

§ 531.611

when the employee's official worksite is located in a locality pay area;

(g) Nonforeign area cost-of-living allowances and post differentials under 5 U.S.C. 5941 and 5 CFR part 591, subpart B;

(h) Recruitment, relocation, and retention incentives, supervisory differentials, and extended assignment incentives under 5 U.S.C. chapter 57, subchapter IV, and 5 CFR part 575;

(i) Performance-based cash awards under 5 U.S.C. 4505a and 5 CFR part 451, subpart A, when such awards are computed as a percentage of an employee's rate of basic pay;

(j) GS pay administration provisions (e.g., GS promotion provisions) to the extent provided in subpart B of this part;

(k) Pay administration provisions for prevailing rate employees which consider rates of basic pay under the GS pay system in setting pay (except as otherwise provided in 5 CFR part 532), subject to the requirement that, if the employee's actual locality rate would not apply at the official worksite for the prevailing rate position, that locality rate must be converted to a corresponding rate on the locality rate schedule for that official worksite;

(l) Lump-sum payments under 5 CFR part 550, subpart L, for accumulated and accrued annual leave;

(m) Grade and pay retention under 5 U.S.C. chapter 53, subchapter VI, to the extent provided by 5 CFR part 536;

(n) Other provisions as specified in other statute or OPM regulations; and

(o) Payments or benefits equivalent to those listed in this section under other legal authority, as determined by the head of the agency or other authorized official responsible for administering such payments or benefits.

[70 FR 31304, May 31, 2005, as amended at 70 FR 74996, Dec. 19, 2005; 73 FR 66154, Nov. 7, 2008; 76 FR 68634, Nov. 7, 2011]

§ 531.611 Miscellaneous provisions.

(a) A locality rate may be paid only for those hours for which an employee is in a pay status.

(b) Payment of, or an increase in, a locality rate is not an equivalent increase in pay within the meaning of 5 U.S.C. 5335. (See § 531.407(c).)

5 CFR Ch. I (1-1-25 Edition)

(c) A locality rate is included in an employee's *total remuneration*, as defined in 5 CFR 551.511(b), and *straight time rate of pay*, as defined in 5 CFR 551.512(b), for the purpose of overtime pay computations under the Fair Labor Standards Act of 1938, as amended.

(d) Consistent with § 531.610, a reduction or termination of a locality rate under § 531.609 is not an adverse action for the purpose of 5 CFR part 752, subpart D, or an action under 5 CFR 930.211.

[70 FR 31305, May 31, 2005, as amended at 73 FR 66154, Nov. 7, 2008]

Subpart G [Reserved]

PART 532—PREVAILING RATE SYSTEMS

Subpart A—General Provisions

Sec.

532.101 Scope.

532.103 Coverage.

532.105 Pay-fixing authority.

Subpart B—Prevailing Rate Determinations

532.201 Definitions.

532.203 Structure of regular wage schedules.

532.205 The use of Federal, State, and local minimum wage requirements in determining prevailing rates.

532.207 Time schedule for wage surveys.

532.209 Lead agency.

532.211 Criteria for establishing appropriated fund wage areas.

532.213 Industries included in regular appropriated fund wage surveys.

532.215 Establishments included in regular appropriated fund surveys.

532.217 Appropriated fund survey jobs.

532.219 Criteria for establishing non-appropriated fund wage areas.

532.221 Industries included in regular non-appropriated fund surveys.

532.223 Establishments included in regular nonappropriated fund surveys.

532.225 Nonappropriated fund survey jobs.

532.227 Agency wage committee.

532.229 Local wage survey committee.

532.231 Responsibilities of participating organizations.

532.233 Preparation for full-scale wage surveys.

532.235 Conduct of full-scale wage survey.

532.237 Review by the local wage survey committee.

532.239 Review by the lead agency.

532.241 Analysis of usable wage survey data.

532.243 Consultation with the agency wage committee.

Office of Personnel Management**Pt. 532**

532.245 Selection of payline and issuance of wage schedules.

532.247 Wage change surveys.

532.249 Minimum rates for hard-to-fill positions.

532.251 Special rates.

532.253 Special rates or rate ranges for leader, supervisory, and production facilitating positions.

532.254 Special schedules.

532.255 Regular appropriated fund wage schedules in foreign areas.

532.257 Regular nonappropriated fund wage schedules in foreign areas.

532.259 Special appropriated fund wage schedules for U.S. insular areas.

532.261 Special wage schedules for leader and supervisory schedules for leader and supervisory wage employees in the Puerto Rico wage area.

532.263 Special wage schedules for production facilitating positions.

532.265 Special wage schedules for apprentices and shop trainees.

532.267 Special wage schedules for aircraft, electronic, and optical instrument overhaul and repair positions in Puerto Rico.

532.269 Special wage schedules for Corps of Engineers, U.S. Army navigation lock and dam employees.

532.271 Special wage schedules for National Park Service positions in overlap areas.

532.273 Special wage schedules for United States Information Agency Radio Antenna Rigger positions.

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

532.281 Special wage schedules for divers and tenders.

532.283 Special wage schedules for non-appropriated fund tipped employees classified as waiter/waitress.

532.285 Special wage schedules for supervisors of negotiated rate Bureau of Reclamation employees.

532.287 Special wage schedules for non-appropriated fund automotive mechanics.

532.289 Special wage schedules for U.S. Army Corps of Engineers flood control employees of the Vicksburg District in Mississippi.

APPENDIX A TO SUBPART B OF PART 532—NATIONWIDE SCHEDULE OF APPROPRIATED FUND REGULAR WAGE SURVEYS

APPENDIX B TO SUBPART B OF PART 532—NATIONWIDE SCHEDULE OF NONAPPROPRIATED FUND REGULAR WAGE SURVEYS

APPENDIX C TO SUBPART B OF PART 532—APPROPRIATED FUND WAGE AND SURVEY AREAS

APPENDIX D TO SUBPART B OF PART 532—NONAPPROPRIATED FUND WAGE AND SURVEY AREAS

Subpart C—Determining Rates for Principal Types of Federal Positions

532.301 Definitions.

532.303 Specialized industry.

532.305 Dominant industry.

532.307 Determining whether a dominant industry exists in a wage area.

532.309 Determining adequacy of specialized private industry.

532.311 Survey of specialized private industry related to a dominant industry.

532.313 Private sector industries.

532.315 Additional survey jobs.

532.317 Use of data from the nearest similar area.

Subpart D—Pay Administration

532.401 Definitions.

532.403 New appointments.

532.405 Use of highest previous rate.

532.407 Promotion.

532.409 Grading or regrading of positions.

532.411 Details.

532.413 Simultaneous action.

532.415 Application of new or revised wage schedules.

532.417 Within-grade increases.

532.419 Grade and pay retention.

Subpart E—Premium Pay and Differentials

532.501 Definitions.

532.503 Overtime pay.

532.504 Compensatory time off.

532.505 Night shift differentials.

532.507 Pay for holiday work.

532.509 Pay for Sunday work.

532.511 Environmental differentials.

532.513 Flexible and compressed work schedules.

APPENDIX A TO SUBPART E OF PART 532—SCHEDULE OF ENVIRONMENTAL DIFFERENTIALS PAID FOR EXPOSURE TO VARIOUS DEGREES OF HAZARDS, PHYSICAL HARDSHIPS, AND WORKING CONDITIONS OF AN UNUSUAL NATURE

Subpart F—Job Grading System

532.601 General.

Subpart G—Job Grading Reviews and Appeals

532.701 General.

532.703 Agency review.

532.705 Appeal to the Office of Personnel Management.

532.707 Availability of information.

Subpart H—Payment of Unrestricted Rates for Recruitment or Retention Purposes

532.801 Payment of unrestricted rates for recruitment or retention purposes.

§ 532.101

AUTHORITY: 5 U.S.C. 5343, 5346; § 532.707 also issued under 5 U.S.C. 552.

SOURCE: 46 FR 21344, Apr. 10, 1981, unless otherwise noted.

Subpart A—General Provisions

§ 532.101 Scope.

This part provides common policies, systems, and practices for uniform application by all agencies subject to section 5342 of title 5, United States Code, in fixing pay for prevailing rate employees as nearly as is consistent with the public interest in accordance with prevailing rates.

§ 532.103 Coverage.

The provisions of this part shall apply to prevailing rate employees and agencies covered by section 5342 of title 5, United States Code.

§ 532.105 Pay-fixing authority.

The head of each agency shall authorize application of the rates established by the lead agency or the Office of Personnel Management (OPM) to prevailing rate employees within the appropriate wage area, in accordance with the provisions of this part.

Subpart B—Prevailing Rate Determinations

§ 532.201 Definitions.

For the purposes of this part:

Full-scale survey means a survey conducted at least every 2 years in which data are collected from a current sampling of establishments in the private sector by personal visit of data collectors. With the unanimous consent of the members of a Local Wage Survey Committee, data may also be obtained from a private sector establishment or establishments during a full-scale wage survey by telephone, mail, or electronic means.

Host activity is the local Federal activity designated by the lead agency to obtain employment statistics from other Federal activities in the wage area and to provide support facilities and clerical assistance for the wage survey.

Lead agency means the agency designated by the Office of Personnel

5 CFR Ch. I (1-1-25 Edition)

Management to plan and conduct wage surveys, analyze wage survey data, and determine and issue required wage schedules for a wage area.

Survey area means that part of the wage area where the private enterprise establishments included in the wage survey are located.

Wage area means that geographic area within which a single set of regular wage schedules is applied uniformly by Federal installations to covered occupations.

Wage change survey means a survey in which rate change data are collected from the same establishments and for the same establishment occupations represented in the full-scale survey. These data may be collected by telephone, mail, electronic means, or personal visit.

[46 FR 21344, Apr. 10, 1981, as amended at 86 FR 11858, Mar. 1, 2021]

§ 532.203 Structure of regular wage schedules.

(a) Each nonsupervisory and leader regular wage schedule shall have 15 grades, which shall be designated as follows:

- (1) *WG* means an appropriated fund nonsupervisory grade;
- (2) *WL* means an appropriated fund leader grade;
- (3) *NA* means a nonappropriated fund nonsupervisory grade; and
- (4) *NL* means a nonappropriated fund leader grade.

(b) Each supervisory regular wage schedule shall have 19 grades, which shall be designated as follows:

- (1) *WS* means an appropriated fund supervisory grade; and
- (2) *NS* means a nonappropriated fund supervisory grade.

(c) The step 2 or payline rate for each grade of a leader regular wage schedule shall be equal to 110 percent of the rate for step 2 of the corresponding grade of the nonsupervisory regular wage schedule for the area.

(d) The step 2 or payline rate for each grade of an appropriated fund supervisory regular wage schedule shall be:

- (1) For grades *WS-1* through *WS-10*, equal to the rate for step 2 of the corresponding grade of the nonsupervisory regular wage schedule for the area,

Office of Personnel Management**§ 532.205**

plus 30 percent of the rate for step 2 of WG-10;

(2) For grades WS-11 through WS-18, the second rate of WS-10, plus 5, 11.5, 19.6, 29.2, 40.3, 52.9, 67.1, and 82.8 percent, respectively, of the difference between the step 2 rates of WS-10 and WS-19; and

(3) For grade WS-19, the third rate in effect for General Schedule grade GS-14 at the time of the area wage schedule adjustment. The WS-19 rate shall include any cost of living allowance payable for the area under 5 U.S.C. 5941.

(e) The step 2 or payline rate for each grade of a nonappropriated fund supervisory regular wage schedule shall be:

(1) For grades NS-1 through NS-8, equal to the rate for step 2 of the corresponding grade of the nonsupervisory regular wage schedule for the area, plus 20 percent of the rate for step 2 of NA-8;

(2) For grades NS-9 through NS-15, equal to 120 percent of the rate for step 2 of the corresponding grade of the nonsupervisory regular wage schedule for the area;

(3) For grades NS-16 through NS-19, the rates will be 25, 30, 35 and 40 percent, respectively, above the step 2 rate of NA-15;

(f) The number of within-grade steps and the differentials between steps for each nonsupervisory grade on a regular wage schedule shall be established in accordance with 5 U.S.C. 5343(e)(1). Each grade on a leader and supervisory regular wage schedule shall have 5 within-grade steps with step 2 set according to paragraphs (c), (d), or (e) of this section, as appropriate, and—

(1) Step 1 set at 96 percent of the step 2 rate;

(2) Step 3 set at 104 percent of the step 2 rate;

(3) Step 4 set at 108 percent of the step 2 rate; and

(4) Step 5 set at 112 percent of the step 2 rate.

[46 FR 21344, Apr. 10, 1981, as amended at 48 FR 13385, Mar. 30, 1983; 49 FR 28347, July 11, 1984; 55 FR 46140, Nov. 1, 1990]

§ 532.205 The use of Federal, State, and local minimum wage requirements in determining prevailing rates.

(a) Wage schedules, including special schedules, shall not include any rates of pay less than the higher of:

(1) The minimum rate prescribed by section 6(a)(1) of the Fair Labor Standards Act of 1938, as amended, or

(2) The highest State or local minimum wage rate in the local wage area which is applicable to the private industry counterparts of the single largest Federal industry/occupation in the wage area.

(b) Wage data below the minimum wage rates prescribed by section 6(a)(1) of the Fair Labor Standards Act of 1938, as amended, shall not be used in determining prevailing rates.

(c) Adjustments to regular wage schedules to comply with the minimum wage rate determined to be applicable under paragraph (a) of this section shall be computed as follows:

(1) The step 2 rate of grade 1 of the nonsupervisory wage schedule shall be set at a rate which, upon application of the 4 percent step-rate differential, provides a step 1 rate which is equal to the applicable minimum wage rate.

(2) An intergrade differential shall be determined as 5 percent of the rate established as the step 2 rate of grade 1, rounded to the nearest whole cent. This intergrade differential shall be added to the step 2 rate of each grade, beginning with grade 1, to determine the step 2 rate for the succeeding grade until the grade is reached at which the step 2 rate established through the wage survey process equals or exceeds the rate determined under this procedure. Rates of all grades above that point shall be computed in accordance with § 532.221(b) of this subpart.

(3) Steps 1, 3, 4, and 5 of each grade adjusted under paragraph (c) of this section shall be set at 96, 104, 108, and 112 percent of the step 2 rate, respectively.

(4) The leader and supervisory wage schedule grades corresponding to each nonsupervisory grade adjusted under paragraph (c) of this section shall be constructed in accordance with the procedures of § 532.203 of this subpart,

§ 532.207

on the basis of the step 2 rates established under this paragraph for the nonsupervisory wage schedule grades.

(d) All wage schedule adjustments made under this section shall be effective on the effective date of the applicable minimum wage rate.

§ 532.207 Time schedule for wage surveys.

(a) Wage surveys shall be conducted on a 2-year cycle at annual intervals.

(b) A full-scale survey shall be made in the first year of the 2-year cycle and shall include development of a current sample of establishments and the collection of wage data by visits to establishments. With the unanimous consent of the members of a Local Wage Survey Committee, data may also be obtained from a private sector establishment or establishments during a full-scale wage survey by telephone, mail, or electronic means.

(c) A wage-change survey shall be made every other year using only the same employers, occupations, survey jobs, and establishment weights used in the preceding full-scale survey. Data may be collected by telephone, mail, electronic means, or personal contact.

(d) Scheduling of surveys shall take into consideration the following criteria:

(1) The best timing in relation to wage adjustments in the principal local private enterprise establishments;

(2) Reasonable distribution of workload of the lead agency;

(3) The timing of surveys for nearby or selected wage areas; and

(4) Scheduling relationships with other pay surveys.

(e) The Office of Personnel Management may authorize adjustments in the normal cycle as requested by the lead agency and based on the criteria in paragraph (d) of this section or to accommodate special studies or adjustments consistent with determining local prevailing rates.

(f) The beginning month of appropriated and nonappropriated fund wage surveys and the fiscal year during which full-scale surveys will be conducted are set out as appendices A and

5 CFR Ch. I (1-1-25 Edition)

B to this subpart and are incorporated in and made part of this section.

[55 FR 46141, Nov. 1, 1990, as amended at 86 FR 11859, Mar. 1, 2021]

§ 532.209 Lead agency.

(a) The Office of Personnel Management shall select a lead agency for each appropriated and nonappropriated fund wage area based on the number of agency employees covered by the regular wage schedule for that area and the capability of the agency in providing administrative and clerical support at the local level necessary to conduct a wage survey.

(b) OPM may authorize exceptions to these criteria where this will improve the administration of the local wage survey.

(c) The listing in appendix A to this subpart shows the lead agency for each appropriated fund wage area. The Department of Defense is the lead agency for each nonappropriated fund wage area.

[55 FR 46141, Nov. 1, 1990]

§ 532.211 Criteria for establishing appropriated fund wage areas.

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

(1) *Survey area:* A survey area is composed of the counties, parishes, cities, or townships in which survey data are collected. Except in very unusual circumstances, a wage area that includes a Metropolitan Statistical Area shall have the Metropolitan Statistical Area as the survey area or part of the survey area.

(2) *Nonsurvey area:* Nonsurvey counties, parishes, cities, or townships may be combined with the survey area(s) to form the wage area through consideration of the criteria in paragraph (d)(1) of this section.

(b) Wage areas shall include wherever possible a recognized economic community such as a Metropolitan Statistical Area or a political unit such as a county. Two or more economic communities or political units, or both, may be combined to constitute a single wage area; however, except in unusual circumstances and as an exception to the criteria, an individually defined

Metropolitan Statistical Area or county shall not be subdivided for the purpose of defining a wage area.

(c) Except as provided in paragraph (a) of this section, wage areas shall be established when:

(1) There is a minimum of 100 wage employees of one agency subject to the regular schedule and the agency involved indicates that its local installation has the capacity to do the survey; and

(2) There is, within a reasonable commuting distance of the concentration of Federal employment:

(i) A minimum of either 20 establishments within survey specifications having at least 50 employees each; or 10 establishments having at least 50 employees each, with a combined total of 1,500 employees; and

(ii) The total private enterprise employment in the industries surveyed in the survey area is at least twice the Federal wage employment in the survey area.

(d)(1) Adjacent economic communities or political units meeting the separate wage area criteria in paragraphs (b) and (c) of this section may be combined through consideration of:

(i) Distance, transportation facilities, and geographic features;

(ii) Commuting patterns; and

(iii) Similarities in overall population, employment, and the kinds and sizes of private industrial establishments.

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

(3) When two wage areas are combined, the survey area of either or both may be used, depending on the concentrations of Federal and private employment and locations of establishments, the proximity of the survey areas to each other, and the extent of economic similarities or differences as indicated by relative levels of wage rates in each of the potential survey areas.

(e) Appropriated fund wage and survey area definitions are set out as appendix C to this subpart and are incorporated in and made part of this section.

(f) A single contiguous military installation defined as a Joint Base that

would otherwise overlap two separate wage areas shall be included in only a single wage area. The wage area of such a Joint Base shall be defined to be the wage area with the most favorable payline based on an analysis of the simple average of the 15 non-supervisory second step rates on each one of the regular wage schedules applicable in the otherwise overlapped wage areas.

[55 FR 46142, Nov. 1, 1990, as amended at 57 FR 29783, July 7, 1992; 81 FR 86249, Nov. 30, 2016]

§ 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:

2022 NAICS codes	2022 NAICS industry titles
311 through 339 (except 323).	All manufacturing classes except printing and related support activities (NAICS 323).
221	Utilities.
481	Air transportation.
482	Rail transportation.
484	Truck transportation.
485 (except 4853).	Transit and ground passenger transportation except taxi and limousine service (NAICS 4853).
487 (except 4872).	Scenic and sightseeing transportation except scenic and sightseeing transportation, water (NAICS 4872).
488 (except 4883 and 4884).	Support activities for transportation except support activities for water transportation (NAICS 4883) and support activities for road transportation (NAICS 4884).
492	Couriers and messengers.
493	Warehousing and storage.
516	* Broadcasting and content providers.
517	Telecommunications.
5621	Waste collection.
5622	Waste Treatment and Disposal.
423	Merchant wholesalers, durable goods.
424	Merchant wholesalers, nondurable goods.

(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.

§ 532.215**5 CFR Ch. I (1-1-25 Edition)**

(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; 78 FR 58153, Sept. 23, 2013; 84 FR 36813, July 30, 2019; 89 FR 4540, Jan. 24, 2024]

§ 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:

Job title	Job grade
Janitor (Light)	1
Janitor (Heavy)	2
Material Handler	2
Maintenance Laborer	3
Packer	4
Warehouse Worker	5
Forklift Operator	5
Material Handling Equipment Operator	5
Truckdriver (Medium)	6
Truckdriver (Heavy)	7
Machine Tool Operator II	8
Machine Tool Operator I	9
Carpenter	9
Electrician	10
Automotive Mechanic	10
Sheet Metal Mechanic	10
Pipefitter	10
Welder	10

Job title	Job grade
Machinist	10
Electronics Mechanic	11
Toolmaker	13

(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:

Job title	Job grade
Aircraft Structures Assembler B	7
Aircraft Structures Assembler A	9
Aircraft Mechanic	10
Electrician, Ship	10
Pipefitter, Ship	10
Shipfitter	10
Shipwright	10
Machinist, Marine	10
Cable Splicer (Electric)	10
Electrical Lineman	10
Electrician (Powerplant)	10
Telephone Installer-Repairer	9
Central Office Repairer	11
Heavy Mobile Equipment Mechanic	10
Heavy Mobile Equipment Operator	10
Air Conditioning Mechanic	10
Rigger	10
Trailer Truck Driver	8
Tool Crib Attendant	6
Painter (Finish)	9
Light Vehicle Operator	5
Helper (Trades)	5
Boiler Plant Operator	10
Meat Cutter	8
Equipment Mechanic	10
Boom Crane Operator	9
Boom Crane Operator (Precision)	11
Tool and Parts Attendant	4
Painter (Rough)	7
Electronic Industrial Controls Mechanic	11
Electronic Test Equipment Repairer	11
Electronic Computer Mechanic	11
Television Station Mechanic	11
Maintenance Mechanic	10

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

Job title	Job grade
Laundry Worker	1
Food Service Worker	2
Cook	8

(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.

