

2022 Current Fiscal Year Report: Department of Defense Wage Committee

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1. Department or Agency	2. Fiscal Year
Department of Defense	2022
3. Committee or Subcommittee	3b. GSA Committee No.
Department of Defense Wage Committee	404

4. Is this New During Fiscal Year?	5. Current Charter	6. Expected Renewal Date	7. Expected Term Date
No	12/07/2022	12/07/2024	

8a. Was Terminated During Fiscal Year?	8b. Specific Termination Authority	8c. Actual Term Date
No		

9. Agency Recommendation for Next Fiscal Year	10a. Legislation Req to Terminate?	10b. Legislation Pending?
Continue	No	Not Applicable

11. Establishment Authority Authorized by Law

12. Specific Establishment Authority	13. Effective Date	14. Committee Type	14c. Presidential?
Required by 5 C.F.R. § 532.227(a), as directed by 5 U.S.C. § 5343(c)	02/20/1973	Continuing	No

15. Description of Committee Non Scientific Program Advisory Board

16a. Total Number of Reports No Reports for this Fiscal Year

17a. Open 0 **17b. Closed** 25 **17c. Partially Closed** 0 **Other Activities** 0 **17d. Total** 25

Meetings and Dates

Purpose	Start	End
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The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

10/05/2021 - 10/05/2021

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

10/19/2021 - 10/19/2021

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

11/02/2021 - 11/02/2021

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

11/16/2021 - 11/16/2021

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

11/30/2021 - 11/30/2021

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

12/14/2021 - 12/14/2021

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

01/11/2022 - 01/11/2022

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

01/25/2022 - 01/25/2022

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

02/08/2022 - 02/08/2022

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

02/22/2022 - 02/22/2022

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

03/08/2022 - 03/08/2022

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

03/22/2022 - 03/22/2022

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

04/05/2022 - 04/05/2022

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

04/19/2022 - 04/19/2022

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

05/03/2022 - 05/03/2022

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

05/17/2022 - 05/17/2022

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

05/31/2022 - 05/31/2022

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

06/14/2022 - 06/14/2022

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

06/28/2022 - 06/28/2022

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

07/12/2022 - 07/12/2022

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

07/26/2022 - 07/26/2022

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

08/09/2022 - 08/09/2022

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

08/23/2022 - 08/23/2022

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

09/06/2022 - 09/06/2022

The purpose of this meeting is to provide independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund areas of blue-collar employees within the Department of Defense.

09/20/2022 - 09/20/2022

Number of Committee Meetings Listed: 25

	Current FY	Next FY
18a(1). Personnel Pmts to Non-Federal Members	\$0.00	\$0.00
18a(2). Personnel Pmts to Federal Members	\$1,517.25	\$1,517.25
18a(3). Personnel Pmts to Federal Staff	\$41,542.00	\$41,542.00
18a(4). Personnel Pmts to Non-Member Consultants	\$0.00	\$0.00
18b(1). Travel and Per Diem to Non-Federal Members	\$0.00	\$0.00

18b(2). Travel and Per Diem to Federal Members	\$0.00	\$0.00
18b(3). Travel and Per Diem to Federal Staff	\$0.00	\$0.00
18b(4). Travel and Per Diem to Non-member Consultants	\$0.00	\$0.00
18c. Other(rents,user charges, graphics, printing, mail, etc.)	\$0.00	\$0.00
18d. Total	\$43,059.25	\$43,059.25
19. Federal Staff Support Years (FTE)	0.30	0.30

20a. How does the Committee accomplish its purpose?

Committee actions result in published regular wage schedules for 131 appropriated fund and 118 nonappropriated fund Federal Wage System (FWS) wage areas, and numerous special schedules. All FWS employees in these wage areas are paid from the schedules approved by the DoD Wage Committee.

20b. How does the Committee balance its membership?

Membership includes the National labor unions and the Defense Department (Military Services and Defense Agencies) who represent or employ the FWS employees covered by the wage schedules. Title 5 USC 5343 guarantees labor involvement in the process.

20c. How frequent and relevant are the Committee Meetings?

Meetings are scheduled to be held approximately 24 times a year to receive, review, and consider wage survey specifications; wage survey data;

local wage survey committee reports and recommendations; and to approve wage schedules. Schedules are issued throughout the year. The Committee must continue in order to meet statutory criteria to issue FWS wage schedules.

20d. Why can't the advice or information this committee provides be obtained elsewhere?

The DoD Wage Committee implements Title 5 USC 5343. The DoD Civilian Personnel Advisory Service, Wage and Salary Division, provides the technical expertise to the Committee to approve the schedules. The Committee is required to guarantee labor-management involvement in determining the wage schedules.

