§ 532.213  Industries included in regular appropriated fund wage surveys.

(a) The lead agency must include the industries in the following North American Industry Classification System (NAICS) codes in all regular appropriated fund wage surveys:

<table>
<thead>
<tr>
<th>2007 NAICS codes</th>
<th>2007 NAICS industry titles</th>
</tr>
</thead>
<tbody>
<tr>
<td>311 through 339</td>
<td>All manufacturing classes except printing and related support activities (NAICS 323).</td>
</tr>
<tr>
<td>221</td>
<td>Utilities.</td>
</tr>
<tr>
<td>481</td>
<td>Air transportation.</td>
</tr>
<tr>
<td>482</td>
<td>Rail transportation.</td>
</tr>
<tr>
<td>484</td>
<td>Truck transportation.</td>
</tr>
<tr>
<td>485 (except 4853)</td>
<td>Transit and ground passenger transportation except taxi and limousine service (NAICS 4853).</td>
</tr>
<tr>
<td>487 (except 4872)</td>
<td>Scenic and sightseeing transportation except scenic and sightseeing transportation, water (NAICS 4872).</td>
</tr>
<tr>
<td>488 (except 4883 and 4884).</td>
<td>Support activities for transportation except support activities for water transportation (NAICS 4883) and support activities for road transportation (NAICS 4884).</td>
</tr>
<tr>
<td>492</td>
<td>Couriers and messengers.</td>
</tr>
<tr>
<td>493</td>
<td>Warehousing and storage.</td>
</tr>
<tr>
<td>515</td>
<td>Broadcasting (except Internet).</td>
</tr>
<tr>
<td>517</td>
<td>Telecommunications.</td>
</tr>
<tr>
<td>5621</td>
<td>Waste collection.</td>
</tr>
<tr>
<td>5622</td>
<td>Waste Treatment and Disposal.</td>
</tr>
<tr>
<td>423</td>
<td>Merchant wholesalers, durable goods.</td>
</tr>
<tr>
<td>424</td>
<td>Merchant wholesalers, nondurable goods.</td>
</tr>
</tbody>
</table>

(b) A lead agency may add other industry classes to a regular survey in an area where these industries account for significant proportions of local private employment of the kinds and levels found in local Federal employment.

c) Specifically excluded from all wage surveys for regular wage schedules are food service and laundry establishments and industries having peculiar employment conditions that directly affect the wage rates paid and that are the basis for special wage surveys.

[55 FR 46142, Nov. 1, 1990, as amended at 71 FR 35373, June 20, 2006; 73 FR 45853, Aug. 7, 2008]

§ 532.215  Establishments included in regular appropriated fund surveys.

(a) All establishments having a total employment of 50 or more employees in the prescribed industries within a survey area shall be included within the survey universe. On rare occasions and as an exception to the rule, OPM may authorize lower minimum size levels based on a recommendation of the lead agency for the wage area.

(b) Establishments to be covered in surveys shall be selected under standard probability sample selection procedures. In areas with relatively few establishments, surveys shall cover all establishments within the prescribed industry and size groups.

c) A lead agency may not delete from a survey an establishment properly included in an establishment list drawn under statistical sampling procedures.

[55 FR 46142, Nov. 1, 1990]

§ 532.217  Appropriated fund survey jobs.

(a) A lead agency shall survey the following required jobs:

<table>
<thead>
<tr>
<th>Job title</th>
<th>Job grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Janitor (Light)</td>
<td>1</td>
</tr>
<tr>
<td>Janitor (Heavy)</td>
<td>2</td>
</tr>
<tr>
<td>Material Handler</td>
<td>2</td>
</tr>
<tr>
<td>Maintenance Laborer</td>
<td>3</td>
</tr>
<tr>
<td>Packer</td>
<td>4</td>
</tr>
</tbody>
</table>
(b) A lead agency may not omit a required survey job from a regular schedule wage survey.

(c) A lead agency may survey the following jobs on an optional basis:

<table>
<thead>
<tr>
<th>Job title</th>
<th>Job grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Warehouse Worker</td>
<td>5</td>
</tr>
<tr>
<td>Forklift Operator</td>
<td>5</td>
</tr>
<tr>
<td>Material Handling Equipment Operator</td>
<td>5</td>
</tr>
<tr>
<td>Truckdriver (Medium)</td>
<td>6</td>
</tr>
<tr>
<td>Truckdriver (Heavy)</td>
<td>7</td>
</tr>
<tr>
<td>Machine Tool Operator II</td>
<td>8</td>
</tr>
<tr>
<td>Machine Tool Operator I</td>
<td>9</td>
</tr>
<tr>
<td>Carpenter</td>
<td>9</td>
</tr>
<tr>
<td>Electrician</td>
<td>10</td>
</tr>
<tr>
<td>Automotive Mechanic</td>
<td>10</td>
</tr>
<tr>
<td>Sheet Metal Mechanic</td>
<td>10</td>
</tr>
<tr>
<td>Pipelayer</td>
<td>10</td>
</tr>
<tr>
<td>Welder</td>
<td>10</td>
</tr>
<tr>
<td>Machinist</td>
<td>10</td>
</tr>
<tr>
<td>Electronics Mechanic</td>
<td>11</td>
</tr>
<tr>
<td>Toolmaker</td>
<td>13</td>
</tr>
</tbody>
</table>

(d) A lead agency may add the following survey jobs to the survey when the Hospital industry is included in the survey:

<table>
<thead>
<tr>
<th>Job title</th>
<th>Job grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Laundry Worker</td>
<td>1</td>
</tr>
<tr>
<td>Food Service Worker</td>
<td>2</td>
</tr>
</tbody>
</table>

(e) A lead agency must obtain prior approval of OPM to add a job not authorized under paragraph (a), (c), or (d) of this section.


§ 532.219 Criteria for establishing nonappropriated fund wage areas.

(a) Each wage area shall consist of one or more survey areas along with nonsurvey areas, if any, having nonappropriated fund employees.

(1) Survey area: A survey area is composed of the counties, parishes, cities, or townships in which survey data are collected.

(2) Nonsurvey area: Nonsurvey counties, parishes, or townships may be combined with the survey area to form the wage area through consideration of the criteria in paragraph (c) of this section.

(b) Wage areas shall be established when:

(1) There is a minimum of 26 NAF wage employees in the survey area and local activities have the capability to do the survey; and

(2) There is within the survey area a minimum of 1,800 private enterprise employees in establishments within survey specifications.

(c)(1) Two or more counties may be combined to constitute a single wage area through consideration of:

(i) Proximity of largest activity in each county;

(ii) Transportation facilities and commuting patterns; and

(iii) Similarities of the counties in:

(A) Overall population;

(B) Private employment in major industry categories; and

(C) Kinds and sizes of private industrial establishments.

(2) Generally, the criteria listed in paragraph (c)(1) of this section are considered in the order listed.

(d) The nonappropriated fund wage and survey area definitions are set out as appendix D to this subpart and are