[55 FR 46142, Nov. 1, 1990, as amended at 64 FR 69183, Dec. 10, 1999; 68 FR 460, Jan. 6, 2003; 69 FR 26475, May 13, 2004]

Office of Personnel Management

§ 532.219 Criteria for establishing non-appropriated fund wage areas.

(a) Each wage area shall consist of one or more survey areas along with nonsurvey areas, if any, having non-appropriated 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:

§ 532.221

(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 incorporated in and made part of this section.

[55 FR 46143, Nov. 1, 1990, as amended at 57 FR 29783, July 7, 1992]

§ 532.221 Industries included in regular nonappropriated fund surveys.

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

2022 NAICS codes	2022 NAICS industry titles
42312	Motor vehicle supplies and new parts merchant wholesalers.
4232	Furniture and home furnishing merchant wholesalers.
42362	Electrical and electronic appliance, television, and radio set merchant wholesalers.
42369	Other electronic parts and equipment merchant wholesalers.
42371	Hardware merchant wholesalers.
42391	Sporting and recreational goods and supplies merchant wholesalers.
42399	Other miscellaneous durable goods merchant wholesalers.
4241	Paper and paper product merchant wholesalers.
42421	Drugs and druggists' sundries merchant wholesalers.
4243	Apparel, piece goods, and notions merchant wholesalers.
42445	Confectionery merchant wholesalers.
4247	Petroleum and petroleum products merchant wholesalers.
4249	Miscellaneous nondurable goods merchant wholesalers.
44134	Tire dealers.
44411	Home centers.
449210	Electronics and appliance retailers.
4551	Department stores.
4552	Warehouse clubs, supercenters, and other general merchandise retailers.
45611	Pharmacies and drug stores.
4571	Gasoline stations.
45811	Clothing and clothing accessories retailers.
45941	Office supplies and stationery retailers.
71391	Golf courses and country clubs.
71395	Bowling centers.
72111	Hotels (except casino hotels) and motels.
7224	Drinking places (alcoholic beverages).
7225	Restaurants and other eating places.

(b) A lead agency may add other industry classes from within the wholesale, retail, and service industry divisions in an area where these industries

account for significant proportions of local private employment of the kinds and levels found in local NAF employment.

§ 532.223**5 CFR Ch. I (1-1-25 Edition)**

(c) Additional industries shall be defined in terms of entire industry classes (fourth digit breakdown).

[55 FR 46143, Nov. 1, 1990, as amended at 71 FR 35374, June 20, 2006; 73 FR 45853, Aug. 7, 2008; 78 FR 58153, Sept. 23, 2013; 84 FR 36813, July 30, 2019; 89 FR 4540, Jan. 24, 2024]

§ 532.223 Establishments included in regular nonappropriated fund surveys.

(a) All establishments having 20 or more employees in the prescribed industries within a survey area must be included in the survey universe. Establishments in NAICS codes 4571, 71391, and 71395 must be included in the survey universe if they have eight or more employees.

(b) Establishment selection procedures are the same as those prescribed for appropriated fund surveys in paragraphs (b) and (c) of § 532.213 of this subpart.

[55 FR 46143, Nov. 1, 1990, as amended at 71 FR 35374, June 20, 2006; 89 FR 4540, Jan. 24, 2024]

§ 532.225 Nonappropriated fund survey jobs.

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

Job title	Job grade
Janitor (Light)	1
Food Service Worker	1
Food Service Worker	2
Fast Food Worker	2
Janitor	2
Laborer (Light)	2
Laborer (Heavy)	3
Service Station Attendant	3
Stock Handler	4
Short Order Cook	5
Materials Handling Equipment Operator	5
Warehouseman	5
Service Station Attendant	5
Truck Driver (Light)	5
Truck Driver (Medium)	6
Truck Driver (Heavy)	7
Cook	8
Carpenter	9
Painter	9
Automotive Mechanic	10
Electrician	10

(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:

Job title	Job grade
Service Station Attendant	1
Groundskeeper	4
Grill Attendant	4
Tractor Operator	6
Bowling Equipment Mechanic	7
Building Maintenance Worker	7
Vending Machine Mechanic	8
Building Maintenance Worker	8
Air Conditioning Equipment Mechanic	8
Truck Driver (Trailer)	8
Air Conditioning Equipment Mechanic	10

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

[55 FR 46143, Nov. 1, 1990]

§ 532.227 Agency wage committee.

(a) Each lead agency shall establish an agency wage committee for the purpose of considering matters relating to the conduct of wage surveys, the establishment of wage schedules and making recommendations thereon to the lead agency.

(b) The Agency Wage Committee shall consist of five members, with the chairperson and two members designated by the head of the lead agency, and the remaining two members designated as follows:

(1) For the Department of Defense Wage Committee, one member shall be designated by each of the two labor organizations having the largest number of wage employees covered by exclusive recognition in the Department of Defense; and

(2) For other lead agencies, two members shall be designated by the labor organization having the largest number of wage employees by exclusive recognition in the agency.

(c) Recommendations of agency wage committees shall be developed by majority vote. Any member of an agency wage committee may submit a minority report to the lead agency along with the recommendations of the committee.

[46 FR 21344, Apr. 10, 1981. Redesignated at 55 FR 46141, Nov. 1, 1990]

§ 532.229 Local wage survey committee.

(a) A lead agency shall establish a local wage survey committee in each wage area for which it has lead agency

Office of Personnel Management**§ 532.231**

responsibility and in which a labor organization represents, by exclusive recognition, wage employees subject to the wage schedules for which the survey is conducted.

(2) The local wage survey committee shall assist the lead agency in the conduct of wage surveys and make recommendations to the lead agency thereon.

(b)(1) Local wage survey committees shall consist of three members, with the chairperson and one member recommended by Federal agencies and designated by the lead agency, and one member recommended by the labor organization having the largest number of wage employees under the regular wage schedule who are under exclusive recognition in the wage area.

(2) All members of local wage survey committees for appropriated fund surveys shall be Federal employees appointed by their employing agencies.

(3) Members for nonappropriated fund surveys shall be nonappropriated fund employees appointed by their employing agencies.

(4) The member recommended by the labor organization must be an employee of a Federal activity for appropriated fund surveys or nonappropriated fund activity for nonappropriated fund surveys who is covered by one of the regular wage schedules in the wage area in which the activity is located.

(5) In selecting and appointing employees recommended by labor organizations and by Federal agencies to serve as committee members, consideration shall be given to the requirement in the prevailing rate law for labor and agency representatives to participate in the wage survey process, the qualifications of the recommended employees, the need of the employees' work units for their presence on the job, and the prudent management of available financial and human resources. Employing agencies and activities shall cooperate and appoint the recommended employees unless exceptional circumstances prohibit their consideration. When the recommended employees cannot be appointed to serve as local wage survey committee members, the responsible lead agency or labor organization shall provide addi-

tional recommendations expeditiously to avoid any delay in the survey process.

(6) Employers shall cooperate and release appointed employees for committee proceedings unless the employers can demonstrate that exceptional circumstances directly related to the accomplishment of the work units' missions require their presence on their regular jobs. Employees serving as committee members are considered to be on official assignment to an interagency function, rather than on leave.

(c) A local wage survey committee shall be established before each full-scale wage survey. Responsibility for providing members shall remain with the same agency and the same labor organization until the next full-scale survey.

(d) Recommendations of local wage survey committees shall be developed by majority vote. Any member of a local wage survey committee may submit a minority report to the lead agency relating to any local wage survey committee majority recommendation.

(e) The lead agency shall establish the type of local wage survey organization it considers appropriate in a wage area which does not qualify for a local wage survey committee under paragraph (a) of this section.

[46 FR 21344, Apr. 10, 1981, as amended at 55 FR 46140, Nov. 1, 1990. Redesignated at 55 FR 46141, Nov. 1, 1990; 58 FR 15415, Mar. 23, 1993]

§ 532.231 Responsibilities of participating organizations.

(a) The Office of Personnel Management:

(1) Defines the boundaries of wage and survey areas;

(2) Prescribes the required industries to be surveyed;

(3) Prescribes the required job coverage for surveys;

(4) Designates a lead agency for each wage area;

(5) Establishes, jointly with lead agencies, a nationwide schedule of wage surveys;

(6) Arranges for technical services with other Government agencies;

(7) Considers recommendations of the national headquarters of any agency or

§ 532.233

labor organization relating to the Office of Personnel Management's responsibilities for the Federal Wage System; and

(8) Establishes wage schedules and rates for prevailing rate employees who are United States citizens outside of the United States, District of Columbia, the Commonwealth of Puerto Rico, the Canal Zone, the Territories and Possessions of the United States, and the Trust Territory of the Pacific Islands.

(b) *Federal Prevailing Rate Advisory Committee.* This committee functions in accordance with the requirements set forth under section 5347 of title 5, United States Code.

(c) *Employing agencies*—(1) *Heads of agencies.* The head of an agency is responsible, within the policies and procedures of the Federal Wage System, for authorizing application of wage schedules developed by a lead agency and fixing and administering rates of pay for wage employees of his/her organization.

(2) *Heads of local activities.* The head of each activity in a wage area is responsible for providing employment information, wage survey committee members, the prescribed number of data collectors, and any other assistance needed to conduct local wage survey committee functions.

(d) Lead agencies are responsible for:

- (1) Planning and conducting the wage survey for that area;
- (2) Developing survey specifications and providing or arranging for the identification of establishments to be surveyed;
- (3) Officially ordering wage surveys;
- (4) Establishing wage schedules, applying wage schedules authorized by the head of the agency; and

(5) Referring pertinent matters to the agency wage committee and the Office of Personnel Management.

(e) *Agency wage committees.* As appropriate, agency wage committees consider and make recommendations to the lead agency on wage schedules and any matters involving survey specifications for full-scale surveys if the lead agency chooses not to accept recommendations of the local wage survey committee or those in a minority re-

5 CFR Ch. I (1-1-25 Edition)

port filed by a local wage survey committee member.

(f) *Local wage survey committees.* The local wage survey committee plans and conducts the wage survey in the designated wage area.

[46 FR 21344, Apr. 10, 1981, as amended at 55 FR 46140, Nov. 1, 1990. Redesignated at 55 FR 46141, Nov. 1, 1990; 58 FR 15415, Mar. 23, 1993]

§ 532.233 Preparation for full-scale wage surveys.

(a) The local wage survey committee, prior to each full-scale survey:

(1) Shall hold a public hearing to receive recommendations from interested parties concerning the area, industries, establishments and jobs to be covered in the wage survey.

(2) Shall prepare a summary of the hearings and submit it to the lead agency together with the committees' recommendations concerning the survey specifications prescribed in paragraph (c) of this section.

(3) May make any other recommendations concerning the local wage survey which it considers appropriate.

(b) The lead agency shall consider the local wage survey committee's report if:

(1) The lead agency proposes not to accept the recommendations of the local wage survey committee concerning the specifications of the local wage survey; or

(2) The local wage survey committee's report is accompanied by a minority report.

(c) The lead agency shall develop survey specifications after taking into consideration the reports and recommendations received from the local wage survey committee and, if applicable, the agency wage committee. The survey specifications shall include:

- (1) The counties to be surveyed;
- (2) The industries to be surveyed;
- (3) The standard minimum size of establishments to be surveyed;

(4) Establishments to be surveyed with certainty; and

(5) The survey jobs.

(d) A list of establishments to be surveyed shall be prepared through use of statistical sampling techniques in accordance with the specifications developed by the lead agency. A copy of this

list shall be forwarded to the local wage survey committee.

(e) *Selection and appointment of data collectors.* (1) The local wage survey committee, after consultation with the lead agency, shall determine the number of regular and alternate data collectors needed for the survey based upon the estimated number and location of establishments to be surveyed.

(2) Wage data for appropriated fund surveys shall be collected by teams consisting of one local Federal Wage System employee recommended by the committee member representing the qualifying labor organization and one Federal employee recommended by Federal agencies. The data collectors shall be selected and appointed by their employing agency.

(3) Wage data for nonappropriated fund surveys shall be collected by teams, each consisting of one local nonappropriated fund employee recommended by the committee member representing the qualifying labor organization and one nonappropriated fund employee recommended by nonappropriated fund activities. The data collectors shall be selected and appointed by their employing agency.

(4) The local wage survey committee shall provide employers with the names of employees recommended by labor organizations and by Federal agencies to serve as data collectors and shall indicate the number of regular and alternate data collectors to be selected and appointed by the employers.

(5) In selecting and appointing employees recommended by labor organizations and by Federal agencies to serve as data collectors, consideration shall be given to the requirement in the prevailing rate law for labor and agency representatives to participate in the wage survey process, the qualifications of the recommended employees, the need of the employees' work units for their presence on the job, and the prudent management of available financial and human resources. Employing agencies and activities shall cooperate and appoint the recommended employees unless exceptional circumstances prohibit their consideration. When the required number of employees cannot be appointed to serve as data collectors from among

those recommended, the local wage survey committee shall obtain additional recommendations expeditiously to avoid any delay in the survey process.

(6) Employers shall cooperate and release appointed employees to serve as data collectors throughout the duration of the data collection period unless the employers can demonstrate that exceptional circumstances directly related to the accomplishment of the work units' missions require their presence on their regular jobs. Employees serving as data collectors are considered to be on official assignment to an interagency function, rather than on leave.

(f)(1) Each member of a local wage survey committee, each data collector, and any other person having access to data collected must retain this information in confidence, and is subject to disciplinary action by the employing agency or activity if the employee violates the confidence of data secured from private employers.

(2) Any violation of the above provision by a Federal employee must be reported to the employing agency and, in the case of a participant designated by a labor organization, to the recognized labor organization and its headquarters, and shall be cause for the lead agency immediately to remove the offending person from participation in the wage survey function.

[46 FR 21344, Apr. 10, 1981, as amended at 55 FR 46140, Nov. 1, 1990. Redesignated at 55 FR 46141, Nov. 1, 1990; 58 FR 15415, Mar. 23, 1993]

§ 532.235 Conduct of full-scale wage survey.

(a) Wage survey data shall not be collected before the date the survey is ordered by the lead agency.

(b) Data collection for a full-scale wage survey shall be accomplished by personal visit to private sector establishments. With the unanimous consent of the members of a Local Wage Survey Committee, data may also be obtained from a private sector establishment or establishments during a full-scale wage survey by telephone, mail, or electronic means. The following required data shall be collected:

(1) General information about the size, location, and type of product or

§532.237

service of the establishment sufficient to determine whether the establishment is within the scope of the survey and properly weighted, if the survey is a sample survey;

(2) Specific information about each job within the establishment that is similar to one of the jobs covered by the survey, including a brief description of the establishment job, the number of employees in the job, and their rate(s) of pay to the nearest mill (including any cost-of-living adjustments required by contract or that are regular and customary and monetary bonuses that are regular and customary); and

(3) Any other information the lead agency believes is appropriate and useful in determining local prevailing rates.

(c) The data collectors shall submit the data they collect to the local wage survey committee together with their recommendations about the use of the data.

[46 FR 21344, Apr. 10, 1981, as amended at 55 FR 46140, Nov. 1, 1990. Redesignated at 55 FR 46141, Nov. 1, 1990, as amended at 86 FR 11859, Mar. 1, 2021]

§532.237 Review by the local wage survey committee.

(a) The local wage survey committee shall review all establishment information and survey job data collected in the wage survey for completeness and accuracy and forward all of the data collected to the lead agency together with a report of its recommendations concerning the use of the data. The local wage survey committee may make any other recommendations concerning the wage survey which it considers appropriate.

[46 FR 21344, Apr. 10, 1981. Redesignated at 55 FR 46141, Nov. 1, 1990]

§532.239 Review by the lead agency.

(a) The lead agency shall review all material and wage survey data forwarded by the local wage survey committee to:

(1) Assure that the survey was conducted within the prescribed procedures and specifications;

(2) Consider matters included in the local wage survey committee report and recommendations;

5 CFR Ch. I (1-1-25 Edition)

(3) Exclude unusable data;
(4) Resolve questionable job matching and wage rate data; and
(5) Verify all computations reported on wage data collection forms.

(b) The lead agency shall determine whether the usable data collected in the wage survey are adequate for computing paylines, according to the following criteria:

(1) The wage survey data collected in an appropriated fund wage survey are adequate if the unweighted job matches include at least one survey job in the WG-01 through 04 range, one survey job in the WG-05 through 08 range, and two survey jobs in the WG-09 and above range, each providing at least 20 samples; and at least six other survey jobs, each providing at least 10 samples.

(2) The wage survey data collected in a nonappropriated fund wage survey are adequate if the unweighted job matches include at least two survey jobs in the NA-01 through 04 range providing 10 samples each, one survey job in the NA-01 through 04 range and three survey jobs in the NA-05 through 15 range providing five samples each; two other survey jobs, each providing at least five samples, and at least 100 unweighted samples for all survey jobs combined are used in the computation of the final payline.

(c)(1) If the wage survey data do not meet the adequacy criteria in paragraph (b) of this section, the lead agency shall analyze the data, construct lines and wage schedules, submit them to the agency wage committee for its review and recommendations and issue wage schedules, in accordance with the requirements of this subpart, as if the adequacy criteria were met.

(2) The lead agency may determine such a wage area to be adequate if the quantity of data obtained is large enough to construct paylines even though it was obtained for fewer than the prescribed number of jobs, or at different grade levels, or in different combinations than prescribed in paragraph (b) of this section.

(3) The lead agency may not determine a nonappropriated fund wage area to be adequate if fewer than 100 usable unweighted job matches were used in the final payline computation.

Office of Personnel Management**§ 532.241**

(d) If the lead agency determines a wage area to be inadequate under paragraph (c) of this section, it shall promptly refer the problem to OPM for resolution. OPM shall:

(1) Authorize the lead agency to continue to survey the area if the lead agency believes the survey is likely to be adequate in the next full-scale survey;

(2) Authorize the lead agency to expand the scope of the survey; or

(3) Abolish the wage area and establish it as part of one or more other wage areas.

[46 FR 21344, Apr. 10, 1981, as amended at 55 FR 46140, Nov. 1, 1990. Redesignated at 55 FR 46141, Nov. 1, 1990]

§ 532.241 Analysis of usable wage survey data.

(a)(1) The lead agency shall compute a weighted average rate for each appropriated fund survey job having at least 10 unweighted matches and for each nonappropriated fund job having at least 5 unweighted matches. The weighted average rates shall be computed using the survey job data collected in accordance with §§ 532.235 and 532.247 and the establishment weight.

(2)(i) Incentive and piece-work rates shall be excluded when computing weighted average rates if, after establishment weights have been applied, 90 percent or more of the total usable wage survey data reflect rates paid on a straight-time basis only.

(ii) When sufficient incentive and piece-work rate data are obtained, the full incentive rate shall be used in computing the job weighted average rate when it is equal to or less than the average nonincentive rate. If the full incentive rate is greater than the average nonincentive rate, the incentive rate shall be discounted by 15 percent. The discounted incentive rate shall be compared with the guaranteed minimum rate and the average nonincentive rate, and the highest rate shall be used in computing the job weighted average rate.

(b) The lead agency shall compute paylines using the weighted average rates computed under paragraph (a) of this section.

(1) The lead agency shall compute unit and frequency paylines using the

straight-line, least squares regression formula: $Y = a + bx$, where Y is the hourly rate, x is grade, a is the intercept of the payline with the Y -axis, and b is the slope of the payline.

(i) The unit payline shall be computed using a weight of one for each of the usable survey jobs and the weighted average rates identified and computed under paragraph (a) of this section.

(ii) The frequency payline shall be computed using a weight equal to the number of weighted matches for each of the usable survey jobs and the weighted average rates identified and computed under paragraph (a) of this section.

(2) Either or both of the lines computed according to paragraph (b)(1) of this section may be recomputed after eliminating survey job data that cause distortion in the lines.

(3) The lead agency may compute midpoint paylines using the following formula: $Y = (a_u + a_f)/2 + ((b_u + b_f)/2)x$, where Y is the hourly rate, x is the grade, a_u is the intercept of the unit payline, a_f is the intercept of the frequency payline, b_u is the slope of the unit payline, and b_f is the slope of the frequency payline. A midpoint line may be computed using the paylines based on all of the usable survey job data as described in paragraph (b)(1) of this section, and a second midpoint line may be computed using the paylines based on limited survey job data authorized in paragraph (b)(2) of this section.

(4) The lead agency may compute other paylines for the purpose of instituting changes in the scope of the survey.

(c) Usable data obtained from a particular establishment may not be modified or deleted in order to reduce the effect of an establishment's rates on survey findings, *i.e.*, data will not be deleted or modified to avoid establishment domination.

[46 FR 21344, Apr. 10, 1981, as amended at 55 FR 46141, Nov. 1, 1990. Redesignated at 55 FR 46141, Nov. 1, 1990; 58 FR 32273, June 9, 1993; 60 FR 62701, Dec. 7, 1995]

§ 532.243

§ 532.243 Consultation with the agency wage committee.

- (a) The lead agency shall submit to the agency wage committee:
 - (1) The data collected in the wage survey;
 - (2) The report and recommendations of the local wage survey committee concerning the use of data;
 - (3) The lead agency's analysis of the data; and
 - (4) The lines computed from the data.
- (b) After considering the information available to it, the agency wage committee shall report to the lead agency its recommendation for a proposed wage schedule derived from the data.

[46 FR 21344, Apr. 10, 1981. Redesignated at 55 FR 46141, Nov. 1, 1990]

§ 532.245 Selection of payline and issuance of wage schedules.

