment Size:

   a. LWSC: No recommendation.

   b. Staff: Required minimum size of 20 or 8.

4. Establishments to be Included with Certainty:

   a. LWSC: No recommendation. Per follow-up with the Chairman, the only on-base food service contractor in the area is located at Fort Polk in Vernon Parish, which is outside of the survey area.

   b. Staff: No recommendation.

5. Survey Jobs:

   a. LWSC: No recommendation. Per follow-up with the Chairman, reported there are no NAF employees in the wage area in the job Truck Driver (Trailer), grade 8.

4

b. Staff: Required Crafts and Trades survey jobs only.

B. Application of S5-12:

1. Number NAF Employees in Specialized Positions:

   There are 201 CT employees engaged in eating and drinking places, or 68.4% of the total CT employment (294).

2. Number Industry Employees in Specialized Industry:

   The 2014 County Business Patterns shows 5,083 employees working in 244 eating and drinking establishments.

3. Hearings:

   Notices were posted by the LWSC and no recommendations concerning S5-12 were presented.

4. Conclusions:

   Eating and drinking places qualify as a dominant industry. There are sufficient employees in private industry in eating and drinking establishments in Rapides, Louisiana.

BB

DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1
ASSISTANT G-1 FOR CIVILIAN PERSONNEL
EAST REGION, SOUTH CENTRAL AREA, FORT POLK CPAC
1716 3RD STREET, BLDG. 250
FORT POLK, LOUISIANA 71459

REPLY TO
ATTENTION OF

#024 Itzel
JAN 6 2017 – via email

PECH-SCR-M/NAF

20 December 2016

MEMORANDUM FOR Department of Defense, Civilian Personnel Management Service, Wage and Salary Division, Nonappropriated Fund Pay Systems, ATTN: Ms. Itzel Santana, 4800 Mark Center Drive, Suite #05G21, Alexandria, VA 22350.

SUBJECT: Report Hearing - (DoD) Nonappropriated Fund (NAF) Full Scale Wage Survey 2017 – Rapides, Louisiana (Wage Area # 024)

1. The notice of hearing was forwarded to NAF activities on 2 December 2016 with instructions that the notice be reproduced and posted an all official bulletin boards as of 5 December 2016. All activities acknowledge receipt of this notice.

2. The hearing was held on 19 December 2016 from 0800-1200 hours. Those present or aware of the hearing were:

Chairman: Ms. Zulma E. Leduc, HR Officer (NAF)
Alternate Chairman: Ms. Amber La Mons, HR Assistant (NAF)
Management Member: Mr. Derry Hunt, Support Services Specialist (NAF)

3. The LWSC has no specific recommendations for establishments to be included with certain to the Establishment Survey List.

4. Only Committee member participated in the hearing. No new issues were presented during this period of time.

5. NAGE was contacted and waived their rights to designate labor member.

6. End of report

Zulma E. Leduc
Ms. Zulma E. Leduc, HR Officer (NAF)
Chairperson, NAF Local Wage Survey Committee

Amber La Mons
Ms. Amber La Mons, HR Assistant (NAF)
Alternate Chairman

Mr. Derry Hunt, Support Services Specialist (NAF)
Management Member

Printed on Recycled Paper

JB

SURVEY SPECIFICATIONS

CHATHAM, GEORGIA WAGE AREA #037

Order Date: March 2, 2017
Effective Date: May 4, 2017

Union: AFGE
Agencies: Army/Navy

A. Regular Specifications: The LWSC report of hearing and recommendations (attached), and the Technical Staff recommended disposition of each follows:

1. Wage Area:

   a. LWSC: No recommendation.

   b. Staff: No change.

2. Industries to be Surveyed:

   a. LWSC: No recommendation.

   b. Staff: Standard industry coverage (Sample).

3. Minimum Establishment Size:

   a. LWSC: No recommendation.

   b. Staff: Required minimum size of 20 or 8.

4. Establishments to be Included with Certainty:

   a. LWSC: No recommendation. Reported there is no on-base food service contractor.

   b. Staff: No recommendation.