20e. Why is it necessary to close and/or partially closed committee meetings?

Meetings are not closed to the public unless the Department of Defense determines that items on the planned agenda meet the closed-meeting provisions of 5 U.S.C. § 552b(c). Pursuant to DoD policy closed meetings can only be authorized by the DoD Sponsor, who is the Under Secretary of Defense for Personnel and Readiness, and only after consultation with the appropriate General Counsel.

21. Remarks

The committee does not issue a separate report to the government's decision maker. The committee's recommendations are contained within the committee meeting minutes. The committee will meet a total of 25 times in FY 2022.

Designated Federal Officer

Karl H Fendt DFO

Committee Members	Start	End	Occupation	Member Designation
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Clayton, Eric	08/15/2021	08/14/2023	Department of Defense	Regular Government Employee (RGE) Member
Cleveland, Peggy	07/05/2022	07/04/2024	Department of the Navy	Regular Government Employee (RGE) Member
Fragomene, Franklyn	08/15/2021	07/05/2022	AFGE	Representative Member
Griffin, Simone	08/15/2021	07/05/2022	Department of the Navy	Regular Government Employee (RGE) Member
Johnson, Keywan	07/05/2022	07/04/2024	AFGE	Representative Member
Laughlin, Mandy	08/15/2021	08/14/2023	Department of the Army	Regular Government Employee (RGE) Member
O'Connor, Paul	08/15/2021	08/14/2023	IBEW	Representative Member

Number of Committee Members Listed: 7

Narrative Description

The Department of Defense Wage Committee operates in accordance with the provisions of the Operating Manual, The Federal Wage System, issued by the Office of Personnel Management and DoD Instruction 5120.39, Department of Defense Wage Fixing Authority--Appropriated Fund and Nonappropriated Fund Compensation Programs, dated September 10, 2008.

What are the most significant program outcomes associated with this committee?

	Checked if Applies
Improvements to health or safety	<input type="checkbox"/>
Trust in government	<input type="checkbox"/>
Major policy changes	<input type="checkbox"/>
Advance in scientific research	<input type="checkbox"/>
Effective grant making	<input type="checkbox"/>
Improved service delivery	<input type="checkbox"/>
Increased customer satisfaction	<input checked="" type="checkbox"/>

- Implementation of laws or regulatory requirements
- Other

Outcome Comments

The Committee recommends Federal Wage System (FWS) wage schedules, reports and survey data, and the statistical analysis and pay schedules proposed by the DoD Defense Civilian Personnel Advisory Service, Wage and Salary Division to the Department of Defense Wage Fixing Authority. These schedules are applicable to all wage areas since the Department of Defense, as lead agency, is responsible for all FWS surveys.

What are the cost savings associated with this committee?

Checked if Applies

- None
- Unable to Determine
- Under \$100,000
- \$100,000 - \$500,000
- \$500,001 - \$1,000,000
- \$1,000,001 - \$5,000,000
- \$5,000,001 - \$10,000,000
- Over \$10,000,000
- Cost Savings Other

Cost Savings Comments

NA

What is the approximate Number of recommendations produced by this committee for the life of the committee?

8,443

Number of Recommendations Comments

There were 398 recommendations in FY 2022. This includes Wage Schedules, Addendum to Survey Specifications, Survey Specifications, Special Rates, and Automotive Pay Plans.

What is the approximate Percentage of these recommendations that have been or will be Fully implemented by the agency?

100%

% of Recommendations Fully Implemented Comments

All recommendations by the Committee have been fully implemented.

What is the approximate Percentage of these recommendations that have been or will be Partially implemented by the agency?

0%

% of Recommendations Partially Implemented Comments

NA

Does the agency provide the committee with feedback regarding actions taken to implement recommendations or advice offered?

Yes No Not Applicable

Agency Feedback Comments

Wage Committee members are provided minutes from each meeting.

What other actions has the agency taken as a result of the committee's advice or recommendation?

Checked if Applies

- Reorganized Priorities
- Reallocated resources
- Issued new regulation
- Proposed legislation
- Approved grants or other payments
- Other

Action Comments

Based upon Committee recommendations, special rate requests and/or cancellations and wage area redefinition proposals have been forwarded to OPM.

Is the Committee engaged in the review of applications for grants?

No

Grant Review Comments

NA

How is access provided to the information for the Committee's documentation?

Checked if Applies

- Contact DFO
- Online Agency Web Site
- Online Committee Web Site
- Online GSA FACA Web Site
- Publications
- Other

Access Comments

Information pertaining to this committee can be obtained from the Designated Federal Officer or the GSA's FACA Database.