- (a) The lead agency shall select a payline and construct wage schedules therefrom for issuance as the regular wage schedules for the wage area, after considering all of the information, analysis, and recommendations made available to it pursuant to this subpart.
 - (b)(1) The lead agency shall prepare and maintain a record of all of the analysis and deliberations made under this subpart, documenting fully the basis for its determination under paragraph (a) of this section.
 - (2) The lead agency shall include in the record all of the wage survey data obtained and the recommendations and reports received from the local wage survey committee and the agency wage committee.
 - (c)(1) The lead agency shall issue the nonsupervisory, leader, and supervisory regular wage schedules for the local wage area, showing the rates of pay for all grades and steps.
 - (2) The wage schedules shall have a single effective date for all employees in the wage area, determined by the lead agency in accordance with 5 U.S.C. 5344.
 - (d) The head of each agency having employees in the local wage area to whom the regular wage schedules apply shall authorize the application of the wage schedules issued under paragraph (c) of this section to those employees,
- (e) The local wage survey committee shall review all wage change survey data collected and forward the data to the lead agency. Where appropriate, the committee shall also forward to the lead agency a report of unusual circumstances surrounding the survey.
- (f) The lead agency shall review the wage change survey data and, if applicable, the report filed by the local wage survey committee.
- (g)(1) The lead agency shall recompute the line selected under § 532.245(a) of this subpart in the preceding full-scale survey using the wage change survey data and shall construct wage schedules therefrom in accordance with § 532.203 and, if appropriate, § 532.205 of this subpart.
- (2) The lead agency shall consult with the agency wage committee in accordance with § 532.243 of this subpart.
- (3) Records of this process shall be maintained in accordance with § 532.245(b) of this subpart.

5 CFR Ch. I (1-1-25 Edition)

effective on the date specified by the lead agency.

[46 FR 21344, Apr. 10, 1981. Redesignated at 55 FR 46141, Nov. 1, 1990]

§ 532.247 Wage change surveys.

(a) Wage change surveys shall be conducted in each wage area in years during which full-scale wage surveys are not conducted.

(b) Data shall be collected in wage change surveys only from establishments which participated in the preceding full-scale survey. Information concerning pay adjustments of general application in effect for jobs matched in each establishment which participated in the preceding full-scale survey shall be obtained.

(c) Data may be obtained in wage change surveys by telephone, mail, electronic means, or personal visit. The chairperson of the local wage survey committee shall determine the manner in which establishments will be contacted for collection of data. Data may be collected by the local wage survey committee members or by data collectors appointed and assigned to two member teams in accordance with § 532.233(e) of this subpart.

(d) Wage change survey data may not be collected before the date ordered by the lead agency.

(e) The local wage survey committee shall review all wage change survey data collected and forward the data to the lead agency. Where appropriate, the committee shall also forward to the lead agency a report of unusual circumstances surrounding the survey.

(f) The lead agency shall review the wage change survey data and, if applicable, the report filed by the local wage survey committee.

(g)(1) The lead agency shall recompute the line selected under § 532.245(a) of this subpart in the preceding full-scale survey using the wage change survey data and shall construct wage schedules therefrom in accordance with § 532.203 and, if appropriate, § 532.205 of this subpart.

(2) The lead agency shall consult with the agency wage committee in accordance with § 532.243 of this subpart.

(3) Records of this process shall be maintained in accordance with § 532.245(b) of this subpart.

Office of Personnel Management**§ 532.251**

(h) The wage schedules shall be issued and authorized in accordance with § 532.245 (c) and (d) of this subpart.

[46 FR 21344, Apr. 10, 1981. Redesignated at 55 FR 46141, Nov. 1, 1990; 58 FR 32274, June 9, 1993; 86 FR 11859, Mar. 1, 2021]

§ 532.249 Minimum rates for hard-to-fill positions.

(a) The lead agency for a wage area may establish the rate of the second, third, fourth, or fifth step of one or more grades of an occupation as the mandatory minimum rate or rates payable by any agency for the occupation at one or more locations within a wage area based on findings that:

(1) The hiring rates prevailing for an occupation in private sector establishments in the wage area are higher than the rate of the first step of the grade or grades of the occupation; and

(2) Federal installations and activities in the wage area are unable to recruit qualified employees at the rate of the first step of the grade or grades of the occupation.

(b) Any authorizations made under paragraph (a) of this section shall be indicated on the regular wage schedule for the wage area.

(c) Any authorizations made under paragraph (a) of this section shall be terminated with the issuance of a new regular wage schedule unless the conditions that warrant the authorizations continue and the new regular wage schedule continues that authorization.

(d) The lead agency, prior to terminating any authorization made under paragraph (a) of this section, shall require the appropriate official or officials at all installations or activities to which the authorization applies to discuss the termination with the appropriate official or officials of exclusively recognized employee organizations representing employees in the affected occupation. The agency officials shall report the results of these discussions to the lead agency.

(e) No employee shall have his/her pay reduced because of cancellation of an authorization made under paragraph (a) of this section.

[46 FR 21344, Apr. 10, 1981. Redesignated at 55 FR 46141, Nov. 1, 1990]

§ 532.251 Special rates.

(a) A lead agency, with the approval of OPM, may establish special rates for use within all or part of a wage area for a designated occupation or occupational specialization and grade, in lieu of rates on the regular schedule. OPM may authorize special rates to the extent it considers necessary to overcome existing or likely significant handicaps in the recruitment or retention of well-qualified personnel when these handicaps are due to any of the following circumstances:

(1) Rates of pay offered by private sector employers for an occupation or occupational specialization and grade are significantly higher than those paid by the Federal Government within the competitive labor market;

(2) The remoteness of the area or location involved; or

(3) Any other circumstances that OPM considers appropriate.

(b) In authorizing special rates, OPM shall consider—

(1) The number of existing or likely vacant positions and the length of time they have been vacant, including evidence to support the likelihood that a recruitment problem will develop if one does not already exist;

(2) The number of employees who have or are likely to quit, including the number quitting for higher pay positions and evidence to support the likelihood that employees will quit;

(3) The number of vacancies employing agencies tried to fill and the number of hires and offers made;

(4) The nature of the existing labor market;

(5) The degree to which employing agencies have considered or used increased minimum rates for hard-to-fill positions;

(6) The degree to which employing agencies have considered relevant non-pay solutions to the staffing problem, such as conducting an aggressive recruiting program, using appropriate appointment authorities, redesigning jobs, establishing training programs, and improving working conditions;

(7) The impact of the staffing problem on employers' missions;

(8) The level of private sector rates paid for comparable positions; and

§ 532.253

(9) As appropriate, the extent to which the use of unrestricted rates authorized under § 532.801 of this part was considered.

(c) In determining at what level to set special rates, OPM shall consider—

(1) The level of rates it believes necessary to recruit or retain an adequate number of well-qualified persons;

(2) The offsetting costs that will be incurred if special rates are not authorized; and

(3) The level of private sector rates paid for comparable positions.

(d) No one factor or combination of factors specified in paragraphs (b) or (c) of this section requires special rates to be established or to be adjusted to any given level. Each request to establish special rates shall be judged on its own merits, based on the extent to which it meets these factors. Increased minimum rates are not a prerequisite to the establishment of special rates under this section.

(e) Special rates shall be based on private sector wage data, or a percentage thereof, as specified by OPM at the time the special rates are authorized. The private sector data shall be calculated as a weighted average or payline, as appropriate. A single rate shall be used when this represents private sector practice, and five rates shall be used when rate ranges are used by the private sector. When a five-step rate range is used, the differentials between steps shall be set in accordance with § 532.203(f) of this subpart.

(f) Once approved by OPM, special rates may be adjusted by the lead agency on the same cycle as the applicable regular schedule to the extent deemed necessary to ensure the continued recruitment or retention of well-qualified personnel. The amount of the special rate adjustment may be up to the percentage (rounded to the nearest one-tenth of 1 percent) by which the market rate has changed since the last adjustment. Special rates may not exceed the percentage of market rates initially approved by OPM unless a request for higher special rates is made and approved under paragraphs (a) through (e) of this section.

(g) Any special rates established under paragraph (a) of this section shall be shown on the regular schedule

5 CFR Ch. I (1-1-25 Edition)

or published as an amendment to the regular schedule and shall indicate the wage area (or part thereof) and each occupation or occupational specialization and grade for which the rates are authorized. These rates shall be paid by all agencies having such positions in the wage area (or part thereof) specified.

(h) The scheduled special rate payable under this section may not, at any time, be less than the unrestricted (uncapped) rate otherwise payable for such positions under the applicable regular wage schedule.

(i) If a special rate is terminated under paragraph (f) of this section, the lead agency shall provide written notice of such termination to OPM.

(j) Employers using special rates shall maintain current recruitment and retention data for all authorized special rates. Such data shall be made available to the lead agency prior to the wage area regular schedule adjustment date for the purpose of determining whether there is a continuing need for special rates and the amount of special rate adjustment necessary to recruit or retain well-qualified employees.

[57 FR 57875, Dec. 8, 1992]

§ 532.253 Special rates or rate ranges for leader, supervisory, and production facilitating positions.

(a) When special rates or rate ranges are established for nonsupervisory positions, a lead agency also shall establish special rates for leader, supervisory, and production facilitating positions, classified to the same occupational series and title, that lead, supervise, or perform production facilitating work directly relating to the nonsupervisory jobs covered by the special rates.

(b) The step rate structure shall be the same as that of the related nonsupervisory special rate or rate range.

(c) The following formulas shall be used to establish a special rate or rate range:

(1) A single rate shall equal the top step of the appropriate leader, supervisory, or production facilitating grade on the regular schedule, plus the cents per hour difference between the top step of the appropriate nonsupervisory

Office of Personnel Management

§ 532.257

grade on the regular schedule and the special nonsupervisory rate.

(2) For a multiple rate range, the step 2 rate shall equal the step 2 rate of the appropriate leader, supervisory, or production facilitating grade on the regular schedule, plus the cents per hour difference between the prevailing rate of the appropriate nonsupervisory grade on the regular schedule and the prevailing rate of the special rate position. Other required step rates shall be computed in accordance with the formula established in § 532.203 of this subpart.

[55 FR 46144, Nov. 1, 1990]

§ 532.254 Special schedules.

(a) A lead agency, with the approval of OPM, may establish special schedules for use within an area for specific occupations that are critical to the mission of a Federal activity based on findings that—

(1) Unusual prevailing pay practices exist in the private sector that are incompatible with regular schedule practices, and serious recruitment or retention problems exist or will likely develop if employees are paid from the authorized regular schedule; or

(2) Administrative considerations require the establishment of special schedules to address unique agency missions or other unusual circumstances that OPM considers appropriate.

(b) An OPM authorization for a special schedule shall include instructions for its construction, application, and administration.

(c) Unless otherwise specified, positions covered by special schedules shall be subject to the general provisions of this part and to other applicable rules and regulations of OPM.

[57 FR 57876, Dec. 8, 1992]

§ 532.255 Regular appropriated fund wage schedules in foreign areas.

(a) The Department of Defense shall establish and issue regular appropriated fund wage schedules for U.S. citizens who are employees in foreign areas. These wage schedules shall provide rates of pay for nonsupervisory, leader, supervisory, and production facilitating employees.

(b) Schedules shall be—

(1) Computed on the basis of a simple average of all regular appropriated fund wage area schedules in effect on December 31; and

(2) Effective on the first day of the first pay period that begins on or after January 1 of the succeeding year.

(c) Step 2 rates for each nonsupervisory grade shall be derived by computing a simple average of each step 2 rate for each of the 15 grades of all nonsupervisory wage rate schedules designated in paragraph (b) of this section.

(d) Through the use of the step 2 rates derived under the schedule averaging process, the step rates for each of the 15 grades of the nonsupervisory schedule and all scheduled pay rates for leaders and supervisors shall be developed by using the standard formulas established in 5 CFR 532.203, Structure of regular wage schedules.

(e) Pay schedules for production facilitating positions shall be established in accordance with the table in § 532.263(c) of this subpart.

[50 FR 38634, Sept. 24, 1985, as amended at 51 FR 28799, Aug. 12, 1986; 51 FR 39853, Nov. 3, 1986; 54 FR 52011, Dec. 20, 1989. Redesignated and amended at 55 FR 46141, Nov. 1, 1990; 58 FR 13194, Mar. 10, 1993]

§ 532.257 Regular nonappropriated fund wage schedules in foreign areas.

(a) The Department of Defense shall establish and issue regular nonappropriated fund wage schedules for U.S. citizens who are wage employees in foreign areas. These schedules will provide rates of pay for nonsupervisory, leader, and supervisory employees.

(b) Schedules will be—

(1) Computed on the basis of a simple average of all regular nonappropriated fund wage area schedules defined for the 48 contiguous states and the District of Columbia in effect on the first Sunday in January; and

(2) Effective on the first Sunday in January of each year.

(c) Step 2 rates for each nonsupervisory grade will be derived by computing a simple average of each step 2 rate for each of the 15 grades of all nonsupervisory wage rate schedules

§ 532.259

designated in paragraph (b) of this section.

(d) Through the use of the step 2 rates derived under the schedule averaging process, the step rates for each of the 15 grades of the nonsupervisory schedule and all scheduled pay rates for leaders and supervisors will be developed by using the standard formulas established in 5 CFR 532.203, Structure of regular wage schedules.

[50 FR 38634, Sept. 24, 1985, as amended at 51 FR 28799, Aug. 12, 1986; 54 FR 52011, Dec. 20, 1989. Redesignated and amended at 55 FR 46141, Nov. 1, 1990]

§ 532.259 Special appropriated fund wage schedules for U.S. insular areas.

(a) The lead agency shall establish and issue special wage schedules for U.S. civil service wage employees in certain U.S. insular areas. The Department of Defense is the lead agency for American Samoa, the Commonwealth of the Northern Mariana Islands, Guam, Midway, and the U.S. Virgin Islands. These schedules shall provide rates of pay for nonsupervisory, leader, supervisory, and production facilitating employees.

(b) Special schedules shall be established at the same time and with rates identical to the foreign area appropriated fund wage schedules established under § 532.255 of this subpart.

(c) Wage employees recruited from outside the insular area where employed, who meet the same eligibility requirements as those specified for General Schedule employees in § 591.209 of subpart B of part 591, are also paid as a part of basic pay a differential for recruitment and retention purposes. The differential rate shall be that established for General Schedule employees in appendix B of subpart B of part 591 and shall be adjusted effective concurrently with the special schedules.

[58 FR 13194, Mar. 10, 1993, as amended at 84 FR 22693, May 20, 2019]

§ 532.261 Special wage schedules for leader and supervisory schedules for leader and supervisory wage employees in the Puerto Rico wage area.

(a) The Department of Defense shall establish special wage schedules for

5 CFR Ch. I (1-1-25 Edition)

leader and supervisory wage employees in the Puerto Rico wage area.

(b) The step 2 rate for each grade of the leader wage schedule shall be equal to 120 percent of the rate for step 2 of the corresponding grade of the nonsupervisory regular wage schedule for the Puerto Rico wage area.

(c) The step 2 rate for the supervisory wage schedule shall be:

(1) For grades WS-1 through WS-10, equal to the rate for step 2 of the corresponding grade of the nonsupervisory regular wage schedule for the Puerto Rico wage area, plus 60 percent of the rate for step 2 of WG-10;

(2) For grades WS-11 through WS-18, the second rate of WS-10 plus 5, 11.5, 19.6, 29.2, 40.3, 52.9, 67.1, and 82.8 percent, respectively, of the difference between the step 2 rates of WS-10 and WS-19; and

(3) For grade WS-19, the third rate in effect for General Schedule grade GS-14 at the time of the area wage schedule adjustment. The WS-19 rate shall include any cost of living allowance payable for the area under 5 U.S.C. 5941.

(d) Step rates shall be developed by using the formula established in § 532.203 of this subpart.

[55 FR 46144, Nov. 1, 1990]

§ 532.263 Special wage schedules for production facilitating positions.

(a) The lead agency in each FWS wage area shall establish special nonsupervisory and supervisory production facilitating wage schedules for employees properly allocable to production facilitating positions under applicable Federal Wage System job grading standards.

(b) Nonsupervisory schedules shall have 11 pay levels, and supervisory schedules shall have 9 pay levels.

(c) Pay levels and rates of pay for nonsupervisory (WD) schedules and supervisory (WN) schedules shall be identical to the pay levels and rates of pay for the corresponding grades on the local FWS regular supervisory wage schedule. Pay levels shall be determined in accordance with the following table:

	WN supervisory level	WS grade
WD nonsupervisory Level:		
1	3	
2	4	
3	5	
4	6	
5	1	7
6	2	8
7	3	9
8	4	10
9	5	11
10	6	12
11	7	13
	8	14
	9	15

(d) Special production facilitating wage schedules shall be effective on the same date as the regular wage schedules in the FWS wage area.

[55 FR 46144, Nov. 1, 1990]

§ 532.265 Special wage schedules for apprentices and shop trainees.

(a) Agencies may establish special wage schedules for apprentices and shop trainees who are included in:

(1) Formal apprenticeship programs involving training for journeyman level duties in occupations that are recognized as apprenticeable by the Bureau of Apprenticeship and Training, U.S. Department of Labor; or

(2) Formal shop trainee programs involving training for journeyman level duties in nonapprenticeable occupations that require specialized trade or craft skill and knowledge.

(b) Special schedules shall consist of a single wage rate for each training period. Wage rates shall be determined as follows:

(1) Rates shall be based on the current second step rate of the target journeyman grade level on the regular nonsupervisory wage schedule for the area where the apprentice or trainee is employed.

(2) The entrance rate shall be computed at 65 percent of the journeyman level, step 2, rate, or the WG-1, step 1, rate, whichever is greater.

(3) When the WG-1, step 1, rate is used, the apprentice rate shall be increased by a minimum of 5 cents per

hour for each succeeding increment interval until the rate obtained by this method equals the rate computed under the formula. No increase shall be less than 5 cents per hour.

(c) Advancement to higher increments shall be at 26-week intervals, regardless of the total length of the training period. Intermediate rates shall be established by subtracting the entrance rate from the journeyman level, step 2 rate, and dividing the difference by the number of 26-week periods of the particular training term. The resulting quotient equals the increment for each succeeding rate.

(d) Agencies may hire at advanced rates or accelerate progression through scheduled wage rates if prescribed by approved agency training standards or programs.

(e) If the employee is promoted to the target job or to a job at the same grade level, the promotion shall be to the second step rate. If the employee is assigned to a job at a grade level that is less than the grade level of the target job, existing pay fixing rules shall be followed.

[55 FR 46144, Nov. 1, 1990]

§ 532.267 Special wage schedules for aircraft, electronic, and optical instrument overhaul and repair positions in Puerto Rico.

(a) The Department of Defense shall conduct special industry surveys and establish special wage schedules for wage employees in Puerto Rico whose primary duties involve the performance of work related to aircraft, electronic equipment, and optical instrument overhaul and repair.

(b) Except as provided in this section, regular appropriated fund wage survey and wage-setting procedures are applicable.

(c) Special survey specifications are as follows:

(1) Surveys must, at a minimum, include the air transportation and electronics industries in the following North American Industry Classification System (NAICS) codes:

2022 NAICS codes	2022 NAICS industry titles
333310	Commercial and service industry machinery manufacturing.
3341	Computer and peripheral equipment manufacturing.

2022 NAICS codes	2022 NAICS industry titles
33422	Radio and television broadcasting and wireless communications equipment manufacturing.
33429	Other communications equipment manufacturing.
3343	Audio and video equipment manufacturing.
334412	Bare printed circuit board manufacturing.
334413	Semiconductor and related device manufacturing.
334418	Printed circuit assembly (electronic assembly) manufacturing.
334419	Other electronic component manufacturing.
334511	Search, detection, navigation, guidance, aeronautical, and nautical system and instrument manufacturing.
334515	Instrument manufacturing for measuring and testing electricity and electrical signals.
334610	Manufacturing and reproducing magnetic and optical media.
42342	Office equipment merchant wholesalers.
42343	Computer and computer peripheral equipment and software merchant wholesalers.
4811	Scheduled air transportation.
4812	Nonscheduled air transportation.
4879	Scenic and sightseeing transportation, other.
4881	Support activities for air transportation.
4921	Couriers and express delivery services.
56172	Janitorial services.
62191	Ambulance services.
81142	Reupholstery and furniture repair.

(2) Surveys shall cover all establishments in the surveyed industries.

(3) Surveys shall, as a minimum, include all the following jobs:

Job titles	Job grades
Aircraft Cleaner	3
Fleet Service Worker	5
Aircraft Mechanic	10
Industrial Electronic Controls Repairer	10
Aircraft Instrument Mechanic	11
Electronic Test Equipment Repairer	11
Electronics Mechanic	11
Electronic Computer Mechanic	11
Television Station Mechanic	11

(d) The data collected in a special wage survey shall be considered adequate if there are as many weighted matches used in computing the nonsupervisory payline as there are employees covered by the special wage rate schedules.

(e) Each survey job used in computing the nonsupervisory payline must include a minimum of three unweighted matches.

(f) Special 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) The waiting period for within-grade increases shall be 26 weeks between steps 1 and 2 and 78 weeks between steps 2 and 3.

(h) Special wage schedules shall be effective on the same date as the reg-

ular wage schedules for the Puerto Rico wage area.

[55 FR 46145, Nov. 1, 1990, as amended at 60 FR 62701, Dec. 7, 1995; 71 FR 35374, June 20, 2006; 73 FR 45853, Aug. 7, 2008; 78 FR 58154, Sept. 23, 2013; 84 FR 36814, July 30, 2019; 89 FR 4540, Jan. 24, 2024]

§ 532.269 Special wage schedules for Corps of Engineers, U.S. Army navigation lock and dam employees.