5. Survey Jobs:

   a. LWSC: No recommendation. Reported there are 2 persons in the wage area employed in the job Truck Driver (Trailer), grade 8.

   b. Staff: Required Crafts and Trades survey jobs plus the 050 Truck Driver (Trailer), grade 8. By agreement of the DoDWC, this job will be added when there are 2 or more NAF employees in the job within the wage area.

B. Application of S5-12:

1. Number NAF Employees in Specialized Positions:

   There are 212 CT employees engaged in eating and drinking places, or 56.5% of the total CT employment (375).

2. Number Industry Employees in Specialized Industry:

   The 2014 County Business Patterns shows 16,085 employees working in 754 eating and drinking establishments.

3. Hearings:

   Notices were posted by the LWSC and no recommendations concerning S5-12 were present.

4. Conclusion:

   Eating and drinking places qualify as a dominant industry. There are sufficient employees in private industry in eating and drinking establishments in Chatham, Georgia.

BB

DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1
FORT STEWART CIVILIAN PERSONNEL ADVISORY CENTER
55 PONY SOLDIER AVENUE, BLDG 253, ROOM /2046
FORT STEWART, GEORGIA 31314-4149

#037 Flowers
DEC 30 2016

PECP-SCR-K/NAF

28 December 2016

MEMORANDUM FOR Civilian Personnel Advisory Service, Wage and Salary Division, ATTN NAF Pay Systems Branch, 4800 Mark Center Drive, Suite #05G21, Alexandria, Virginia 22350-1100

SUBJECT: Report of Hearing - 2017 NAF Full Scale Wage Survey – Chatham, Georgia (Wage Area #37)

1. Notice of Hearing was e-mailed to NAF activities on 22 November 2016 with instructions that managers post the notice on all official bulletin boards no later than 29 November 2016. Confirmation emails were provided by management as the notices were posted.

2. The hearing was scheduled on 14 December 2016 at 1100 hours. Those in attendance at the hearing were:

Chairperson: Ms. Sue Faust, LWSC Chairperson
Mr. Gregory Cook, Management Member
Ms. Sonja Leach, Alternate Management Member
Mr. Thomas Paris, NAF employee and former labor committee member

3. The union has been contacted; however, labor members from the Crafts and Trades Schedule have not yet been designated by AFGE. No suggestions or recommendations were made during the hearing. The employee attended the hearing for informational purposes only.

4. There is no on-base food contractor for the Chatham County wage area.

5. There are two individuals employed in the 050 truck driver (trailer), grade 8, job for the wage area.

6. We do not recommend any of the optional jobs to be included in standard coverage, nor do we have recommendations for any other jobs.

SUSAN FAUST
Chairperson, LWSC

GREGORY COOKE
Management Member

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SURVEY SPECIFICATIONS

DOUGHERTY, GEORGIA WAGE AREA #046

Order Date: March 1, 2017
Effective Date: May 14, 2017

Union: AFGE
Agencies: Navy/Army

A. Regular Specifications: The LWSC report of hearing and recommendations (attached), and the Technical Staff recommended disposition of each follows:

1. Wage Area:

   a. LWSC: No recommendation.

   b. Staff: No change.

2. Industries to be surveyed:

   a. LWSC: No recommendation.

   b. Staff: Standard industry coverage (Sample).

3. Minimum Establishment Size:

   a. LWSC: No recommendation.

   b. Staff: Required minimum size of 20 or 8.

4. Establishments to be Included with Certainty:

   a. LWSC: No recommendation. Reported there is no on-base food service contractor.

   b. Staff: No recommendation.

5. Survey Jobs:

   a. LWSC: No recommendation. Reported there are no persons in the wage area employed in the Truck Driver (Trailer), Grade 8 job.

   b. Staff: Required Crafts and Trades survey jobs only.

B. Application of S5-12:

1. Number NAF Employees in Specialized Positions:

   There are 18 CT employees engaged in eating and drinking places, or 51.4% of the total CT employment (35).

2. Number Industry Employees in Specialized Industry:

   The 2014 County Business Patterns shows 3,947 employees working in 176 eating and drinking establishments.

3. Hearings:

   Notices were posted by the LWSC and no recommendations concerning S5-12 were presented.

