

**Office of Personnel Management**

**§ 532.279**

(b) The wage rate shall be the regular wage rate for the appropriate grade for Radio Antenna Rigger for the wage area in which the station is located, plus 25 percent of that rate.

(c) The 25 percent differential shall be in lieu of any environmental differential that would otherwise be payable.

(d) The special schedules shall be effective on the same date as the regular wage schedules for the wage area in which the positions are located.

[55 FR 46145, Nov. 1, 1990]

**§ 532.275 Special wage schedules for ship surveyors in Puerto Rico.**

(a) The Department of Defense shall establish special wage schedules for nonsupervisory ship surveyors and supervisory ship surveyors in Puerto Rico.

(b) Rates shall be computed as follows:

(1) The step 2 rate for nonsupervisory ship surveyors shall be set at 149.5 percent of the WG-10, step 2, rate on the overseas schedule.

(2) The step 2 rate of supervisory ship surveyors shall be set at 166.75 percent of the WG-10, step 2, rate on the overseas schedule.

(3) Step rates shall be developed by using the standard formulas established in § 532.203 of this part.

(c) The special wage schedules shall be effective on the same date as the regular wage schedules applicable to the Puerto Rico wage area.

[55 FR 46145, Nov. 1, 1990]

**§ 532.277 Special wage schedules for U.S. Navy positions in Bridgeport, California.**

(a) The Department of Defense shall establish special wage schedules for prevailing rate employees at the United States Marine Corps Mountain Warfare Training Center in Bridgeport, California.

(b) Schedules shall be established by increasing the step 2 rates on the Reno, Nevada, regular wage schedule by 10 percent.

(c) Step rates shall be developed by using the standard formulas established in § 532.203 of this subpart.

(d) The special wage schedules shall be effective on the same date as the

regular wage schedules applicable to the Reno, Nevada, wage area.

[55 FR 46146, Nov. 1, 1990]

**§ 532.279 Special wage schedules for printing positions.**

(a) The lead agency in a special printing schedule area listed in paragraph (j) of this section shall conduct special printing surveys and establish special printing schedules for positions properly allocable to the 4400 printing job family or the 5330 printing equipment repairing job series under FWS job grading standards.

(b) Except as provided in this section, regular appropriated fund wage survey and wage-setting procedures established in §§ 532.213 through 532.245 of this subpart shall be applicable to printing surveys and schedules.

(c) The lead agency must establish survey specifications for the printing survey as follows:

(1) The lead agency must include North American Industry Classification System (NAICS) codes 323110 and 323114 in the printing survey and may add other NAICS codes in subsector 323 to the survey based on its survey experience.

(2) Surveys shall cover establishments with a total employment of 20 or more.

(3) A lead agency shall survey the following jobs:

Job title	Job grade
Opaqueur .....	4
Offset Press Helper .....	5
Bindery Machine Operator (Helper) .....	5
Film Assembler-Stripper (Single Flat-Single Color) ..	5
Platemaker (Single Color) .....	5
Film Assembler-Stripper (Partial and Composite Flats) .....	7
Platemaker (Double Exposure and Multicolor Line)	7
Offset Press Operator .....	8
Bindery Machine Operator (Paper Cutter) .....	8
Bindery Machine Operator (Power Folder) .....	8
Film Assembler-Stripper (Multiple Flat-Multiple Color) .....	8
Platemaker (Multicolor Halftones and Screen Tints)	8
Bindery Machine Operator .....	9
Offset Operator (15-18 Thru 14-20) .....	9
Offset Operator (17-22 Thru 19-25) .....	9
Offset Operator (22-29 Thru 35-39) .....	9
Offset Operator (35-45 and Larger) .....	10
Offset Photographer (Halftone) .....	10
Negative Engraver .....	10
Bookbinder .....	10
Lithographic Pressman Multicolor (17-22 Thru 25-39) .....	10
Lithographic Pressman Multicolor (34-44 and Larger) .....	11

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Job title	Job grade
Offset Photographer (Process Color) .....	11

**§ 532.281 Special wage schedules for divers and tenders.**

(d) The data collected in a special printing survey shall be considered adequate for computing paylines if the unweighted job matches for non-supervisory jobs include at least 20 matches in the grade 1 through 5 range, 20 matches in the grade 6 through 8 range, 40 matches in the grade 9 and above range, and 60 additional matches at any grade.

(e) Each survey job used in computing printing schedule paylines must include a minimum of three unweighted matches.

(f) Special printing schedules shall have three step rates with the payline fixed at step 2. Step 1 shall be set at 96 percent of the payline rate, and step 3 shall be set at 104 percent of the payline rate.

(g) No step 3 rate on a special printing schedule shall be less than the maximum rate of the corresponding grade on the regular wage schedule for the wage area. If an adjustment is required under this provision, the payline rate of the special schedule shall be adjusted so as to provide a step 3 special schedule rate equal to the maximum rate of the corresponding regular schedule grade when the formula in paragraph (f) of this section is applied. Step 1 shall be set at 96 percent of the adjustment payline rate.

(h) The waiting period for within-grade increases under special printing schedules is 26 weeks between steps 1 and 2 and 78 weeks between steps 2 and 3.

(i) Special printing schedules shall be effective on the same date as the regular wage schedules for the authorized wage areas.

(j) A special printing schedule is authorized in the Washington, DC, wage area.

[55 FR 46146, Nov. 1, 1990; as amended at 58 FR 32274, June 9, 1993; 59 FR 54787, Nov. 2, 1994; 60 FR 5312, Jan. 27, 1995; 60 FR 26341, May 17, 1995; 60 FR 46214, Sept. 6, 1995; 62 FR 67258, Dec. 24, 1997; 65 FR 50127, Aug. 17, 2000; 65 FR 55431, Sept. 14, 2000; 71 FR 35375, June 20, 2006]

(a) Agencies are authorized to establish special schedule payments for prevailing rate employees who perform diving and tending duties.

(b) Employees who perform diving duties shall be paid 175 percent of the locality WG-10, step 2, rate for all payable hours of the shift.

(c) Employees who perform tending duties shall be paid at the locality WG-10, step 2, rate for all payable hours of the shift.

(d) Employees whose regular scheduled rate exceeds the diving/tending rate on the day they perform such duties shall retain their regular scheduled rate on that day.

(e) An employee's diving/tending rate shall be used as the basic rate of pay for computing all premium payments for a shift.

(f) Employees who both dive and tend on the same shift shall receive the higher diving rate as the basic rate for all hours of the shift.

[55 FR 46146, Nov. 1, 1990]

**§ 532.283 Special wage schedules for nonappropriated fund tipped employees classified as waiter/waitress.**

(a) Tipped employees shall be paid from the regular nonappropriated fund (NAF) schedule applicable to the employee's duty station.

(b) A tip offset may be authorized for employees classified as Waiter/Waitress. For purposes of this section, a tipped employee is one who is engaged in an occupation in which he or she customarily and regularly receives more than \$30 a month in tips, and a tip offset is the amount of money by which an employer, in meeting legal minimum wage standards, may reduce a tipped employee's cash wage in consideration of the receipt of tips.

(c) A tip offset may be established, abolished, or adjusted by NAF instrumentalities on an annual basis and at such additional times as new or revised minimum wage statutes require. The amount of any tip offset may vary within a single instrumentality based on location, type of service, or time of service.