(a) The Department of Defense shall establish special wage schedules for nonsupervisory, leader, and supervisory wage employees of the Corps of Engineers, U.S. Army, who are engaged in operating lock and dam equipment or who repair and maintain navigation lock and dam operating machinery and equipment.

(b) Employees shall be subject to one of the following pay provisions:

(1) If all navigation lock and dam installations under a District headquarters office are located within a single wage area, the employees shall be paid from special wage schedules having rates identical to the regular wage schedule applicable to that wage area.

(2) If navigation lock and dam installations under a District headquarters office are located in more than one wage area, employees shall be paid from a special wage schedule having rates identical to the regular wage schedule authorized for the headquarters office.

Office of Personnel Management

§ 532.281

(c) Each special wage schedule shall be effective on the same date as the regular schedule on which it is based.

[55 FR 46145, Nov. 1, 1990]

§ 532.271 Special wage schedules for National Park Service positions in overlap areas.

(a)(1) The Department of the Interior shall establish special schedules for wage employees of the National Park Service whose duty station is located in one of the following NPS jurisdictions:

- (i) Blue Ridge Parkway;
- (ii) Natchez Trace Parkway; and
- (iii) Great Smoky Mountains National Park.

(2) Each of these NPS jurisdictions is located in (*i.e.*, overlaps) more than one FWS wage area.

(b) The special overlap wage schedules in each of the NPS jurisdictions shall be based on a determination concerning which regular nonsupervisory wage schedule in the overlapped FWS wage areas provides the most favorable payline for the employees.

(c) The most favorable payline shall be determined by computing a simple average of the 15 nonsupervisory second step rates on each one of the regular schedules authorized for each wage area overlapped. The highest average obtained by this method will identify the regular schedule that produces the most favorable payline.

(d) Each special schedule shall be effective on the same date as the regular schedule on which it is based.

(e) If there is a change in the identification of the most favorable payline, the special schedule for the current year shall be issued on its normal effective date. The next special schedule shall be issued on the effective date of the next regular schedule that produced the most favorable payline for the NPS jurisdiction in the previous year.

[55 FR 46145, Nov. 1, 1990]

§ 532.273 Special wage schedules for United States Information Agency Radio Antenna Rigger positions.

(a) The United States Information Agency shall establish special wage schedules for Radio Antenna Riggers employed at transmitting and relay stations in the United States.

(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]

§ 532.277 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]

§ 532.281 Special wage schedules for divers and tenders.

(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

§ 532.283

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.

(d) If tipped employees are represented by a labor organization holding exclusive recognition, the employing NAF instrumentality shall negotiate with such organization to arrive at a determination as to whether, when, and how much tip offset shall be applied. Changes in tip offset practices may be made more frequently than annually as a result of collective bargaining agreement.

(e) Tip offset practices shall be governed by the Fair Labor Standards Act, as amended, or the applicable statutes of the State, possession or territory where an employee works, whichever provides the greater benefit to the employee. In locations where tip offset is prohibited by law, the requirements of paragraphs (c) and (d) of this section do not apply.

[55 FR 46146, Nov. 1, 1990]

5 CFR Ch. I (1-1-25 Edition)**§ 532.285 Special wage schedules for supervisors of negotiated rate Bureau of Reclamation employees.**

(a) The Department of the Interior shall establish and issue special wage schedules for wage supervisors of negotiated rate wage employees in the Bureau of Reclamation. These schedules shall be based on annual special wage surveys conducted by the Bureau of Reclamation in each special wage area. Survey jobs representing Bureau of Reclamation positions at up to four levels will be matched to private industry jobs in each special wage area. Special schedule rates for each position will be based on prevailing rates for that particular job in private industry.

(b) Each supervisory job shall be described at one of four levels corresponding to the four supervisory situations described in Factor I and four levels of Subfactor IIIA of the FWS Job Grading Standard for Supervisors. They shall be titled in accordance with regular FWS practices, with the added designation of level I, II, III, or IV. The special survey and wage schedule for a given special wage area includes only those occupations and levels having employees in that area. For each position on the special schedule, there shall be three step rates. Step 2 is the prevailing rate as determined by the survey; step 1 is 96 percent of the prevailing rate; and step 3 is 104 percent of the prevailing rate.

(c) For each special wage area, the Bureau of Reclamation shall designate and appoint a special wage survey committee, including a chairperson and two other members (at least one of whom shall be a supervisor paid from the special wage schedule), and one or more two-person data collection teams (each of which shall include at least one supervisor paid from the special wage schedule). The local wage survey committee shall determine the prevailing rate for each survey job as a weighted average. Survey specifications are as follows for all surveys:

(1) Based on Bureau of Reclamation activities and types of supervisory positions in the special wage area, the Bureau of Reclamation must survey private industry companies, with no

Office of Personnel Management**§ 532.285**

minimum employment size requirement for establishments, in the fol-

lowing North American Industry Classification System code subsectors:

2022 NAICS codes	2022 NAICS industry titles
211	Oil and gas extraction.
212	Mining (except oil and gas).
213	Support activities for mining.
221	Utilities.
333	Machinery manufacturing.
334	Computer and electronic product manufacturing.
335	Electrical equipment, appliance, and component manufacturing.
484	Truck transportation.
492	Couriers and messengers.
493	Warehousing and storage.
516	Broadcasting and content providers.
517	Telecommunications.
562	Waste management and remediation services.
811	Repair and maintenance.

(2) Each local wage survey committee shall compile lists of all companies in the survey area known to have potential job matches. For the first survey, all companies on the list will be surveyed. Subsequently, companies shall be removed from the survey list if they prove not to have job matches, and new companies will be added if they are expected to have job matches. Survey data will be shared with other local wage survey committees when the data from any one company is applicable to more than one special wage area.

(3) For each area, survey job descriptions shall be tailored to correspond to the position of each covered supervisor in that area. They will be described at one of four levels (I, II, III, or IV) corresponding to the definitions of the four supervisory situations described in Factor I and four levels of Subfactor IIIA of the FWS Job Grading Standard for Supervisors. A description of the craft, trade, or labor work supervised will be included in each supervisory survey job description.

(d) Special wage area boundaries shall be identical to the survey areas covered by the special wage surveys. The areas of application in which the special schedules will be paid are generally smaller than the survey areas, reflecting actual Bureau of Reclamation worksites and the often scattered location of surveyable private sector jobs. Special wage schedules shall be established in the following areas:

THE GREAT PLAINS REGION*Special Wage Survey Area (Counties)*

Montana: All counties except Lincoln, Sanders, Lake, Flathead, Mineral, Missoula, Powell, Granite, and Ravalli

Wyoming: All counties except Lincoln, Teton, Sublette, Uinta, and Sweetwater

Colorado: All counties except Moffat, Rio Blanco, Garfield, Mesa, Delta, Montrose, San Miguel, Ouray, Delores, San Juan, Montezuma, La Plata, and Archuleta

North Dakota: All counties

South Dakota: All counties

Special Wage Area of Application (Counties)

Montana: Broadwater, Jefferson, Lewis and Clark, Yellowstone, and Bighorn Counties

Wyoming: All counties except Lincoln, Teton, Sublette, Uinta, and Sweetwater

Colorado: Boulder, Chaffee, Clear Creek, Eagle, Fremont, Gilpin, Grand, Lake, Larimer, Park, Pitkin, Pueblo, and Summit

Beginning month of survey: August

THE MID-PACIFIC REGION*Special Wage Survey Area (Counties)*

California: Shasta, Sacramento, Butte, San Francisco, Merced, Stanislaus

Special Wage Area of Application (Counties)

California: Shasta, Sacramento, Fresno, Alameda, Tehoma, Tuolumne, Merced

Beginning month of survey: February

GREEN SPRINGS POWER FIELD STATION*Special Wage Survey Area (Counties)*

Oregon: Jackson

Special Wage Area of Application (Counties)

Oregon: Jackson

Beginning month of survey: April

§ 532.285

PACIFIC NW. REGION DRILL CREW	
<i>Special Wage Survey Area (Counties)</i>	
<i>Montana:</i> Flathead, Missoula	
<i>Oregon:</i> Lane, Bend, Medford, Umatilla, Multnomah	
<i>Utah:</i> Salt Lake	
<i>Idaho:</i> Ada, Canyon, Adams	
<i>Washington:</i> Spokane, Grant, Lincoln, Okanogan	
<i>Special Wage Area of Application (Counties)</i>	
<i>Oregon:</i> Deschutes, Jackson, Umatilla	
<i>Montana:</i> Missoula	
<i>Idaho:</i> Ada	
<i>Washington:</i> Grant, Lincoln, Douglas, Okanogan, Yakima	
<i>Beginning month of survey:</i> April	
SNAKE RIVER AREA OFFICE (CENTRAL SNAKE/MINIDOKA)	
<i>Special Wage Survey Area (Counties)</i>	
<i>Idaho:</i> Ada, Caribou, Bingham, Bannock	
<i>Special Wage Area of Application (Counties)</i>	
<i>Idaho:</i> Gem, Elmore, Bonneville, Minidoka, Boise, Valley, Power	
<i>Beginning month of survey:</i> April	
HUNGRY HORSE PROJECT OFFICE	
<i>Special Wage Survey Area (Counties)</i>	
<i>Montana:</i> Flathead, Missoula, Cascade, Sanders, Lake	
<i>Idaho:</i> Bonner	
<i>Washington:</i> Pend Oreille	
<i>Special Wage Area of Application (Counties)</i>	
<i>Montana:</i> Flathead	
<i>Beginning month of survey:</i> March	
GRAND COULEE POWER OFFICE (GRAND COULEE PROJECT OFFICE)	
<i>Special Wage Survey Area (Counties)</i>	
<i>Oregon:</i> Multnomah	
<i>Washington:</i> Spokane, King	
<i>Special Wage Area of Application (Counties)</i>	
<i>Washington:</i> Grant, Douglas, Lincoln, Okanogan	
<i>Beginning month of survey:</i> April	
UPPER COLUMBIA AREA OFFICE (YAKIMA)	
<i>Special Wage Survey Area (Counties)</i>	
<i>Washington:</i> King, Yakima	
<i>Oregon:</i> Multnomah	
<i>Special Wage Area of Application (Counties)</i>	
<i>Washington:</i> Yakima	
<i>Oregon:</i> Umatilla	
<i>Beginning Month of Survey:</i> September	

5 CFR Ch. I (1-1-25 Edition)

COLORADO RIVER STORAGE PROJECT AREA

Special Wage Survey Area (Counties)

Arizona: Apache, Coconino, Navajo
Colorado: Moffat, Montrose, Routt, Gunnison, Rio Blanco, Mesa, Garfield, Eagle, Delta, Pitkin, San Miguel, Delores, Montezuma, La Plata, San Juan, Ouray, Archuleta, Hindale, Mineral
Wyoming: Unita, Sweetwater, Carbon, Albany, Laramie, Goshen, Platte, Niobrara, Converse, Natrona, Fremont, Sublette, Lincoln

Utah: Beaver, Box Elder, Cache, Carbon, Daggett, Davis, Duchesne, Emery, Garfield, Grand, Iron, Juab, Kane, Millard, Morgan, Piute, Rich, Salt Lake, San Juan, Sanpete, Sevier, Summit, Tooele, Uintah, Utah, Wasatch, Washington, Wayne, Weber

Special Survey Area of Application (Counties)

Arizona: Coconino
Colorado: Montrose, Gunnison, Mesa
Wyoming: Lincoln
Utah: Daggett

Beginning month of survey: March

ELEPHANT BUTTE AREA

Special Wage Survey Area (Counties)

New Mexico: Grant, Hidalgo, Luna, Donña Ana, Otero, Eddy, Lea, Roosevelt, Chaves, Lincoln, Sierra, Socorro, Catron, Cibola, Valencia, Bernalillo, Torrance, Guadalupe, De Baca, Curry, Quay
Texas: El Paso, Hudspeth, Culberson, Jeff Davis, Presido, Brewster, Pecos, Reeves, Loving, Ward, Winkler
Arizona: Apache, Greenlee, Graham, Cochise

Special Wage Area of Application (Counties)

New Mexico: Sierra
Beginning month of survey: June

LOWER COLORADO DAMS AREA

Special Wage Survey Area (Counties)

Nevada: Clark
California: Los Angeles
Arizona: Maricopa

Special Wage Area of Application (Counties)

Nevada: Clark
California: San Bernardino
Arizona: Mohave

Beginning month of survey: August

YUMA PROJECTS AREA

Special Wage Survey Area (Counties)

California: San Diego
Arizona: Maricopa, Yuma

NOTE: Bureau of Reclamation may add other survey counties for dredge operator supervisors because of the uniqueness of the

Office of Personnel Management**§ 532.287**

occupation and difficulty in finding job matches.)

Special Wage Area of Application (Counties)

Arizona: Yuma

Beginning month of survey: November (Maintenance) and April (Dredging)

BUREAU OF RECLAMATION, DENVER, CO, AREA

Special Wage Survey Area (Counties)

Colorado: Jefferson, Denver, Adams, Arapahoe, Boulder, Larimer

Special Wage Survey Area of Application (Counties)

Colorado: Jefferson
Beginning month of survey: February

(e) These special schedule positions will be identified by pay plan code XE, grade 00, and the Federal Wage System occupational codes will be used. New employees shall be hired at step 1 of the position. With satisfactory or higher performance, advancement between steps shall be automatic after 52 weeks of service.

(f)(1) In the first year of implementation, all special areas will have full-scale surveys.

(2) Current employees shall be placed in step 2 of the new special schedule, or, if their current rate of pay exceeds the rate for step 2, they shall be placed in step 3. Pay retention shall apply to any employee whose rate of basic pay would otherwise be reduced as a result of placement in these new special wage schedules.

(3) The waiting period for within-grade increases shall begin on the employee's first day under the new special schedule.

[60 FR 5310, Jan. 27, 1995, as amended at 69 FR 7105, Feb. 13, 2004; 71 FR 35375, June 20, 2006; 73 FR 45853, Aug. 7, 2008; 78 FR 58154, Sept. 23, 2013; 84 FR 36814, July 30, 2019; 89 FR 4541, Jan. 24, 2024]

§ 532.287 Special wage schedules for nonappropriated fund automotive mechanics.

(a) The Department of Defense (DOD) will establish a flat rate pay system for nonappropriated fund (NAF) automotive mechanics. This flat rate pay system will take into account local prevailing rates, the mechanic's skill level, and the standard number of hours required to complete a particular job.

(b) DOD will issue special wage schedules for NAF automotive mechanics who are covered by the flat rate pay system. These special schedules will provide rates of pay for non-supervisory, leader, and supervisory employees. These special schedule positions will be identified by pay plan codes XW (nonsupervisory), XY (leader), and XZ (supervisory), grades 8-10, and will use the Federal Wage System occupational code 5823.

(c) DOD will issue special wage schedules for NAF automotive mechanics based on annual special flat rate surveys of similar jobs conducted in each special schedule wage area.

(1) The survey area for these special surveys will include the same counties as the regular NAF survey area.

(2) The survey jobs used will be Automotive Worker and Automotive Mechanic.

(3) The special surveys will include data on automotive mechanics that are paid under private industry flat rate pay plans as well as those paid by commission.

(4) In addition to all standard North American Industry Classification System (NAICS) codes currently used on the regular surveys, the industries surveyed will include—

2022 NAICS Codes	2022 NAICS Industry titles
441110	New car dealers.
811111	General automotive repair.
811191	Automotive oil change and lubrication shops.

(5) The surveys will cover establishments with a total employment of eight or more.

(6) The special schedules for NAF automotive mechanics will be effective on the same dates as the regular wage schedules in the NAF FWS wage area.

(d) New employees will be hired at step 1 of the position under the flat rate pay system. Current employees will be moved to these special wage schedules on a step-by-step basis. Pay retention will apply to any employee whose rate of basic pay would otherwise be reduced as a result of placement in these new special schedules.

[79 FR 22765, Apr. 24, 2014, as amended at 89 FR 4541, Jan. 24, 2024; 89 FR 8065, Feb. 6, 2024]

§ 532.289

§ 532.289 Special wage schedules for U.S. Army Corps of Engineers flood control employees of the Vicksburg District in Mississippi.

(a)(1) The Department of Defense will establish special wage schedules for wage employees of the U.S. Army Corps of Engineers who work at flood control dams (also known as reservoir projects) and whose duty station is located in one of the lakes that comprise the Vicksburg District of the Mississippi Valley Division.

(2) These special wage schedules will provide rates of pay for non-supervisory, leader, and supervisory employees. These special schedule positions will be identified by pay plan codes XR (nonsupervisory), XT (leader), and XU (supervisory).

(b) The Vicksburg District of the Mississippi Valley Division is comprised of the following four lakes:

(1) Grenada Lake in Grenada County, MS

5 CFR Ch. I (1-1-25 Edition)

- (2) Enid Lake in Yalobusha County, MS
- (3) Sardis Lake in Panola County, MS
- (4) Arkabutla Lake in Tate County, MS

(c) Special wage schedules shall be established at the same time and with rates identical to the Memphis, TN, appropriated fund wage schedule.

[80 FR 61277, Oct. 13, 2015]

APPENDIX A TO SUBPART B OF PART 532—NATIONWIDE SCHEDULE OF APPROPRIATED FUND REGULAR WAGE SURVEYS

This appendix shows the annual schedule of wage surveys. It lists all States alphabetically, each State being followed by an alphabetical listing of all wage areas in the State. Information given for each wage area includes—

(1) The lead agency responsible for conducting the survey;

(2) The month in which the survey will begin; and

(3) Whether full-scale surveys will be done in odd or even numbered fiscal years.

State	Wage area	Lead agency	Beginning month of survey	Fiscal year of full-scale survey odd or even
Alabama	Anniston-Gadsden	DoD	April	Even.
	Birmingham	DoD	January	Even.
	Dothan	DoD	July	Odd.
	Huntsville	DoD	April	Even.
Alaska	Alaska	DoD	July	Even.
	Northeastern Arizona	DoD	March	Odd.
	Phoenix	DoD	March	Odd.
Arizona	Tucson	DoD	March	Odd.
	Little Rock	DoD	August	Even.
Arkansas	Fresno	DoD	February	Odd.
	Los Angeles	DoD	September	Even.
California	Sacramento	DoD	February	Odd.
	Salinas-Monterey	DoD	February	Even.
	San Bernardino-Riverside-Ontario	DoD	September	Even.
	San Diego	DoD	September	Odd.
	San Francisco	DoD	September	Odd.
	Santa Barbara	DoD	September	Even.
	Stockton	DoD	February	Odd.
	Denver	DoD	January	Odd.
	Southern Colorado	DoD	January	Even.
	New Haven-Hartford	DoD	April	Odd.
Connecticut	New London	DoD	September	Even.
	Wilmington	DoD	November	Even.
Delaware	Washington, D.C.	DoD	August	Odd.
	Jacksonville	DoD	October	Even.
District of Columbia	Cocoa Beach-Melbourne	DoD	January	Odd.
	Panama City	DoD	September	Even.
Florida	Pensacola	DoD	September	Odd.
	Tampa-St. Petersburg	DoD	April	Even.
	Albany	DoD	August	Odd.
	Atlanta	DoD	May	Odd.
	Augusta	DoD	June	Odd.
	Columbus	DoD	August	Odd.
	Macon	DoD	June	Odd.
	Savannah	DoD	May	Odd.
	Hawaii	DoD	June	Even.
	Boise	DoD	July	Odd.
Illinois	Central Illinois	DoD	September	Odd.

Office of Personnel Management
Pt. 532, Subpt. B, App. A

State	Wage area	Lead agency	Beginning month of survey	Fiscal year of full-scale survey odd or even
Indiana	Chicago	DoD	September	Even.
	Bloomington-Bedford-Washington	DoD	October	Odd.
	Fort Wayne-Marion	DoD	October	Odd.
Iowa	Indianapolis	DoD	October	Odd.
	Cedar Rapids-Iowa City	DoD	July	Even.
	Davenport-Rock Island-Moline	DoD	October	Even.
Kansas	Des Moines	DoD	September	Odd.
	Topeka	DoD	November	Even.
	Wichita	DoD	November	Even.
Kentucky	Lexington	DoD	February	Even.
	Louisville	DoD	February	Odd.
Louisiana	Lake Charles-Alexandria	DoD	April	Even.
	New Orleans	DoD	November	Odd.
	Shreveport	DoD	May	Even.
Maine	Augusta ¹	DoD	May	Even.
	Central and Northern Maine	DoD	June	Even.
Maryland	Baltimore	DoD	September	Odd.
	Hagerstown-Martinsburg-Chambersburg	DoD	January	Even.
Massachusetts	Boston	DoD	August	Even.
	Central and Western Massachusetts	DoD	June	Even.
Michigan	Detroit	DoD	January	Odd.
	Northwestern Michigan	DoD	August	Odd.
	Southwestern Michigan ¹	DoD	October	Even.
Minnesota	Duluth	DoD	June	Odd.
	Minneapolis-St. Paul	DoD	March	Odd.
Mississippi	Biloxi	DoD	November	Even.
	Northern Mississippi	DoD	February	Even.
	Jackson	DoD	February	Odd.
Missouri	Meridian	DoD	February	Odd.
	Kansas City	DoD	October	Odd.
	St. Louis	DoD	October	Odd.
Montana	Southern Missouri	DoD	October	Odd.
	Montana	DoD	July	Even.
Nebraska	Omaha	DoD	October	Odd.
	Nevada	DoD	September	Even.
New Hampshire	Las Vegas	DoD	March	Even.
	Reno	DoD	September	Even.
New Mexico	Portsmouth	DoD	April	Odd.
	Albuquerque	DoD	March	Odd.
New York	Albany-Schenectady-Troy	DoD	September	Odd.
	Buffalo ¹	DoD	January	Even.
North Carolina	New York	DoD	March	Odd.
	Northern New York	DoD	March	Odd.
	Rochester	DoD	February	Even.
North Dakota	Syracuse-Utica-Rome	DoD	March	Even.
	Asheville	DoD	June	Even.
	Central North Carolina	DoD	May	Even.
Ohio	Charlotte	DoD	August	Odd.
	Southeastern North Carolina	DoD	January	Odd.
Oklahoma	North Dakota	DoD	March	Even.
	Cincinnati	DoD	January	Odd.
Oregon	Cleveland	DoD	April	Odd.
	Columbus	DoD	January	Odd.
Pennsylvania	Dayton	DoD	January	Even.
	Oklahoma City	DoD	August	Odd.
Puerto Rico	Tulsa	DoD	August	Odd.
	Portland	DoD	August	Even.
Rhode Island	Southwestern Oregon	DoD	June	Even.
	Harrisburg	DoD	January	Even.
South Carolina	Philadelphia	DoD	October	Even.
	Pittsburgh	DoD	July	Odd.
South Dakota	Scranton-Wilkes-Barre	DoD	August	Odd.
	Puerto Rico	DoD	July	Odd.
Tennessee	Narragansett Bay	DoD	January	Odd.
	Charleston	DoD	July	Even.
Texas	Columbia	DoD	May	Even.
	Eastern South Dakota ¹	DoD	October	Even.
Tennessee	Eastern Tennessee	DoD	February	Odd.
	Memphis	DoD	February	Even.
Texas	Nashville	DoD	February	Even.
	Austin	DoD	June	Even.
Texas	Corpus Christi	DoD	June	Even.
	Dallas-Fort Worth	DoD	October	Odd.