4. Conclusions:
   Eating and drinking places qualify as a dominant industry. There are sufficient employees in private industry in eating and drinking establishments in Dougherty, Georgia.

BB

UNITED STATES MARINE CORPS
MARINE CORPS COMMUNITY SERVICES
814 RADFORD BOULEVARD SUITE 20322
ALBANY, GEORGIA 31704-0322

JAN 13 2017-emailed

#46 Neuburg
MCCS8006
10 Jan 17

From: Committee Members
To: DCPAS - Compensation Division, Wage and Salary Branch, Attn: NAF Pay Systems, 4800 Mark Center Drive, Suite #05G21, Alexandria, Virginia 22350-1100

Subj: REPORT OF HEARING - NONAPPROPRIATED FUND FULL SCALE WAGE SURVEY, DOUGHERTY, GEORGIA (WAGE AREA #046)

1. Notices of hearing were sent to NAF activities on 01 Dec 16 with instructions that they post the notice on all official bulletin boards upon receipt.

2. The hearing was held 16 Dec 16 at 0900 hours, in the MCCS Conference Room. Those present at the hearing were: Dana Wallace, LWSC Chairman, Achaia Graham, Alternate Chairman, and Belinda Bailey, Management Member. No Labor Members were present. Committee members were the only persons in attendance.

3. There are no on-base food service contractors.

4. There are no persons employed in the 050 Truck Driver (Trailer), Grade 8 job at any of the activities.

5. We do not recommend any of the optional jobs to be included in standard coverage, nor do we have recommendations for any other jobs.

6. We do not recommend any establishments be included with certainty to the Establishment Survey List.

Dana L. Wallace	Belinda Bailey	Monica Hall
Chairman	Management Member	Labor Member

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SURVEY SPECIFICATIONS
AC-105 Cleveland, Ohio Wage Area

Order Date: 4 April 2017
Effective Date: 11 June 2017

Union: AFGE
Agencies: Army & Air Force

A. Regular Specifications: The Local Wage Survey Committee (LWSC) report of hearings and recommendations is attached and the Wage and Salary Division's recommended disposition of each follows:

1. Wage Area:
   a. LWSC: No recommendation.
   b. Staff: Recommend the wage area as defined in OPM Operating Manual, Federal Wage System, Appendix D.

2. Industries to be Surveyed:
   a. LWSC: No recommendation.
   b. Staff: Recommend standard FWS industry coverage, plus NAICS code 622110, General Medical and Surgical Hospitals.

3. Establishments to be Surveyed:
   a. LWSC: No recommendation.
   b. Staff: Recommend a standard probability sample survey except for the following establishments with certainty: Air Services, American Roll Formed Products, Curtiss-Wright, Ericson, Ferrotherm, Ford Motor (3 locations), Graphic Packaging, Interdesign, Jaco, Joy Global, Momentive Performance, Myers Industries, Nestle, Presrite, Sifco Industries, Slabe Machine Products, and Techtronic Industries.

4. Establishment Size:
   a. LWSC: No recommendation.
   b. Staff: Recommend standard minimum of 50 employees.

5. Survey Jobs:
   a. LWSC: No recommendation.
   b. Staff: Recommend required jobs, plus:

   (1) Add the following jobs meeting the added job criterion (16) or previously surveyed and adequate samples obtained:

Job #	Title	#FWS Empls	2015 Wtd Samples
026	Aircraft Mechanic	43	221
178	Equipment Mechanic	0	535
191	Food Service Worker	84	98
192	Cook	24	36

   (2) Add the following job since the hospital industry is surveyed:

Job #	Title
173	Boiler Plant Operator

B. Application of S5-12:

1. Since the inventory information indicates there are 788 FWS employees in the wage area, 197 employees are required in specialized positions to qualify for a dominant industry. The largest specialized industry is aircraft with 91 specialized positions.

