

2025 Current Fiscal Year Report: Department of Defense Wage Committee

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1. Department or Agency

Department of Defense

2. Fiscal Year

2025

3. Committee or Subcommittee

Department of Defense Wage
Committee

3b. GSA Committee No.

404

4. Is this New During Fiscal Year? 5. Current Charter 6. Expected Renewal Date 7. Expected Term Date

No 12/06/2024 12/06/2026

8a. Was Terminated During Fiscal Year?

No

8b. Specific Termination Authority

8c. Actual Term Date

9. Agency Recommendation for Next Fiscal Year

Continue

10a. Legislation Req to Terminate?

Not Applicable

10b. Legislation Pending?

Not Applicable

11. Establishment Authority Authorized by Law

12. Specific Establishment Authority

Required by 5 C.F.R. §

532.227(a), as directed by 5 02/20/1973 Continuing No

U.S.C. § 5343(c)

13. Effective Date 14. Committee Type

14c. Presidential?

15. Description of Committee Non Scientific Program Advisory Board

16a. Total Number of Reports

No Reports for
this Fiscal Year

17a. 0 17b. Closed0 17c. Partially Closed0 Other Activities0 17d. Total0 Open

Meetings and Dates

No Meetings

	Current FY	Next FY
18a(1). Personnel Pmts to Non-Federal Members	\$0.00	\$0.00
18a(2). Personnel Pmts to Federal Members	\$0.00	\$0.00
18a(3). Personnel Pmts to Federal Staff	\$0.00	\$0.00
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. Administrative Costs (FRNs, contractor support, In-person/hybrid/virtual meetings)	\$0.00	\$0.00
18d. Other (all other funds not captured by any other cost category)	\$0.00	\$0.00
18e. Total Costs	\$0.00	\$0.00
19. Federal Staff Support Years (FTE)	0.00	0.00

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 25 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 22 times in FY 2024.

Designated Federal Officer

Karl H Fendt DFO

Committee Members	Start	End	Occupation	Member Designation
Anders, Catherine	12/21/2023	04/25/2025	Department of the Navy	Regular Government Employee (RGE) Member
Clayton, Eric	08/15/2021	04/25/2025	Department of Defense	Regular Government Employee (RGE) Member
Johnson, Keywan	07/05/2022	04/25/2025	American Federation of Government Employees (AFGE)	Representative Member
Laughlin, Mandy	03/27/2024	04/25/2025	Department of the Army	Regular Government Employee (RGE) Member
O'Connor, Paul	08/15/2021	04/25/2025	International Brotherhood of Electrical Workers (IBEW)	Representative Member

Number of Committee Members Listed: 5

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	<input checked="" type="checkbox"/>
Other	<input checked="" type="checkbox"/>

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	<input type="checkbox"/>
Unable to Determine	<input checked="" type="checkbox"/>
Under \$100,000	<input type="checkbox"/>
\$100,000 - \$500,000	<input type="checkbox"/>
\$500,001 - \$1,000,000	<input type="checkbox"/>
\$1,000,001 - \$5,000,000	<input type="checkbox"/>
\$5,000,001 - \$10,000,000	<input type="checkbox"/>
Over \$10,000,000	<input type="checkbox"/>
Cost Savings Other	<input type="checkbox"/>

Cost Savings Comments

NA

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

9,251

Number of Recommendations Comments

There were 423 recommendations in FY 2024. This includes Wage Schedules, Survey Specifications, and Special Rates.

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. Additional information can be obtained by contacting the DFO, Mr. Karl Fendt at karl.h.fendt.civ@mail.mil.

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

Checked if Applies

Reorganized Priorities	<input type="checkbox"/>
Reallocated resources	<input type="checkbox"/>
Issued new regulation	<input type="checkbox"/>
Proposed legislation	<input type="checkbox"/>

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.