State	Wage area	Lead agency	Beginning month of survey	Fiscal year of full-scale survey odd or even
Utah	El Paso	DoD	April	Even.
	Houston-Galveston-Texas City	DoD	March	Even.
	San Antonio	DoD	June	Odd.
	Texarkana	DoD	April	Odd.
	Waco	DoD	May	Odd.
	Western Texas	DoD	May	Odd.
	Wichita Falls-Southwestern Oklahoma	DoD	August	Even.
Utah	Utah	DoD	July	Odd.
Virginia	Norfolk-Portsmouth-Newport News-Hampton.	DoD	May	Even.
	Richmond	DoD	November	Odd.
	Roanoke	DoD	November	Even.
Washington	Seattle-Everett-Tacoma	DoD	September	Even.
	Southeastern Washington-Eastern Oregon.	DoD	June	Odd.
	Spokane	DoD	July	Odd.
West Virginia	West Virginia	DoD	March	Odd.
	Madison	DoD	July	Even.
	Milwaukee	DoD	June	Odd.
	Southwestern Wisconsin	DoD	June	Even.
Wyoming	Wyoming	DoD	January	Even.

¹The revised fiscal year entries are scheduled to begin for Augusta, Maine, in fiscal year 1996; for Buffalo, New York, and Southwestern Michigan in fiscal year 1997; and for Eastern South Dakota in fiscal year 1998.

[46 FR 21344, Apr. 10, 1981]

EDITORIAL NOTE: For FEDERAL REGISTER citations affecting appendix A, see the List of CFR Sections Affected, which appears in the Finding Aids section of the printed volume and at www.govinfo.gov.

APPENDIX B TO SUBPART B OF PART 532—NATIONWIDE SCHEDULE OF NON-APPROPRIATED FUND REGULAR WAGE SURVEYS

This appendix shows the annual schedule of NAF wage surveys. It lists all States alphabetically, each State being followed by an alphabetical listing of all wage areas in

the State. Information given for each wage area includes—

- (1) The lead agency responsible for conducting the survey;
- (2) The month in which the survey will begin; and
- (3) Whether full-scale surveys will be conducted in odd or even numbered calendar years.

State	Wage area	Beginning month of survey	Calendar year of full-scale survey odd or even
Alabama	Calhoun	April	Even.
	Madison	April	Even.
	Montgomery	April	Odd.
Alaska	Anchorage	June	Even.
Arizona	Maricopa	October	Even.
	Pima	October	Even.
	Yuma	October	Even.
Arkansas	Pulaski	April	Odd.
California	Kern	September	Odd.
	Los Angeles	September	Even.
	Monterey	September	Odd.
	Orange	September	Even.
	Riverside	September	Even.
	Sacramento	February	Odd.
	San Bernardino	September	Even.
	San Diego	September	Odd.
	San Joaquin	February	Odd.
	Santa Barbara	September	Even.
	Solano	September	Odd.
	Ventura	September	Even.
Colorado	Arapahoe-Denver	July	Even.
	El Paso	July	Even.
Connecticut	New London	July	Even.
Delaware	Kent	August	Odd.
District of Columbia	Washington, DC	August	Even.
Florida	Bay	January	Even.

Office of Personnel Management
Pt. 532, Subpt. B, App. B

State	Wage area	Beginning month of survey	Calendar year of full-scale survey odd or even
Georgia	Brevard	January	Odd.
	Miami-Dade	January	Odd.
	Duval	January	Odd.
	Escambia	January	Even.
	Hillsborough	January	Odd.
	Monroe	January	Odd.
	Okaloosa	January	Even.
	Orange	January	Even.
	Chatham	March	Odd.
	Cobb	June	Odd.
	Columbus	June	Odd.
	Dougherty	March	Odd.
	Houston	April	Odd.
	Lowndes	March	Odd.
	Richmond	April	Odd.
Guam	Guam	September	Even.
Hawaii	Honolulu	May	Even.
Idaho	Ada-Elmore	July	Odd.
Illinois	Lake	April	Even.
Kansas	St. Clair	April	Even.
	Leavenworth-Jackson-Johnson	April	Even.
	Sedgwick	April	Odd.
Kentucky	Christian-Montgomery	February	Even.
	Hardin-Jefferson	March	Even.
Louisiana	Bossier-Caddo	March	Odd.
	Orleans	June	Odd.
	Rapides	March	Odd.
Maine	York	October	Odd.
Maryland	Anne Arundel	August	Even.
	Charles-St. Mary's	August	Even.
	Frederick	August	Even.
	Harford	May	Even.
	Montgomery-Prince George's	August	Even.
Massachusetts	Hampden	October	Odd.
	Middlesex	October	Odd.
Michigan	Macomb	May	Odd.
Minnesota	Hennepin	July	Odd.
Mississippi	Harrison	March	Even.
	Lauderdale	March	Odd.
	Lowndes	March	Odd.
Montana	Cascade	July	Odd.
Nebraska	Douglas-Sarpy	April	Even.
Nevada	Churchill-Washoe	January	Even.
	Clark	January	Even.
New Jersey	Burlington	August	Odd.
	Morris	August	Odd.
New Mexico	Bernalillo	February	Odd.
	Curry	June	Odd.
	Dona Ana	February	Odd.
New York	Jefferson	May	Odd.
	Kings-Queens	October	Even.
	Niagara	May	Odd.
	Orange	May	Odd.
North Carolina	Craven	March	Even.
	Cumberland	March	Even.
	Onslow	February	Even.
	Wayne	March	Even.
North Dakota	Grand Forks	July	Odd.
	Ward	July	Odd.
Ohio	Greene-Montgomery	April	Odd.
Oklahoma	Comanche	March	Even.
	Oklahoma	March	Even.
Pennsylvania	Allegheny	May	Odd.
	Cumberland	May	Even.
	York	May	Even.
Puerto Rico	Guaynabo-San Juan	February	Even.
Rhode Island	Newport	July	Even.
South Carolina	Charleston	February	Even.
	Richland	March	Even.
South Dakota	Pennington	June	Even.
Tennessee	Shelby	February	Even.
Texas	Bell	June	Odd.
	Bexar	June	Even.

State	Wage area	Beginning month of survey	Calendar year of full-scale survey odd or even
Utah	Dallas	June	Even.
	El Paso	February	Odd.
	McLennan	May	Odd.
	Nueces	June	Even.
	Tarrant	June	Even.
	Taylor	June	Odd.
	Tom Green	June	Odd.
	Wichita	March	Even.
	Davis-Salt Lake-Weber	July	Odd.
Virginia	Alexandria-Arlington-Fairfax	August	Even.
	Chesterfield-Richmond	August	Odd.
	Hampton-Newport News	May	Even.
	Norfolk-Portsmouth-Virginia Beach	May	Even.
	Prince William	August	Even.
Washington	Kitsap	June	Even.
	Pierce	July	Even.
	Snohomish	July	Even.
	Spokane	July	Odd.
Wyoming	Laramie	July	Even.

[46 FR 21344, Apr. 10, 1981]

EDITORIAL NOTE: For FEDERAL REGISTER citations affecting appendix B, see the List of CFR Sections Affected, which appears in the Finding Aids section of the printed volume and at www.govinfo.gov.

**APPENDIX C TO SUBPART B OF PART
532—APPROPRIATED FUND WAGE AND
SURVEY AREAS**

This appendix lists the wage area definitions for appropriated fund employees. With a few exceptions, each area is defined in terms of county units, independent cities, or, in the New England States, of entire township or city units. Each wage area definition consists of:

(1) *Wage area title.* Wage areas usually carry the title of the principal city in the area. Sometimes, however, the area title reflects a broader geographic area, such as Wyoming or Eastern Tennessee.

(2) *Survey area definition.* Lists each county, independent city, or township in the survey area.

(3) *Area of application definition.* Lists each county, independent city, or township which, in addition to the survey area, is in the area of application.

**DEFINITIONS OF WAGE AND WAGE SURVEY
AREAS**

ALABAMA

ANNISTON-GADSDEN

Survey Area

Alabama:
Calhoun
Etowah
Talladega

Area of Application. Survey area plus:

Alabama:

Cherokee
Clay
Cleburne
De Kalb
Randolph

BIRMINGHAM

Survey Area

Alabama:
Jefferson
St. Clair
Shelby
Tuscaloosa
Walker

Area of Application. Survey area plus:

Alabama:
Bibb
Blount
Chilton
Cullman
Fayette
Greene
Hale
Lamar
Marengo
Perry
Pickens

DOOTHAN

Survey Area

Alabama:
Dale
Houston
Georgia:
Early

Office of Personnel Management**Pt. 532, Subpt. B, App. C**

<i>Area of Application. Survey area plus:</i>	
Alabama:	
Barbour	Dolores
Coffee	Gunnison (Only includes the Curecanti National Recreation Area portion)
Geneva	La Plata
Henry	Montezuma
Georgia:	Montrose
Clay	Ouray
Miller	San Juan
Seminole	San Miguel
	Utah:
	Garfield (Only includes the Bryce Canyon, Capitol Reef, and Canyonlands National Parks portions)
	Grand (Only includes the Arches and Canyonlands National Parks portions)
	Iron (Only includes the Cedar Breaks National Monument and Zion National Park portions)
	Kane
	San Juan
	Washington
	Wayne (Only includes the Capitol Reef and Canyonlands National Parks portions)
<i>Survey Area</i>	
Alabama:	
Limestone	PHOENIX
Madison	
Marshall	<i>Survey Area</i>
Morgan	
<i>Area of Application. Survey area plus:</i>	
Alabama:	
Colbert	Arizona:
Franklin	Gila
Jackson	Maricopa
Lauderdale	
Lawrence	<i>Area of Application. Survey area plus:</i>
Marion	Arizona:
Winston	Pinal
Tennessee:	Yavapai
Franklin	
Giles	TUCSON
Lawrence	
Lincoln	<i>Survey Area</i>
Moore	
Wayne	Arizona:
	Pima
ALASKA	
<i>Survey Area</i>	
Alaska:	
Anchorage	<i>Area of Application. Survey area plus:</i>
Fairbanks	Arizona:
Juneau (and the areas within a 24-kilometer (15-mile) radius of their corporate city limits)	Cochise
	Graham
<i>Area of Application.</i>	
State of Alaska (except special area schedules)	Greenlee
	Santa Cruz
ARIZONA	
<i>Survey Area</i>	
NORTHEASTERN ARIZONA	
<i>Survey Area</i>	
Arizona:	
Apache	ARKANSAS
Coconino	
Navajo	LITTLE ROCK
New Mexico:	
McKinley	
San Juan	<i>Survey Area</i>
<i>Area of Application. Survey area plus:</i>	
Colorado:	
	Jefferson
	Pulaski
	Saline
<i>Area of Application. Survey area plus:</i>	
Arkansas:	
	Arkansas
	Ashley
	Baxter
	Boone
	Bradley
	Calhoun

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1-1-25 Edition)

Chicot	LOS ANGELES
Clay	<i>Survey Area</i>
Clark	
Cleburne	California:
Cleveland	Los Angeles
Conway	
Dallas	<i>Area of Application. Survey area plus:</i>
Desha	California:
Drew	Inyo (Includes the China Lake Naval Weapons Center portion only)
Faulkner	Kern (Includes the China Lake Naval Weapons Center, Edwards Air Force Base, and portions occupied by Federal activities at Boron (City) only)
Franklin	Orange
(Does not include the Fort Chaffee portion)	Riverside (Includes the Joshua Tree National Monument portion only)
Fulton	San Bernardino (All of San Bernardino County except that portion occupied by, and south and west of, the Angeles and San Bernardino National Forests)
Garland	Ventura
Grant	
Greene	SACRAMENTO
Hot Spring	<i>Survey Area</i>
Independence	California:
Izard	Placer
Jackson	Sacramento
Johnson	Sutter
Lawrence	Yolo
Lincoln	Yuba
Logan	
Lonoke	<i>Area of Application. Survey area plus:</i>
Marion	California:
Monroe	Alpine
Montgomery	Amador
Newton	Butte
Ouachita	Colusa
Perry	Del Norte
Phillips	El Dorado
Pike	Glenn
Polk	Humboldt
Pope	Lake
Prairie	Modoc
Randolph	Nevada
Scott	Plumas
Searcy	Shasta
Sharp	Sierra
Stone	Siskiyou
Union	Tehama
Van Buren	Trinity
White	
Woodruff	SALINAS-MONTEREY
Yell	<i>Survey Area</i>
	California:
	Monterey
	<i>Area of Application. Survey area.</i>
CALIFORNIA	SAN BERNARDINO-RIVERSIDE-ONTARIO
	<i>Survey Area</i>
FRESNO	
	<i>Survey Area</i>
California:	
Fresno	
Kings	
Tulare	
	<i>Area of Application. Survey area plus:</i>
California:	
Kern	
(Does not include China Lake Naval Weapons Center, Edwards Air Force Base, and portions occupied by Federal activities in Boron (City))	
Madera	
(Does not include Devils Postpile National Monument and Yosemite National Park portions)	
	<i>Area of Application. Survey area.</i>
	SAN BERNARDINO-RIVERSIDE-ONTARIO
	<i>Survey Area</i>
California:	
Riverside	
(Does not include the Joshua Tree National Monument portion)	

Office of Personnel Management

San Bernardino (Only that portion occupied by, and south and west of the Angeles and San Bernardino National Forests)

Area of Application. Survey area.

SAN DIEGO

Survey Area

California:
San Diego

Area of Application. Survey area plus:

California:
Imperial

Arizona:
La Paz
Yuma

SAN FRANCISCO

California:
Alameda
Contra Costa
Marin
Napa
San Francisco
San Mateo
Santa Clara
Solano

Area of Application. Survey area plus:

California:

Mendocino
San Benito
Santa Cruz
Sonoma

SANTA BARBARA

Survey Area

California:
Santa Barbara

Area of Application. Survey area plus:

California:

San Luis Obispo

STOCKTON

Survey Area

California:

San Joaquin

Area of Application. Survey area plus:

California:

Calaveras

Madera (Only includes Yosemite National Park portion)

Mariposa

Merced

Stanislaus

Tuolumne

Pt. 532, Subpt. B, App. C

COLORADO

DENVER

Survey Area

Colorado:

Adams
Arapahoe
Boulder
Broomfield
Denver
Douglas
Gilpin
Jefferson

Area of Application. Survey area plus:

Colorado:

Clear Creek
Eagle
Elbert
Garfield
Grand
Jackson
Lake
Larimer
Logan
Morgan
Park
Phillips
Pitkin
Rio Blanco
Routt
Sedgwick
Summit
Washington
Weld
Yuma

SOUTHERN COLORADO

Survey Area

Colorado:

El Paso
Pueblo
Teller

Area of Application. Survey area plus:

Colorado:

Alamosa
Archuleta
Baca
Bent
Chaffee
Cheyenne
Conejos
Costilla
Crowley
Custer
Delta
Fremont
Gunison (Does not include the Curecanti National Recreation Area portion)
Hinsdale
Huerfano
Kiowa
Kit Carson

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1-1-25 Edition)

Las Animas	Frederick
Lincoln	Montgomery
Mineral	Prince George's
Otero	Virginia (cities):
Prowers	Alexandria
Rio Grande	Fairfax
Saguache	Falls Church
	Manassas
	Manassas Park
CONNECTICUT	Virginia (counties):
NEW HAVEN—HARTFORD	Arlington
	Fairfax
	Loudoun
	Prince William
	<i>Area of Application. Survey area plus:</i>
Connecticut:	Maryland:
Hartford	Calvert
New Haven	St. Mary's
	Virginia (city):
	Fredericksburg
	Virginia (counties):
	Albermarle (Only includes the Shenandoah National Park portion)
	Augusta (Only includes the Shenandoah National Park portion)
	Clarke
	Culpeper
	Fauquier
	Greene (Only includes the Shenandoah National Park portion)
	King George
	Madison
	Page (Only includes the Shenandoah National Park portion)
	Rappahannock
	Rockingham (Only includes the Shenandoah National Park portion)
	Spotsylvania
	Stafford
	Warren
	West Virginia:
	Jefferson
	<i>Area of Application. Survey area plus:</i>
DELAWARE	FLORIDA
WILMINGTON	COCOA BEACH-MELBOURNE
	<i>Survey Area</i>
	Florida:
	Brevard
	<i>Area of Application. Survey area plus:</i>
	Florida:
	Indian River
	JACKSONVILLE
	<i>Survey Area</i>
	Florida:
	Alachua
	Baker
	Clay
	Duval
	Nassau
	St. Johns

Office of Personnel Management

<i>Area of Application. Survey area plus:</i>		Pt. 532, Subpt. B, App. C
Florida:		PENSACOLA
Bradford		<i>Survey Area</i>
Citrus		Florida:
Columbia		Escambia
Dixie		Santa Rosa
Flagler		<i>Area of Application. Survey area plus:</i>
Gilchrist		Florida
Hamilton		Okaloosa
Lafayette		Walton
Lake		Alabama:
Levy		Baldwin
Madison		Clarke
Marion		Conecuh
Orange		Covington
Osceola		Escambia
Putnam		Mobile
Seminole		Monroe
Sumter		Washington
Suwannee		TAMPA-ST. PETERSBURG
Taylor		<i>Survey Area</i>
Union		Florida:
Volusia		Hillsborough
Georgia:		Pasco
Camden		Pinellas
Charlton		<i>Area of Application. Survey area plus:</i>
MIAMI		Florida:
<i>Survey Area</i>		Charlotte
Florida:		De Soto
Miami-Dade		Hardee
<i>Area of Application. Survey area plus:</i>		Hernando
Florida:		Lee
Broward		Manatee
Collier		Polk
Glades		Sarasota
Hendry		GEORGIA
Highlands		ALBANY
Martin		<i>Survey Area</i>
Monroe		Georgia:
Okeechobee		Colquitt
Palm Beach		Dougherty
St. Lucie		Lee
PANAMA CITY		Mitchell
<i>Survey Area</i>		Worth
Florida:		<i>Area of Application. Survey area plus:</i>
Bay		Georgia:
Gulf		Atkinson
<i>Area of Application. Survey area plus:</i>		Baker
Florida:		Ben Hill
Calhoun		Berrien
Franklin		Brooks
Gadsden		Calhoun
Holmes		Clinch
Jackson		Coffee
Jefferson		Cook
Leon		Decatur
Liberty		Echols
Wakulla		Grady
Washington		

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1-1-25 Edition)

Irwin	Towns
Lanier	Union
Lowndes	White
Randolph	Whitfield
Sumter	
Terrell	
Thomas	
Tift	
Turner	
Ware	
	AUGUSTA
	<i>Survey Area</i>
	ATLANTA
	<i>Survey Area</i>
Georgia:	Georgia:
Butts	Columbia
Cherokee	McDuffie
Clayton	Richmond
Cobb	
De Kalb	
Douglas	
Fayette	
Forsyth	
Fulton	
Gwinnett	
Henry	
Newton	
Paulding	
Rockdale	
Walton	
	South Carolina:
	Aiken
	<i>Area of Application. Survey area plus:</i>
Georgia:	Georgia:
Banks	Burke
Barrow	Elbert
Bartow	Emanuel
Carroll	Glascock
Chattooga	Hart
Clarke	Jefferson
Coweta	Jenkins
Dawson	Lincoln
Fannin	Taliaferro
Floyd	Warren
Franklin	Wilkes
Gilmer	
Gordon	
Greene	
Habersham	
Hall	
Haralson	
Heard	
Jackson	
Jasper	
Lamar	
Lumpkin	
Madison	
Meriwether	
Morgan	
Murray	
Ocnee	
Oglethorpe	
Pickens	
Pike	
Polk	
Rabun	
Spalding	
Stephens	
	<i>Area of Application. Survey area plus:</i>
	Alabama:
	Autauga
	Elmore
	Lee
	Macon
	Montgomery
	Russell
	Georgia:
	Chattahoochee
	Columbus
	<i>Survey Area</i>
	Alabama:
	Bullock
	Butler
	Chambers
	Coosa
	Crenshaw
	Dallas
	Lowndes
	Pike
	Tallapoosa
	Wilcox
	Georgia:
	Harris
	Marion
	Quitman
	Schley