2. Hearing notices were posted by the LWSC and no recommendations were received concerning S5-12.

3. Conclusion: The Cleveland, Ohio wage area does not have a dominant industry.

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LOUIS STOKES CLEVELAND
DEPARTMENT OF VETERAN AFFAIRS MEDICAL CENTER
10701 EAST BOULEVARD
CLEVELAND, OH 44106

December 14, 2016

In Reply Refer To: 541/055

TO: Paul W. Bruton
CPAS Wage and Salary Division

SUBJECT: Report of Hearing and Survey Specification Recommendations for the Cleveland, Ohio Wage Area, AC 104

1. The Local Wage Survey Committee met at 9am, December 13, 2016 to conduct a hearing. Notices of this hearing were distributed to all agencies having Federal Wage System employees in sufficient time to be posted on all official bulletin boards for the required ten-day notice period. A copy of the notice is attached.

2. No one appeared at the hearing and no recommendations were received.

3. The LWSC has no recommendations regarding survey specifications.

Latisha G. Hood
Chair, LWSC

Eric Gonzales
Management Member

Matthew Gibson
Labor Member

Attachment
Notice of Hearing

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SURVEY SPECIFICATIONS
AC-136 Texarkana, Texas Wage Area

Order Date: 18 April 2017
Effective Date: 25 June 2017

Union: NFFE
Agencies: Army & DLA

A. Regular Specifications: The Local Wage Survey Committee (LWSC) report of hearings and recommendations is attached and the Wage and Salary Division's recommended disposition of each follows:

1. Wage Area:
   a. LWSC: No recommendation.
   b. Staff: Recommend the wage area as defined in OPM Operating Manual, Federal Wage System, Appendix D.

2. Industries to be Surveyed:
   a. LWSC: No recommendation.
   b. Staff: Recommend standard FWS industry coverage, plus artillery & combat vehicles specialized industry NAICS codes.

3. Establishments to be Surveyed:
   a. LWSC: No recommendation.
   b. Staff: Recommend a universe survey.

4. Establishment Size:
   a. LWSC: No recommendation.
   b. Staff: Recommend minimum of 20 employees as used in past survey.

5. Survey Jobs:
   a. LWSC: No recommendation.
   b. Staff: Required jobs, plus the following artillery & combat vehicles specialized jobs:

Job #	Title	Job #	Title
048	Artillery Repairer	051	Combat Vehicle Mechanic
049	Combat Vehicle Mechanic	055	Heavy Mobile Equipment Mechanic
050	Combat Vehicle Mechanic (Engine)	111	Diesel Engine Mechanic

B. Application of S5-12:

1. Since inventory information indicates there are 2,380 FWS employees in the wage area, 595 employees are required in specialized positions to qualify for a dominant industry. The largest specialized industry is artillery & combat vehicles with 1,543 specialized positions. The second largest specialized industry is electronics with 11 specialized positions.

2. Hearing notices were posted and no recommendations were received concerning S5-12.

3. Conclusion: The Texarkana, Texas wage area has an artillery & combat vehicles dominant industry. The previous surveys have indicated the area has adequate private specialized industry, but insufficient specialized data. In the event the 2017 survey produces inadequate artillery & combat vehicles specialized data, an appropriate reference area will be recommended to the DoD Wage Committee.

DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1
ASSISTANT G-1 FOR CIVILIAN PERSONNEL
WEST REGION, SOUTHWEST AREA, RRAD CPAC
100 JAMES CARLOW DR, BLDG 115E
TEXARKANA, TX 75507-5000

PECP-SWR-W

9 January 2017

SUBJECT: Federal Wage System (FWS) Survey of the Texarkana, Texas Hearing Report

MEMORANDUM FOR MR. BOB BRANCH, CIVILIAN PERSONNEL MANAGEMENT SERVICE, WAGE & SALARY DIVISION, CENTRAL REGION (CPMS-AWAC), WRIGHT PATTERSON AFB, OHIO 45433-5344

On January 4, 2017 at 9:00 a.m., a scheduled hearing was conducted. No inquiries were received and no one reported for the hearing. Therefore, no recommendations are submitted.

Jacqueline E. Johnson
JACQUELINE E. JOHNSON
Chairperson, Full Scale Wage Survey
Red River Army Depot CPAC

Stephanie A. Hawkins
STEPHANIE A. HAWKINS
Mgment Alternate, Full Scale Wage Survey
Red River Army Depot CPAC

CHRISTOPHER L. GREEN
Labor Alternate, Full Scale Wage Survey
Red River Army Depot