Office of Personnel Management**Pt. 532, Subpt. B, App. C**

Stewart
Talbot
Taylor
Troup
Webster

MACON*Survey Area*

Georgia:
Bibb
Houston
Jones
Laurens
Twiggs
Wilkinson

Area of Application. Survey area plus:

Georgia:
Baldwin
Bleckley
Crawford
Crisp
Dodge
Dooly
Hancock
Johnson
Macon
Monroe
Montgomery
Peach
Pulaski
Putnam
Telfair
Treutlen
Upson
Washington
Wheeler
Wilcox

SAVANNAH*Survey Area*

Georgia:
Bryan
Chatham
Effingham
Liberty

Area of Application. Survey area plus:

Georgia:
Appling
Bacon
Brantley
Bulloch
Candler
Evans
Glynn
Jeff Davis
Long
McIntosh
Pierce
Screven
Tattnall
Toombs
Wayne

South Carolina:
Beaufort (The portion south of Broad
River)
Hampton
Jasper

HAWAII*Survey Area*

Hawaii:
Honolulu

Area of Application. Survey area plus:

Hawaii:
Hawaii
Kauai (Kauai county includes the islands
of Kauai and Niihau)
Maui (Maui county includes the islands of
Maui, Molokai, Lanai and Kohoolawe)

IDAHO**BOISE***Survey Area*

Idaho:
Ada
Boise
Canyon
Elmore
Gem

Area of Application. Survey area plus:

Idaho:
Adams
Bannock
Bear Lake
Bingham
Blaine
Bonneville

Butte
Camas
Caribou
Cassia
Clark
Custer
Fremont
Gooding
Jefferson
Jerome
Lemhi
Lincoln
Madison
Minidoka
Oneida
Owyhee
Payette
Power
Teton
Twin Falls
Valley
Washington

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1-1-25 Edition)

ILLINOIS

CENTRAL ILLINOIS

Survey Area

Illinois:

Champaign
Menard
Sangamon
Vermilion

Area of Application. Survey area plus:

Illinois:

Christian

Clark

Coles

Crawford

Cumberland

De Witt

Douglas

Edgar

Ford

Jasper

Logan

McLean

Macon

Moultrie

Piatt

Shelby

CHICAGO

Survey Area

Illinois:

Cook

Du Page

Kane

Lake

McHenry

Will

Area of Application. Survey area plus:

Illinois:

Boone

De Kalb

Grundy

Iroquois

Kankakee

Kendall

La Salle

Lee

Livingston

Ogle

Stephenson

Winnebago

Indiana:

Jasper

Lake

La Porte

Newton

Porter

Pulaski

Starke

Wisconsin:

Kenosha

INDIANA

BLOOMINGTON-BEDFORD-WASHINGTON

Survey Area

Indiana:

Davies
Greene
Knox
Lawrence
Martin
Monroe
Orange

Area of Application. Survey area plus:

Indiana:

Crawford
Dubois
Gibson
Jackson
Owen
Perry
Pike
Posey
Spencer
Vanderburgh
Warrick

Illinois:

Edwards
Gallatin
Hardin
Lawrence
Richland
Wabash
White

Kentucky:

Crittenden
Daviess
Hancock
Henderson
Livingston
McLean
Ohio
Union
Webster

FORT WAYNE-MARION

Survey Area

Indiana:

Adams
Allen
DeKalb
Grant
Huntington
Wells

Area of Application. Survey area plus:

Indiana:

Blackford
Case
Elkhart
Fulton
Jay
Kosciusko
Lagrange

Office of Personnel Management

Pt. 532, Subpt. B, App. C

Marshall
Miami
Noble
St. Joseph
Steuben
Wabash
White
Whitley

Ohio:
Allen
Defiance
Henry
Mercer
Paulding
Putnam
Van Wert
Williams

INDIANAPOLIS

Indiana:
Boone
Hamilton
Hancock
Hendricks
Johnson
Marion
Morgan
Shelby

Area of Application. Survey area plus:

Indiana:
Bartholomew
Benton
Brown
Carroll
Clay
Clinton
Decatur
Delaware
Fayette
Fountain
Henry
Howard
Madison
Montgomery
Parke
Putnam
Rush
Sullivan
Tippecanoe
Tipton
Vermillion
Vigo
Warren

IOWA

UR RAPIDS-IAWA

Iowa:
Benton
Black Hawk
Johnson
Linn

Area of Application. Survey area plus:

Iowa:
Allamakee
Bremer
Buchanan
Butler
Cedar
Chickasaw
Clayton
Davis
Delaware
Fayette
Floyd
Grundy
Henry
Howard
Iowa
Jefferson
Jones
Keokuk
Mitchell
Tama
Van Buren
Wapello
Washington
Winneshiek

DAVENPORT-ROCK ISLAND-MOLINE

Iowa:
 Scott
Illinois:
 Henry
 Rock Island

Area of Application. Survey area plus

Iowa:
Clinton
Des Moines
Dubuque
Jackson
Lee
Louisa
Muscatine
Illinois:
Adams
Brown
Bureau
Carroll
Cass
Fulton
Hancock
Henderson
Jo Daviess
Knox

McDonough
Marshall
Mason
Mercer
Peoria
Putnam
Schuyler
Stark
Tazewell
Warren

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1-1-25 Edition)

Whiteside	Morris
Woodford	Nemaha
	Ottawa
	Pottawatomie
DES MOINES	Republic
	Riley
	Saline
	Webaunsee
	Washington
Iowa:	
Polk	
Story	
Warren	
	WICHITA
	<i>Survey Area</i>
<i>Area of Application. Survey area plus:</i>	
Iowa:	
Adair	Kansas:
Appanoose	Butler
Boone	Sedgwick
Calhoun	
Carroll	
Cerro Gordo	
Clarke	<i>Area of Application. Survey area plus:</i>
Dallas	Kansas:
Decatur	Barber
Franklin	Barton
Greene	Chase
Guthrie	Chautauqua
Hamilton	Cheyenne
Hancock	Clark
Hardin	Comanche
Humboldt	Cowley
Jasper	Decatur
Kossuth	Edwards
Lucas	Elk
Madison	Ellis
Mahaska	Ellsworth
Marion	Finney
Marshall	Ford
Monroe	Gove
Poweshiek	Graham
Ringgold	Grant
Union	Gray
Wayne	Greeley
Webster	Greenwood
Winnebago	Hamilton
Worth	Harper
Wright	Harvey
	Haskell
	Hodgeman
	Jewell
	Kearny
	TOPEKA
	Kingman
	Kiowa
	Labette
	Lane
	Lincoln
	Geary
	Logan
Kansas:	McPherson
Jefferson	Marion
Osage	Meade
Shawnee	Mitchell
	Montgomery
	Morton
	Neosho
	Ness
	Norton
	Osborne
	Pawnee
	Phillips
	Pratt
	Rawlins
	<i>Survey Area</i>
<i>Area of Application. Survey area plus:</i>	
Kansas:	
Brown	
Clay	
Cloud	
Coffey	
Dickinson	
Jackson	
Lyon	
Marshall	

Office of Personnel Management**Pt. 532, Subpt. B, App. C**

Reno	Powell
Rice	Pulaski
Rooks	Robertson
Rush	Rockcastle
Russell	Rowan
Scott	Taylor
Seward	Washington
Sheridan	Wayne
Sherman	Whitley
Smith	Wolfe
Stafford	
Stanton	LOUISVILLE
Stevens	
Sumner	
Thomas	<i>Survey Area</i>
Trego	Kentucky:
Wallace	Bullitt
Wichita	Hardin
Wilson	Jefferson
Woodson	Oldham
	Indiana:
	Clark
	Floyd
	Jefferson
	<i>Area of Application. Survey area plus:</i>
	Kentucky:
Kentucky:	Breckinridge
Bourbon	Grayson
Clark	Hart
Fayette	Henry
Jessamine	Larue
Madison	Meade
Scott	Nelson
Woodford	Shelby
	Spencer
	Trimble
	Indiana:
	Harrison
	Jennings
	Scott
	Washington
	LOUISIANA
	LAKE CHARLES-ALEXANDRIA
	<i>Survey Area</i>
	Louisiana:
	Allen
	Beauregard
	Calcasieu
	Grant
	Rapides
	Sabine
	Vernon
	<i>Area of Application. Survey area plus:</i>
	Louisiana:
	Acadia
	Avoyelles
	Caldwell
	Cameron
	Catahoula
	Concordia
	Evangeline
	Franklin
	Iberia

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1-1-25 Edition)

Jefferson Davis	Gregg
Lafayette	Harrison
La Salle	Panola
Madison	Rusk
Natchitoches	Upshur
St. Landry	
St. Martin	MAINE
Tensas	
Vermilion	AUGUSTA
Winn	
	<i>Survey Area</i>
NEW ORLEANS	
	<i>Survey Area</i>
Louisiana:	
Jefferson	Maine:
Orleans	Kennebec
Plaquemines	Knox
St. Bernard	Lincoln
St. Charles	
St. John the Baptist	<i>Area of Application. Survey area.</i>
St. Tammany	CENTRAL AND NORTHERN MAINE
	<i>Survey Area</i>
	Maine:
	Aroostook
	Penobscot
	<i>Area of Application. Survey area plus:</i>
Louisiana:	
Ascension	Maine:
Assumption	Hancock
East Baton Rouge	Piscataquis
East Feliciana	Somerset
Iberville	Waldo
Lafourche	Washington
Livingston	
Pointe Coupee	MARYLAND
St. Helena	
St. James	BALTIMORE
St. Mary	
Tangipahoa	<i>Survey Area</i>
Terrebonne	Maryland (city):
Washington	Baltimore
West Baton Rouge	Maryland (counties):
West Feliciana	Anne Arundel
	Baltimore
	Carroll
	Harford
	Howard
Louisiana: (parishes)	<i>Area of Application. Survey area plus:</i>
Bossier	Maryland:
Caddo	Queen Anne's
Webster	
	HAGERSTOWN-MARTINSBURG-CHAMBERSBURG
Louisiana: (parishes)	<i>Survey Area</i>
Bienville	Maryland:
Claiborne	Washington
De Soto	Pennsylvania:
East Carroll	Franklin
Jackson	West Virginia:
Lincoln	Berkeley
Morehouse	
Ouachita	<i>Area of Application. Survey area plus:</i>
Red River	Maryland:
Richland	Allegany
Union	Garrett
West Carroll	Pennsylvania:
Texas:	Fulton
Cherokee	

Office of Personnel Management**Pt. 532, Subpt. B, App. C**

Virginia (cities):	Stoneham
Harrisonburg	Sudbury
Winchester	Wakefield
Virginia (counties):	Waltham
Frederick	Watertown
Page (Does not include the Shenandoah National Park portion)	Wayland
Rockingham (Does not include the Shenandoah National Park portion)	West Concord
Shenandoah	Weston
West Virginia:	Wilmington
Hampshire	Winchester
Hardy	Woburn
Mineral	<i>Norfolk County</i>
Morgan	Bellingham
MASSACHUSETTS	Braintree
BOSTON	Brookline
<i>Survey Area</i>	Canton
Massachusetts:	Cohasset
The following cities and towns in:	Dedham
<i>Essex County</i>	Dover
Beverly	East Walpole
Boxford	Foxborough
Danvers	Franklin
Hamilton	Harding
Lynn	Holbrook
Lynnfield	Islington
Manchester	Medfield
Marblehead	Medway
Middleton	Millis
Nahant	Milton
Peabody	Needham
Salem	Norfolk
Saugus	North Cohasset
South Hamilton	Norwood
Swampscott	Quincy
Topsfield	Randolph
Wenham	Sharon
<i>Middlesex County</i>	South Walpole
Acton	Stoughton
Arlington	Walpole
Ashland	Wellesley
Bedford	Westwood
Belmont	Weymouth
Boxborough	Wrentham
Burlington	<i>Plymouth County</i>
Cambridge	Abington
Carlisle	Duxbury
Concord	Hanover
Everett	Hanson
Framingham	Hingham
Holliston	Hull
Lexington	Kingston
Lincoln	Marshfield
Malden	Marshfield Hills
Medford	North Scituate
Melrose	Norwell
Natick	Oceanbluff
Newton	Pembroke
North Reading	Rockland
North Wilmington	Scituate
Reading	Shore Acres
Sherborn	South Duxbury
Somerville	South Hingham
	West Hanover
	<i>Suffolk County</i>
	<i>Area of Application. Survey area plus:</i>
	Massachusetts:

Pt. 532, Subpt. B, App. C

Barnstable
Dukes
Nantucket
Plymouth (non-survey area part)
The following cities and towns in:
Bristol County
Easton
Essex County
Andover
Essex
Gloucester
Ipswich
Lawrence
Methuen
Rockport
Rowley
Middlesex County
Ayer
Billerica
Chelmsford
Dracut
Dunstable
Groton
Hopkinton
Hudson
Littleton
Lowell
Marlborough
Maynard
Pepperell
Stow
Tewksbury
Tyngsborough
Westford
Norfolk County
Avon

CENTRAL AND WESTERN MASSACHUSETTS

Survey Area

Massachusetts:

The following cities and towns in:
Hampden County
Agawam
Chicopee
East Longmeadow
Feeding Hills
Hampden
Holyoke
Longmeadow
Ludlow
Monson
Palmer
Southwick
Springfield
Three Rivers
Westfield
West Springfield
Wilbraham
Hampshire County
Easthampton
Granby
Hadley
Northampton
South Hadley
Worcester County
Warren

5 CFR Ch. I (1-1-25 Edition)

West Warren

Area of Application. Survey area plus:

Connecticut
Windham
Massachusetts:
Berkshire
Franklin
Worcester (except Blackstone and Millville)
The following cities and towns in:
Hampden County
Blandford
Brimfield
Chester
Granville
Holland
Montgomery
Russell
Tolland
Wales
Hampshire County
Amherst
Belchertown
Chesterfield
Cummington
Goshen
Hatfield
Huntington
Middlefield
Pelham
Plainfield
Southampton
Ware
Westhampton
Williamsburg
Worthington
Middlesex County
Ashby
Shirley
Townsend
New Hampshire:
Belknap
Carroll
Cheshire
Grafton
Hillsborough
Merrimack
Sullivan
Vermont:
Addison
Bennington
Caledonia
Essex
Lamoille
Orange
Orleans
Rutland
Washington
Windham
Windsor

Office of Personnel Management**Pt. 532, Subpt. B, App. C**

	MICHIGAN	Kalkaska
	DETROIT	Keweenaw
	<i>Survey Area</i>	Leelanau
Michigan:		Luce
Lapeer		Mackinac
Livingston		Manistee
Macomb		Menominee
Oakland		Missaukee
St. Clair		Montmorency
Wayne		Ogemaw
	<i>Area of Application. Survey area plus:</i>	Ontonagon
Michigan:		Oscoda
Arenac		Otsego
Bay		Presque Isle
Clare		Roscommon
Clinton		Schoolcraft
Eaton		Wexford
Genesee		SOUTHWESTERN MICHIGAN
Gladwin		<i>Survey Area</i>
Gratiot		Michigan:
Huron		Barry
Ingham		Calhoun
Isabella		Kalamazoo
Lenawee		Van Buren
Midland		<i>Area of Application. Survey area plus:</i>
Monroe		Michigan:
Saginaw		Allegan
Sanilac		Berrien
Shiawassee		Branch
Tuscola		Cass
Washtenaw		Hillsdale
Ohio:		Ionia
Fulton		Jackson
Lucas		Kent
Ottawa		Lake
Wood		Mason
	NORTHWESTERN MICHIGAN	Mecosta
	<i>Survey Area</i>	Montcalm
Michigan:		Muskegon
Delta		Newaygo
Dickinson		Oceana
Marquette		Osceola
	<i>Area of Application. Survey area plus:</i>	Ottawa
Michigan:		St. Joseph
Alcona		MINNESOTA
Alger		DULUTH
Alpena		<i>Survey Area</i>
Antrim		Minnesota:
Baraga		Carlton
Benzie		St. Louis
Charlevoix		Wisconsin:
Cheboygan		Douglas
Chippewa		<i>Area of Application. Survey area plus:</i>
Crawford		Minnesota:
Emmet		Aitkin
Gogebic		Becker (Including the White Earth Indian
Grand Traverse		Reservation portion only)
Houghton		Beltrami
Iosco		Cass
Iron		Clearwater

Pt. 532, Subpt. B, App. C**5 CFR Ch. I (1-1-25 Edition)**

Cook	Stearns	
Crow Wing	Steele	
Hubbard	Stevens	
Itasca	Swift	
Koochiching	Todd	
Lake	Traverse	
Lake of the Woods	Wabasha	
Mahnomen	Wadena	
Pine	Waseca	
Wisconsin:	Watonwan	
Ashland	Yellow Medicine	
Bayfield		
Burnett	Wisconsin:	
Iron	Pierce	
Sawyer	Polk	
Washburn		
MISSISSIPPI		
MINNEAPOLIS-ST. PAUL		
<i>Survey Area</i>		
Minnesota:	MISSISSIPPI:	
Anoka	Hancock	
Carver	Harrison	
Chisago	Jackson	
Dakota		
Hennepin	<i>Area of Application. Survey area plus:</i>	
Ramsey	Mississippi:	
Scott	George	
Washington	Pearl River	
Wright	Stone	
Wisconsin:		
St. Croix		
<i>Area of Application. Survey area plus:</i>		
Minnesota:	JACKSON	
Benton		
Big Stone	MISSISSIPPI:	
Blue Earth	Hinds	
Brown	Rankin	
Chippewa	Warren	
Cottonwood		
Dodge	<i>Area of Application. Survey area plus:</i>	
Douglas	Mississippi:	
Faribault	Adams	
Fillmore	Amite	
Freeborn	Attala	
Goodhue	Claiborne	
Grant	Copiah	
Isanti	Franklin	
Kanabec	Holmes	
Kandiyohi	Humphreys	
Lac Qui Parle	Issaquena	
Le Sueur	Jefferson	
McLeod	Jefferson Davis	
Martin	Lawrence	
Meeker	Lincoln	
Mille Lacs	Madison	
Morrison	Marion	
Mower	Pike	
Nicollet	Scott	
Olmsted	Sharkey	
Pope	Simpson	
Redwood	Smith	
Renville	Walthall	
Rice	Wilkinson	
Sherburne		
Sibley	Yazoo	

Office of Personnel Management**MERIDIAN***Survey Area*

Alabama:

Choctaw

Mississippi:

Forest

Lamar

Lauderdale

Area of Application. Survey area plus:

Alabama:

Sumter

Mississippi:

Clarke

Covington

Greene

Jasper

Jones

Kemper

Leake

Neshoba

Newton

Perry

Wayne

NORTHERN MISSISSIPPI*Survey Area*

Mississippi:

Clay

Grenada

Lee

Leflore

Lowndes

Monroe

Oktibbeha

Area of Application. Survey area plus:

Mississippi:

Alcorn

Bolivar

Calhoun

Carroll

Chickasaw

Choctaw

Coahoma

Itawamba

Lafayette (Does not include the Holly Springs National Forest portion)

Montgomery

Noxubee

Pontotoc (Does not include the Holly Spring National Forest portion)

Prentiss

Quitman

Sunflower

Tallahatchie

Tishomingo

Union (Does not include the Holly Springs National Forest portion)

Washington

Webster

Winston

Yalobusha

Pt. 532, Subpt. B, App. C**MISSOURI****KANSAS CITY***Survey Area*

Kansas:

Johnson

Leavenworth

Wyandotte

Missouri:

Cass

Clay

Jackson

Platte

Ray

Area of Application. Survey area plus:

Kansas:

Allen

Anderson

Atchison

Bourbon

Doniphan

Douglas

Franklin

Linn

Miami

Missouri:

Adair

Andrew

Atchison

Bates

Buchanan

Caldwell

Carroll

Chariton

Clinton

Cooper

Daviess

De Kalb

Gentry

Grundy

Harrison

Henry

Holt

Howard

Johnson

Lafayette

Linn

Livingston

Macon

Mercer

Nodaway

Pettis

Putnam

Saline

Schuyler

Sullivan

Worth

ST. LOUIS*Survey Area*

Illinois:

Clinton

Madison

Monroe

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1-1-25 Edition)

St. Clair	Washington
Missouri: (city)	SOUTHERN MISSOURI
St. Louis	
Missouri: (counties)	<i>Survey Area</i>
Franklin	Missouri:
Jefferson	Christian
St. Charles	Greene
St. Louis	Laclede
	Phelps
	Pulaski
	Webster
	<i>Area of Application. Survey area plus:</i>
Illinois:	Kansas:
Alexander	Cherokee
Bond	Crawford
Calhoun	
Clay	Missouri:
Effingham	Barry
Fayette	Barton
Franklin	Benton
Greene	Butler
Hamilton	Camden
Jackson	Carter
Jefferson	Cedar
Jersey	Dade
Johnson	Dallas
Macoupin	Dent
Marion	Douglas
Massac	Hickory
Montgomery	Howell
Morgan	Iron
Perry	Jasper
Pike	Lawrence
Pope	Madison
Pulaski	Maries
Randolph	Miller
Saline	Mississippi
Scott	Morgan
Union	New Madrid
Washington	Newton
Wayne	Oregon
Williamson	Ozark
	Polk
Missouri:	Reynolds
Audrain	Ripley
Bollinger	St. Clair
Boone	Scott
Callaway	Shannon
Cape Girardeau	Stoddard
Clark	Stone
Cole	Taney
Crawford	Texas
Gasconade	Vernon
Knox	Wayne
Lewis	Wright
Lincoln	
Marion	
Moniteau	
Monroe	
Montgomery	
Osage	
Perry	
Pike	
Ralls	MONTANA
Randolph	
St. Francois	<i>Survey Area</i>
Ste. Genevieve	
Scotland	Montana:
Shelby	Cascade
Warren	Lewis and Clark
	Yellowstone
	<i>Area of Application. Survey area plus:</i>
	Montana:

Office of Personnel Management**Pt. 532, Subpt. B, App. C**

Beaverhead	Iowa:
Big Horn	Pottawattamie
<i>Area of Application. Survey area plus:</i>	
Blaine	Nebraska:
Broadwater	Adams
Carbon	Antelope
Carter	Arthur
Chouteau	Blaine
Custer	Boone
Daniels	Boyd
Dawson	Brown
Deer Lodge	Buffalo
Fallon	Burt
Fergus	Butler
Flathead	Cass
Gallatin	Cedar
Garfield	Chase
Glacier	Cherry
Golden Valley	Clay
Granite	Colfax
Hill	Cuming
Jefferson	Custer
Judith Basin	Dakota
Lake	Dawson
Liberty	Dixon
Lincoln	Dodge
McCone	Dundy
Madison	Fillmore
Meagher	Franklin
Mineral	Frontier
Missoula	Furnas
Musselshell	Gage
Park	Garfield
Petroleum	Gosper
Phillips	Grant
Pondera	Greeley
Powder River	Hall
Powell	Hamilton
Prairie	Harlan
Ravalli	Hayes
Richland	Hitchcock
Roosevelt	Holt
Rosebud	Hooker
Sanders	Howard
Sheridan	Jefferson
Silver Bow	Johnson
Stillwater	Kearney
Sweet Grass	Keith
Teton	Keya Paha
Toole	Knox
Treasure	Lincoln
Valley	Logan
Wheatland	Loup
Wibaux	McPherson
Wyoming:	
Big Horn	Madison
Park	Merrick
Teton	Nance
NEBRASKA	
OMAHA	
<i>Survey Area</i>	
Nebraska:	Nemaha
Douglas	Nuckolls
Lancaster	Otoe
Sarpy	Pawnee
	Perkins
	Phelps
	Pierce
	Platte
	Polk

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1-1-25 Edition)

Office of Personnel Management**Pt. 532, Subpt. B, App. C****NEW MEXICO****ALBUQUERQUE***Survey Area*

New Mexico:

Bernalillo
Sandoval

Area of Application. Survey area plus:

New Mexico:

Catron
Cibola
Colfax
Curry
De Baca
Guadalupe
Harding
Lincoln (Does not include White Sands
Missile Range portion)
Los Alamos
Mora
Quay
Rio Arriba
Roosevelt
San Miguel
Santa Fe
Socorro (Does not include White Sands
Missile Range portion)
Taos
Torrance
Union
Valencia

NEW YORK:**ALBANY-SCHENECTADY-TROY***Survey Area*

New York:

Albany
Montgomery
Rensselaer
Saratoga
Schenectady

Area of Application. Survey area plus:

New York:

Columbia
Delaware
Fulton
Greene
Schoharie
Ulster
Warren
Washington

BUFFALO*Survey Area*

New York:

Erie
Niagara

Area of Application. Survey area plus:

New York:

Cattaraugus**Chautauqua****Pennsylvania:**

Elk (Only includes the Allegheny National
Forest portion)
Forest (Only includes the Allegheny Na-
tional Forest portion)
McKean
Warren

NEW YORK*Survey Area***New Jersey:**

Bergen
Essex
Hudson
Middlesex
Morris
Passaic
Somerset
Union

New York:

Bronx
Kings
Nassau
New York
Orange
Queens
Suffolk
Westchester

*Area of Application. Survey area plus:***New Jersey:**

Burlington (Joint Base McGuire-Dix-
Lakehurst portion only)
Hunterdon
Monmouth

Ocean**Sussex****New York:**

Dutchess
Putnam
Richmond
Rockland

Pennsylvania**Pike****NORTHERN NEW YORK***Survey Area***New York:**

Clinton
Franklin
Jefferson
St. Lawrence

Vermont:

Chittenden
Franklin
Grand Isle

*Area of Application. Survey area plus:***New York:**

Essex
Lewis

Pt. 532, Subpt. B, App. C**5 CFR Ch. I (1-1-25 Edition)****ROCHESTER**
*Survey Area***New York:**

Livingston
Monroe
Ontario
Orleans
Steuben
Wayne

Area of Application. Survey area plus:

New York:

Allegany
Chemung
Genesee
Schuyler
Seneca
Wyoming
Yates

Pennsylvania:

Tioga

SYRACUSE-UTICA-ROME
*Survey Area***New York:**

Herkimer
Madison
Oneida
Onondaga
Oswego

Area of Application. Survey area plus:

New York:

Broome
Cayuga
Chenango
Cortland
Hamilton
Otsego
Tioga
Tompkins

NORTH CAROLINA
ASHEVILLE
*Survey Area***North Carolina:**

Buncombe
Haywood
Henderson
Madison
Transylvania

Area of Application. Survey area plus:

North Carolina:

Alexander
Avery
Burke
Caldwell
Catawba
Cherokee
Clay
Graham

Jackson
McDowell
Macon
Mitchell
Polk
Rutherford
Swain
Yancey

CENTRAL NORTH CAROLINA*Survey Area*

North Carolina:
Cumberland
Durham
Harnett
Hoke
Johnston
Orange
Wake
Wayne

Area of Application. Survey area plus:

North Carolina:

Alamance
Bladen
Caswell
Chatham
Davidson
Davie
Edgecombe
Franklin
Forsyth
Granville
Guilford
Halifax
Lee
Montgomery
Moore
Nash
Northampton
Person
Randolph
Richmond
Robeson
Rockingham
Sampson
Scotland
Stokes
Surry

South Carolina:

Dillon
Marion
Marlboro

CHARLOTTE*Survey Area*

North Carolina:
Cabarrus
Gaston
Mecklenburg
Rowan

Office of Personnel Management**Pt. 532, Subpt. B, App. C**

Union

Adams

Area of Application. Survey area plus:

Barnes

North Carolina:

Benson

Anson

Billings

Cleveland

Bottineau

Iredell

Bowman

Lincoln

Burke

Stanly

Cavalier

Wilkes

Dickey

South Carolina:

Divide

Chester

Dunn

Chesterfield

Eddy

Lancaster

Emmons

York

Foster

SOUTHEASTERN NORTH CAROLINA

Golden Valley

Survey Area

Grant

North Carolina:

Griggs

Brunswick

Hettinger

Carteret

Kidder

Columbus

La Moure

Craven

Logan

Jones

McHenry

Lenoir

McIntosh

New Hanover

McKenzie

Onslow

Mountrail

Pamlico

Nelson

Pender

Pembina

Area of Application. Survey area plus:

North Carolina:

Pierce

Beaufort

Ramsey

Bertie

Ransom

Dare

Renville

Duplin

Richland

Greene

Rolette

Hertford

Sargent

Hyde

Sheridan

Martin

Sioux

Pitt

Slope

Tyrrell

Stark

Washington

Steele

South Carolina:

Stutsman

Horry

Towner

NORTH DAKOTA

Walsh

Survey Area

Wells

North Dakota:

Williams

Burleigh

Minnesota:

Cass

Becker (Excluding the White Earth Indian

Grand Forks

Reservation portion)

McLean

Kittson

Mercer

Marshall

Morton

Norman

Oliver

Otter Tail

Traill

Pennington

Ward

Red Lake

Minnesota:

Roseau

Clay

Wilkin

Polk

OHIO*Area of Application. Survey area plus:*

North Dakota:

Indiana:

Dearborn

Kentucky:

Boone

Campbell

Kenton

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1-1-25 Edition)

Ohio:
Clermont
Hamilton
Warren

Coshocton
Crawford
Fayette
Guernsey
Hancock

Area of Application: Survey area plus:

Indiana:
Franklin
Ohio
Ripley
Switzerland
Union

Hardin
Hocking
Holmes
Knox
Marion
Morrow
Muskingum
Perry
Richland
Ross
Union
Wyandot

Kentucky:
Bracken
Carroll
Gallatin
Grant
Mason
Pendleton

DAYTON

Ohio:
Adams
Brown
Butler
Highland

Ohio:
Champaign
Clark
Greene
Miami
Montgomery
Preble

CLEVELAND

Area of Application. Survey area plus:

Ohio:
Cuyahoga
Geauga
Lake
Medina

Indiana:
Randolph
Wayne
Ohio:
Auglaize
Clinton
Darke
Logan
Shelby

Area of Application. Survey area plus:

Ohio:
Ashland
Ashtabula
Carroll
Columbiana
Erie
Huron
Lorain
Mahoning
Portage
Sandusky
Seneca
Stark
Summit
Trumbull
Wayne
Pennsylvania
Mercer

OKLAHOMA

OKLAHOMA CITY

Survey Area

Oklahoma:
Canadian
Cleveland
McClain
Oklahoma
Pottawatomie

Area of Application. Survey area plus:

Oklahoma:

Alfalfa
Atoka
Beckham
Blaine
Bryan
Caddo
Carter
Coal
Custer
Dewey
Ellis
Garfield
Garvin
Grady

COLUMBUS

Survey Area

Ohio:
Delaware
Fairfield
Franklin
Licking
Madison
Pickaway

Area of Application. Survey area plus:

Ohio:

Office of Personnel Management

Grant
Harper
Hughes
Johnston
Kingfisher
Lincoln
Logan
Love
Major
Marshall
Murray
Noble
Payne
Pontotoc
Roger Mills
Seminole
Washita
Woods
Woodward

TULSA

Survey Area

Oklahoma:
Creek
Mayes
Muskrat
Osage
Pittsburg
Rogers
Tulsa
Wagoner

Area of Application. Survey area plus:

Arkansas:
Benton
Carroll
Crawford
Franklin (Only includes the Fort Chaffee portion)
Madison
Sebastian
Washington

Missouri:
McDonald

Oklahoma:
Adair
Cherokee
Choctaw
Craig
Delaware
Haskell
Kay
Latimer
LeFlore
McCurtain
McIntosh
Nowata
Oklahoma
Okmulgee
Ottawa
Pawnee
Pushmataha
Sequoyah
Washington

Pt. 532, Subpt. B, App. C

OREGON

PORTLAND

Survey Area

Oregon:
Clackamas
Marion
Multnomah
Polk
Washington
Washington:
Clark

Area of Application. Survey area plus:

Oregon:
Clatsop
Columbia
Gilliam
Hood River
Sherman
Tillamook
Wasco
Yamhill
Washington:
Cowlitz
Klickitat
Pacific
Skamania
Wahkiakum

SOUTHWESTERN OREGON

Survey Area

Oregon:
Douglas
Jackson
Lane

Area of Application. Survey area plus:

Oregon:
Benton
Coos
Crook
Curry
Deschutes
Jefferson
Josephine
Klamath
Lake
Lincoln
Linn

PENNSYLVANIA

HARRISBURG

Survey Area

Pennsylvania:
Cumberland
Dauphin
Lebanon
York

Area of Application. Survey area plus:

Pennsylvania:

Pt. 532, Subpt. B, App. C**5 CFR Ch. I (1-1-25 Edition)**

Adams	Crawford
Berks	Elk (Does not include the Allegheny National Forest portion)
Juniata	Erie
Lancaster	Fayette
Lycoming (Allenwood Federal Prison Camp portion only)	Forest (Does not include the Allegheny National Forest portion)
Mifflin	Greene
Northumberland	Huntingdon
Perry	Indiana
Schuylkill	Jefferson
Snyder	Lawrence
Union	Potter
	Somerset
	Venango
	West Virginia:
	Brooke
	Hancock
	Marshall
	Ohio
	SCRANTON-WILKES-BARRE
	<i>Survey Area</i>
New Jersey:	
Burlington (Excluding the Joint Base McGuire-Dix-Lakehurst portion)	
Camden	Pennsylvania:
Gloucester	Lackawanna
Pennsylvania:	Luzerne
Bucks	Monroe
Chester	
Delaware	
Montgomery	
Philadelphia	
	<i>Area of Application. Survey area plus:</i>
New Jersey:	
Atlantic	New York
Cape May	Sullivan
Cumberland	
Mercer	Pennsylvania:
Warren	Bradford
Pennsylvania:	Columbia
Carbon	Lycoming (Excluding Allenwood Federal
Lehigh	Prison Camp)
Northampton	Montour
	Sullivan
	Susquehanna
	Wayne
	Wyoming
	PUERTO RICO
	<i>Survey Area</i>
Pennsylvania:	Puerto Rico (Municipios):
Allegheny	San Juan
Beaver	Bayamon
Butler	Canovanas
Washington	Carolina
Westmoreland	Catano
	Guaynabo
	Humacao
	Loiza
	Toa Baja
	Trujillo Alto
	<i>Area of Application. Puerto Rico</i>
Ohio:	RHODE ISLAND
Belmont	
Harrison	NARRAGANSETT BAY
Jefferson	
Tuscarawas	<i>Survey Area</i>
Pennsylvania:	Rhode Island:
Armstrong	Bristol
Bedford	
Blair	
Cambria	
Cameron	
Centre	
Clarion	
Clearfield	
Clinton	

Office of Personnel Management

Newport
The following cities and towns in:

Kent County
Anthony
Coventry
East Greenwich
Greene
Warwick
West Warwick
Providence County
Ashton
Burrillville
Central Falls
Cranston
Cumberland
Cumberland Hill
East Providence
Esmond
Forestdale
Greenville
Harrisville
Johnston
Lincoln
Manville
Mapleville
North Providence
North Smithfield
Oakland
Pascoag
Pawtucket
Providence
Saylesville
Slaterville
Smithfield
Valley Falls
Wallum Lake
Woonsocket
Washington County
Davisville
Galilee
Lafayette
Narragansett
North Kingstown
Point Judith
Quonset Point
Saunders-town
Slocum
Massachusetts:
The following cities and towns in:

Bristol County
Attleboro
Fall River
North Attleboro
Rehoboth
Seekonk
Somerset
Swansea
Westport
Norfolk County
Caryville
Plainville
South Bellingham
Worcester County
Blackstone
Millville

Pt. 532, Subpt. B, App. C

Area of Application. Survey area plus:

Rhode Island:
The following cities and towns in:

Kent County
West Greenwich
Providence County
Foster
Glocester
Scituate
Washington County
Charlestown
Exeter
Hopkinton
New Shoreham
Richmond
South Kingstown
Westerly
Massachusetts:

The following cities and towns in:

Bristol County
Acushnet
Berkley
Dartmouth
Dighton
Fairhaven
Freetown
Mansfield
New Bedford
Norton
Raynham
Taunton

SOUTH CAROLINA**CHARLESTON*****Survey Area***

South Carolina:
Berkeley
Charleston
Dorchester

Area of Application. Survey area plus:

South Carolina:
Beaufort (The portion north of Broad River)
Colleton
Georgetown
Williamsburg

COLUMBIA***Survey Area***

South Carolina:
Darlington
Florence
Kershaw
Lee
Lexington
Richland
Sumter

Area of Application. Survey area plus:

South Carolina:
Abbeville
Anderson

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1-1-25 Edition)

Calhoun	Potter
Cherokee	Roberts
Clarendon	Sanborn
Fairfield	Spink
Greenville	Stanley
Greenwood	Sully
Laurens	Todd
Newberry	Tripp
Oconee	Turner
Orangeburg	Walworth
Pickens	Yankton
Saluda	Ziebach
Spartanburg	
Union	
	Iowa:
	Dickinson
	Emmet
	Lyon
	Osceola
	Minnesota:
	Jackson
	Lincoln
	Lyon
	Murray
	Nobles
	Pipestone
	Rock
	TENNESSEE
	EASTERN TENNESSEE
	<i>Survey Area</i>
South Dakota:	
Minnehaha	
	<i>Area of Application. Survey area plus:</i>
South Dakota:	
Aurora	
Beadle	
Bennett	
Bon Homme	
Brookings	
Brown	
Brule	
Buffalo	
Campbell	
Charles Mix	
Clark	
Clay	
Codington	
Corson	
Davison	
Day	
Deuel	
Dewey	
Douglas	
Edmunds	
Faulk	
Grant	
Gregory	
Haakon	
Hamlin	
Hand	
Hanson	
Hughes	
Hutchinson	
Hyde	
Jerauld	
Jones	
Kingsbury	
Lake	
Lincoln	
Lyman	
McCook	
McPherson	
Marshall	
Melllette	
Miner	
Moody	
	<i>Area of Application. Survey area plus:</i>
	Tennessee:
	Cocke
	Greene
	Hancock
	Johnson
	Virginia:
	Buchanan
	Graysong
	Lee
	Russell
	Smyth
	Tazewell
	North Carolina:
	Alleghany
	Ashe
	Watauga
	Kentucky:
	Harlan
	Letcher

Office of Personnel Management**Pt. 532, Subpt. B, App. C****MEMPHIS***Survey Area***Arkansas:**

Crittenden

Mississippi

Mississippi:

De Soto

Tennessee:

Shelby

Tipton

*Area of Application. Survey area plus:***Arkansas:**

Craighead

Cross

Lee

Poinsett

St. Francis

Mississippi:

Benton

Lafayette (Holly Springs National Forest portion only)

Marshall

Panola

Pontotoc (Holly Springs National Forest portion only)

Tate

Tippah

Tunica

Union (Holly Springs National Forest portion only)

Missouri:

Dunklin

Pemiscot

Tennessee:

Carroll

Chester

Crockett

Dyer

Fayette

Gibson

Hardeman

Hardin

Haywood

Lake

Lauderdale

Madison

McNairy

Obion

NASHVILLE*Survey Area***Tennessee:**

Cheatham

Davidson

Dickson

Montgomery

Robertson

Rutherford

Sumner

Williamson

Wilson

Kentucky:

Christian

*Area of Application. Survey area plus:***Tennessee:**

Anderson

Bedford

Benton

Bledsoe

Blount

Bradley

Campbell

Cannon

Claiborne

Clay

Coffee

Cumberland

Decatur

DeKalb

Fentress

Grainger

Grundy

Hamblen

Hamilton

Henderson

Henry

Hickman

Houston

Humphreys

Jackson

Jefferson

Knox

Lewis

Loudon

McMinn

Macon

Marion

Marshall

Maury

Meigs

Monroe

Morgan

Overton

Perry

Pickett

Polk

Putnam

Rhea

Roane

Scott

Sequatchie

Sevier

Smith

Stewart

Trousdale

Union

Van Buren

Warren

Weakley

White

Kentucky:

Adair

Allen

Ballard

Barren

Butler

Caldwell

Calloway

Carlisle

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1-1-25 Edition)

Clinton	Hidalgo (Effective as of the first day of the first applicable pay period beginning on or after April 17, 1996.)
Cumberland	
Edmonson	
Fulton	
Graves	
Hickman	Kenedy (Effective as of the first day of the first applicable pay period beginning on or after April 17, 1996.)
Hopkins	
Logan	
Lyon	
McCracken	
Marshall	
Metcalfe	Kleberg
Monroe	Live Oak
Muhlenberg	Refugio
Russell	Starr (Effective as of the first day of the first applicable pay period beginning on or after April 17, 1996.)
Simpson	
Todd	Victoria
Trigg	Willacy (Effective as of the first day of the first applicable pay period beginning on or after April 17, 1996.)
Warren	
Georgia:	
Catoosa	DALLAS-FORT WORTH
Dade	
Walker	<i>Survey Area</i>
	TEXAS
	AUSTIN
	<i>Survey Area</i>
Texas:	
Hays	Texas:
Milam	Collin
Travis	Dallas
Williamson	Denton
	Ellis
	Grayson
	Hood
	Johnson
	Kaufman
	Parker
	Rockwall
	Tarrant
	Wise
	<i>Area of Application. Survey area plus:</i>
Texas:	
Bastrop	Texas:
Blanco	Cooke
Burnet	Delta
Caldwell	Erath
Fayette	Fannin
Lee	Henderson
Llano	Hopkins
Mason	Hunt
San Saba	Jack
	Lamar
	Montague
	Navarro
	Palo Pinto
	Rains
	Smith
	Somervell
	Van Zandt
	Wood
	<i>Area of Application. Survey area plus:</i>
	EL PASO
	<i>Survey Area</i>
	New Mexico:
	Dona Ana
	Otero
	Texas:
	El Paso
	<i>Area of Application. Survey area plus:</i>
	New Mexico:

Office of Personnel Management**Pt. 532, Subpt. B, App. C**

Chaves
Eddy
Grant
Hidalgo
Lincoln (Only White Sands Missile Range portion)
Luna
Sierra
Socorro (Only White Sands Missile Range portion)
Texas:
Culberson
Hudspeth

HOUSTON-GALVESTON-TEXAS CITY*Survey Area*

Texas:
Brazoria
Fort Bend
Galveston
Harris
Liberty
Montgomery
Waller

Area of Application. Survey area plus:

Texas:
Angelina
Austin
Chambers
Colorado
Grimes
Hardin
Houston
Jackson
Jasper
Jefferson
Lavaca
Madison
Matagorda
Nacogdoches
Newton
Orange
Polk
Sabine
San Augustine
San Jacinto
Shelby
Trinity
Tyler
Walker
Washington
Wharton

SAN ANTONIO*Survey Area*

Texas:
Bexar
Comal
Guadalupe

Area of Application. Survey area plus:

Texas:
Atascosa

Bandera
De Witt
Dimmit
Duval
Edwards
Frio
Gillespie
Gonzales
Jim Hogg
Karnes
Kendall
Kerr
Kinney
La Salle
McMullen
Maverick
Medina
Real
Uvalde
Val Verde
Webb
Wilson
Zapata
Zavala

TEXARKANA*Survey Area*

Texas:
Bowie
Arkansas:
Little River
Miller

Area of Application. Survey area plus:

Texas:
Camp
Cass
Franklin
Marion
Morris
Red River
Titus
Arkansas:
Columbia
Hempstead
Howard
Lafayette
Nevada
Sevier

WACO*Survey Area*

Texas:
Bell
Coryell
McLennan

Area of Application. Survey area plus:

Texas:
Anderson
Bosque
Brazos
Burleson
Falls

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1-1-25 Edition)

Freestone	Kent	
Hamilton	Kimble	
Hill	King	
Lampasas	Lamb	
Leon	Lipscomb	
Limestone	Loving	
Mills	Lynn	
Robertson	McCulloch	
WESTERN TEXAS		
<i>Survey Area</i>		
Texas:	Martin	
Callahan	Menard	
Ector	Mitchell	
Howard	Moore	
Jones	Motley	
Lubbock	Ochiltree	
Midland	Oldham	
Nolan	Parmer	
Taylor	Pecos	
Tom Green	Potter	
<i>Area of Application. Survey area plus:</i>		
Texas:	Presidio	
Andrews	Randall	
Armstrong	Reagan	
Bailey	Reeves	
Borden	Roberts	
Brewster	Runnels	
Briscoe	Schleicher	
Brown	Scurry	
Carson	Shackelford	
Castro	Sherman	
Childress	Stephens	
Cochran	Sterling	
Coke	Stonewall	
Coleman	Sutton	
Collingsworth	Swisher	
Comanche	Terrell	
Concho	Terry	
Cottle	Throckmorton	
Crane	Upton	
Crockett	Ward	
Crosby	Wheeler	
Dallam	Winkler	
Dawson	Yoakum	
Deaf Smith	Oklahoma:	
Dickens	Beaver	
Donley	Cimarron	
Eastland	Texas	
Fisher	New Mexico:	
Floyd	Lea	
Gaines	WICHITA FALLS, TEXAS—SOUTHWESTERN OKLAHOMA	
Garza	<i>Survey Area</i>	
Glasscock	Texas:	
Gray	Archer	
Hale	Clay	
Hall	Wichita	
Hansford	Oklahoma:	
Hartley	Comanche	
Haskell	Cotton	
Hemphill	Stephens	
Hockley	Tillman	
Hutchinson	<i>Area of Application. Survey area plus:</i>	
Irion	Texas:	
Jeff Davis	Baylor	
	Foard	
	Hardeman	

Office of Personnel Management**Pt. 532, Subpt. B, App. C**

Knox	Virginia Beach
Wilbarger	Williamsburg
Young	Virginia (counties):
Oklahoma:	Gloucester
Greer	James City
Harmon	York
Jackson	North Carolina:
Jefferson	Currituck
Kiowa	<i>Area of Application. Survey area plus:</i>
	Virginia (city):
UTAH	Franklin
UTAH	Virginia (counties):
<i>Survey Area</i>	Accomack
Utah:	Isle of Wight
Box Elder	Mathews
Davis	Northampton
Salt Lake	Southampton
Tooele	Surry
Utah	North Carolina:
Weber	Camden
	Chowan
	Gates
	Pasquotank
	Perquimans
	Maryland:
	Assateague Island part of Worcester
	RICHMOND
	<i>Survey Area</i>
Utah:	Virginia (cities):
Beaver	Colonial Heights
Cache	Hopewell
Carbon	Petersburg
Daggett	Richmond
Duchesne	Virginia (counties):
Emery	Charles City
Garfield (Does not include the Bryce Canyon, Capitol Reef, and Canyonlands National Parks portions)	Chesterfield
Grand (Does not include the Arches and Canyonlands National Parks portions)	Dinwidie
Iron (Does not include the Cedar Breaks National Monument and Zion National Park portions)	Goochland
Juab	Hanover
Millard	Henrico
Morgan	New Kent
Piute	Powhatan
Rich	Prince George
Sevier	
Sanpete	
Summit	
Uintah	<i>Area of Application. Survey area plus:</i>
Wasatch	Virginia (cities):
Wayne (Does not include the Capitol Reef and Canyonlands National Parks portions)	Charlottesville
	Emporia
	Virginia (counties):
	Albemarle (Does not include the Shenandoah National Park portion)
	Amelia
	Brunswick
	Buckingham
	Caroline
	Charlotte
	Cumberland
	Essex
	Fluvanna
	Greene (Does not include the Shenandoah National Park portion)
	Greenville
	King and Queen
	VIRGINIA
	NORFOLK-PORTSMOUTH-NEWPORT NEWS-HAMPTON
	<i>Survey Area</i>
Virginia (cities):	
Chesapeake	
Hampton	
Newport News	
Norfolk	
Poquoson	
Portsmouth	
Suffolk	

Pt. 532, Subpt. B, App. C

5 CFR Ch. I (1-1-25 Edition)

King William
Lancaster
Louisa
Lunenburg
Mecklenburg
Middlesex
Nelson
Northumberland
Nottoway
Orange
Prince Edward
Richmond
Sussex
Westmoreland

ROANOKE

Survey Area

Virginia (cities):

Radford
Roanoke
Salem

Virginia (counties):

Botetourt
Craig
Montgomery
Roanoke

Area of Application. Survey area plus:

Virginia (cities):

Bedford
Buena Vista
Clifton Forge
Covington
Danville
Galax
Lexington
Lynchburg
Martinsville
South Boston
Staunton
Waynesboro

Virginia (counties):

Alleghany
Amherst
Appomattox
Augusta (Does not include the Shenandoah
National Park portion)

Bath

Bedford

Bland

Campbell

Carroll

Floyd

Franklin

Giles

Halifax

Henry

Highland

Patrick

Pittsylvania

Pulaski

Rockbridge

Wythe

WASHINGTON

SEATTLE-EVERETT-TACOMA

Survey Area

Washington:

King
Kitsap
Pierce
Snohomish

Area of Application. Survey area plus:

Washington:

Chelan (North Cascades Park section only)
Clallam

Grays Harbor

Island

Jefferson

Lewis

Mason

San Juan

Skagit

Thurston

Whatcom

SOUTHEASTERN WASHINGTON-EASTERN OREGON

Survey Area

Oregon:

Umatilla

Washington:

Benton
Franklin
Walla Walla
Yakima

Area of Application. Survey area plus:

Oregon:

Baker

Grant

Harney

Malheur

Morrow

Union

Wallowa

Wheeler

Washington:

Columbia

Kittitas (Only includes the Yakima Firing
Range portion)

SPOKANE

Survey Area

Washington:

Spokane

Area of Application. Survey area plus:

Idaho:

Benewah

Bonner

Boundary

Clearwater

Idaho

Kootenai

Latah

Office of Personnel Management**Pt. 532, Subpt. B, App. C**

Lewis	Summers
Nez Perce	Taylor
Shoshone	Tucker
Washington:	Tyler
Adams	Upshur
Asotin	Webster
Chelan (Does not include the North Cascades National Park portion)	Wetzel
Douglas	Wirt
Ferry	Wood
Garfield	Wyoming
Grant	Ohio:
Kittitas (Does not include the Yakima Firing Range portion)	Athens
Lincoln	Gallia
Okanogan	Jackson
Pend Oreille	Meigs
Stevens	Monroe
Whitman	Morgan
	Noble
	Pike
	Scioto
	Vinton
	Washington
	Kentucky:
West Virginia:	Carter
Cabell	Elliott
Harrison	Floyd
Kanawha	Johnson
Marion	Lawrence
Monongalia	Lewis
Putnam	Magoffin
Wayne	Martin
	Pike
	Virginia (city):
Lawrence	Norton (Effective as of April 17, 1996)
Kentucky:	Virginia (counties):
Boyd	Dickenson
Greenup	Wise
<i>Area of Application. Survey area plus:</i>	
West Virginia:	WISCONSIN
Barbour	MADISON
Boone	Survey Area
Braxton	
Calhoun	Wisconsin:
Clay	Dane
Doddridge	
Fayette	<i>Area of Application. Survey area plus:</i>
Gilmer	Wisconsin:
Grant	Adams
Greenbrier	Columbia
Jackson	Dodge
Lewis	Grant
Lincoln	Green
Logan	Green Lake
McDowell	Iowa
Mason	Jefferson
Mercer	Lafayette
Mingo	Marquette
Monroe	Rock
Nicholas	Sauk
Pendleton	Waushara
Pleasants	
Pocahontas	MILWAUKEE
Preston	Survey Area
Raleigh	
Randolph	Wisconsin:
Ritchie	Milwaukee
Roane	

Pt. 532, Subpt. B, App. D

Ozaukee
Washington
Waukesha

Area of Application. Survey area plus:

Wisconsin:
Brown
Calumet
Door
Fond du Lac
Kewaunee
Manitowoc
Oconto
Outagamie
Racine
Sheboygan
Walworth
Winnebago

SOUTHWESTERN WISCONSIN

Survey Area

Wisconsin:
Chippewa
Eau Claire
La Crosse
Monroe
Trempealeau

Area of Application. Survey area plus:

Minnesota:
Houston
Winona

Wisconsin:
Barron
Buffalo
Clark
Crawford
Dunn
Florence
Forest
Jackson
Juneau
Langlade
Lincoln
Marathon
Marinette
Menominee
Oneida
Pepin
Portage
Price
Richland
Rusk
Shawano
Taylor
Vernon
Vilas
Waupaca
Wood

WYOMING

Survey Area

Wyoming:
Albany

5 CFR Ch. I (1-1-25 Edition)

Laramie
Natrona
South Dakota:
Pennington

Area of application. Survey area plus:

Wyoming:
Campbell
Carbon
Converse
Crook
Fremont
Goshen
Hot Springs
Johnson
Lincoln
Niobrara
Platte
Sheridan
Sublette
Sweetwater
Uinta
Washakie
Weston

Nebraska:
Banner
Box Butte
Cheyenne
Dawes
Deuel
Garden
Kimball
Morrill
Scotts Bluff

South Dakota:
Butte
Custer
Fall River
Harding
Jackson
Lawrence
Meade
Perkins
Shannon

[46 FR 21344, Apr. 10, 1981]

EDITORIAL NOTE: For FEDERAL REGISTER citations affecting appendix C, see the List of CFR Sections Affected, which appears in the Finding Aids section of the printed volume and at www.govinfo.gov.

**APPENDIX D TO SUBPART B OF PART
532—NONAPPROPRIATED FUND WAGE
AND SURVEY AREAS**

This appendix lists the wage area definitions for NAF employees. With a few exceptions, each area is defined in terms of county units or independent cities. Each wage area definition consists of:

(1) *Wage area title.* Wage areas usually carry the title of the county or counties surveyed.

Office of Personnel Management

(2) *Survey area definition.* Lists each county or independent city in the survey area.

(3) *Area of application definition.* Lists each county or independent city which, in addition to the survey area, is in the area of application.

DEFINITIONS OF WAGE AREAS AND WAGE AREA SURVEY AREAS**ALABAMA**
MADISON
Survey Area

Alabama:
Madison

Area of Application. Survey area plus:

Alabama:
Jefferson

Tennessee:
Coffee
Davidson
Hamilton
Rutherford
MONTGOMERY
Survey Area

Alabama:
Montgomery

Area of Application. Survey area plus:

Alabama:
Dale
Dallas
Macon

ALASKA
ANCHORAGE
Survey Area

Alaska: (borough)
Anchorage

Area of Application. Survey area plus:

Alaska: (boroughs and census areas)
Fairbanks North Star

Juneau
Kenai Peninsula
Ketchikan Gateway
Kodiak Island
Sitka
Southeast Fairbanks
Valdez-Cordova
Yukon-Koyukuk

ARIZONA
MARICOPA
Survey Area

Arizona:
Maricopa

Area of Application. Survey area plus:

Arizona:
Coconino
Yavapai

Pt. 532, Subpt. B, App. D**PIMA****Survey Area**

Arizona:

Pima

Area of Application. Survey area plus:

Arizona:
Cochise

YUMA**Survey Area**

Arizona:

Yuma

Area of Application. Survey area plus:

California:
Imperial

ARKANSAS
PULASKI**Survey Area**

Arkansas:

Pulaski

Area of Application. Survey area plus:

Arkansas:
Jefferson
Sebastian
Washington

CALIFORNIA
KERN**Survey Area**

California:

Kern

Area of Application. Survey area plus:

California:
Fresno
Kings

LOS ANGELES
Survey Area

California:

Los Angeles

Area of Application. Survey area.

MONTEREY**Survey Area**

California:

Monterey

Area of Application. Survey area plus:

California:
San Mateo
Santa Clara

ORANGE
Survey Area

California:

Orange

Area of Application. Survey area.

RIVERSIDE**Survey Area**

California:

Riverside

Pt. 532, Subpt. B, App. D

Area of Application. Survey area.
SACRAMENTO
Survey Area

California:
Sacramento

Area of Application. Survey area plus:

California:
Yuba

Oregon:
Jackson
Klamath

SAN BERNARDINO
Survey Area

California:
San Bernardino

Area of Application. Survey area.
SAN DIEGO
Survey Area

California:
San Diego

Area of Application. Survey area.
SAN JOAQUIN
Survey Area

California:
San Joaquin

Area of Application. Survey area.
SANTA BARBARA
Survey Area

California:
Santa Barbara

Area of Application. Survey area plus:

California:
San Luis Obispo
SOLANO
Survey Area

California:
Solano

Area of Application. Survey area plus:

California:
Alameda
Contra Costa
Marin
Napa
San Francisco
Sonoma

VENTURA
Survey Area

California:
Ventura

Area of Application. Survey area.
COLORADO
ARAPAHOE
Survey Area

Colorado:
Arapahoe

Area of Application. Survey area plus:

Colorado:
Mesa

5 CFR Ch. I (1-1-25 Edition)

EL PASO
Survey Area

Colorado:
El Paso

Area of Application. Survey area plus:

Colorado:
Bent
Otero
Pueblo

CONNECTICUT
NEW LONDON
Survey Area

Connecticut:
New London

Area of Application. Survey area plus:

Connecticut:
New Haven

DELAWARE
KENT
Survey Area

Delaware:
Kent

Area of Application. Survey area plus:

Delaware:
Sussex

Maryland:
Kent

DISTRICT OF COLUMBIA
WASHINGTON, DC
Survey Area

District of Columbia:
Washington, DC

Area of Application. Survey Area Plus:

West Virginia:
Berkeley

FLORIDA
BAY
Survey Area

Florida:
Bay

Area of Application. Survey area.
BREVARD
Survey Area

Florida:
Brevard

Area of Application. Survey area.
DUVAL
Survey Area

Florida:
Duval

Area of Application. Survey area plus:

Florida:
Alachua
Clay
Columbia

Office of Personnel Management

Georgia:
Camden
 ESCAMBIA
 Survey Area

Florida:
Escambia
 Area of Application. Survey area plus:

Florida:
Santa Rosa
 HILLSBOROUGH
 Survey Area

Florida:
Hillsborough
 Area of Application. Survey area plus:

Florida:
Lee
Pinellas
Polk
 MIAMI-DADE
 Survey Area

Florida:
Miami-Dade
 Area of Application. Survey area plus:

Florida:
Broward
Palm Beach
 MONROE
 Survey Area

Florida:
Monroe
 Area of Application. Survey area.

Florida:
Okaloosa
 Area of Application. Survey area plus:

Florida:
Walton
 ORANGE
 Survey Area

Florida:
Orange
 Area of Application. Survey area.

Georgia:
 GEORGIA
 CHATHAM
 Survey Area

Georgia:
Chatham
 Area of Application. Survey area plus:

Georgia:
Glynn
Liberty

South Carolina:

Pt. 532, Subpt. B, App. D

Beaufort
 COBB
 Survey Area

Georgia:
Cobb
 Area of Application. Survey area plus:

Alabama:
Calhoun

Georgia:
Bartow
De Kalb
Fulton
 COLUMBUS
 Survey Area

Georgia:
Columbus
 Area of Application. Survey area plus:

Georgia:
Chattahoochee
 Dougherty
 Survey Area

Georgia:
Dougherty
 Area of Application. Survey area.

 HOUSTON
 Survey Area

Georgia:
Houston
 AREA OF APPLICATION. SURVEY AREA
 PLUS:

Georgia:
Laurens
 LOWNDES
 Survey Area

Georgia:
Lowndes
 Area of Application. Survey area plus:

Florida:
Leon
 RICHMOND
 Survey Area

Georgia:
Richmond
 Area of Application. Survey area plus:

South Carolina:
Aiken
 GUAM
 Survey Area

Guam

Pt. 532, Subpt. B, App. D

Area of Application. Survey area.

HAWAII
HONOLULU
Survey Area

Hawaii:
Honolulu

Area of Application. Survey area plus:

Hawaii (counties):
Hawaii
Kauai
Maui

Pacific Islands:
Midway Islands
Johnston Atoll
American Samoa

IDAHO
ADA-ELMORE
Survey Area

Idaho:
Ada
Elmore

Area of Application. Survey area.

ILLINOIS
LAKE
Survey Area

Illinois:
Lake

Area of Application. Survey area.

Illinois:
Cook
Rock Island
Vermilion

Indiana:
St. Joseph

Iowa:
Johnson

Michigan:
Dickinson
Marquette

Wisconsin:
Brown
Dane
Milwaukee

ST. CLAIR
Survey Area

Illinois:
St. Clair

Area of Application. Survey area plus:

Illinois:
Madison
Williamson

Indiana:
Vanderburgh

Missouri: (city)
St. Louis

Missouri: (counties)
Jefferson

5 CFR Ch. I (1-1-25 Edition)

Pulaski
KANSAS
LEAVEN-WORTH-JACKSON-JOHNSON
Survey Area

Kansas:
Leavenworth

Missouri:
Jackson
Johnson

Area of Application. Survey area.

Kansas:
Shawnee

Missouri:
Boone
Camden
Cass
Greene

SEDWICK
Survey Area

Kansas:
Sedgwick

Area of Application. Survey area.

Kansas:
Geary
Saline

KENTUCKY
CHRISTIAN-MONTGOMERY
Survey Area

Kentucky:
Christian

Tennessee:
Montgomery

Area of Application. Survey area.

HARDIN-JEFFERSON

Kentucky:
Hardin
Jefferson

Area of Application. Survey area plus:

Indiana:
Jefferson
Johnson
Martin

Kentucky:
Fayette
Madison
Warren

LOUISIANA
BOSSIER-CADDY
Survey Area

Louisiana: (parishes)
Bossier
Caddo

Area of Application. Survey area plus:

Texas:
Bowie

Office of Personnel Management

ORLEANS
Survey Area
Louisiana: (parish)
Orleans
Area of Application. Survey area plus:
Louisiana: (parish)
Plaquemines
RAPIDES
Survey Area
Louisiana: (parish)
Rapides
Area of Application. Survey area plus:
Louisiana: (parish)
Vernon
MAINE
YORK
Survey Area
Maine:
York
Area of Application. Survey area plus:
Maine:
Cumberland
Kennebec
Penobscot
New Hampshire:
Rockingham
Vermont:
Windsor
MARYLAND
ANNE ARUNDEL
Survey Area
Maryland:
Anne Arundel
Area of Application. Survey area plus:
Maryland: (city)
Baltimore
Maryland: (counties)
Baltimore
Frederick
CHARLES-ST. MARY'S
Survey Area
Maryland:
Charles
St. Mary's
Area of Application. Survey area plus:
Maryland:
Calvert
Virginia:
King George
Harford
Survey Area
Maryland:
Harford

Pt. 532, Subpt. B, App. D

Area of Application. Survey area plus:
West Virginia:
Berkeley
HARFORD
Survey Area
Maryland:
Harford
Area of Application. Survey area plus:
Maryland:
Cecil
MONTGOMERY-PRINCE GEORGE'S
Survey Area
Maryland:
Montgomery
Prince George's
Area of Application. Survey area.
MASSACHUSETTS
HAMPDEN
Survey Area
Massachusetts:
Hampden
Area of Application. Survey area plus:
Connecticut:
Hartford
Massachusetts:
Hampshire
MIDDLESEX
Survey Area
Massachusetts:
Middlesex
Area of Application. Survey area plus:
Massachusetts:
Norfolk
Plymouth
Suffolk
New Hampshire:
Hillsborough
MICHIGAN
MACOMB
Survey Area
Michigan:
Macomb
Area of Application. Survey area plus:
Michigan:
Alpena
Calhoun
Crawford
Grand Traverse
Huron
Iosco
Kent
Leelanau
Ottawa
Saginaw
Washtenaw

Pt. 532, Subpt. B, App. D

5 CFR Ch. I (1-1-25 Edition)

Wayne
Ohio:
Cuyahoga
Lucas
Ottawa
MINNESOTA
HENNEPIN
Survey Area

Minnesota:
Hennepin

Area of Application. Survey area plus:

Minnesota:
Morrison
Murray
Ramsey
Stearns
St. Louis

Wisconsin:
Juneau
Monroe
Polk

MISSISSIPPI
HARRISON
Survey Area

Mississippi:
Harrison

Area of Application. Survey area plus:

Alabama:
Mobile

Mississippi:
Forest
Hancock
Jackson

LAUDERDALE
Survey Area

Mississippi:
Lauderdale

Area of Application. Survey area plus:

Mississippi:
Hinds
Rankin
Warren

LOWNDES
Survey Area

Mississippi:
Lowndes

Area of Application. Survey area plus:

Alabama:
Tuscaloosa

MONTANA
CASCADE
Survey Area

Montana:
Cascade

Area of Application. Survey area plus:

Montana:
Fergus
Flathead
Hill
Lewis and Clark
Valley
Yellowstone

NEBRASKA
DOUGLAS-SARPY
Survey Area

Nebraska:
Douglas
Sarpy

Area of Application. Survey area plus:

Iowa:
Marion
Polk
Woodbury

Nebraska:
Hall
Lancaster
Saunders

South Dakota:
Minnehaha

NEVADA
CHURCHILL-WASHOE
Survey Area

Nevada:
Churchill
Washoe

Area of Application. Survey area plus:

California:
Lassen
Mono

Nevada:
Mineral

CLARK
Survey Area

Nevada:
Clark

Area of Application. Survey area plus:

California:
Lassen
Mono

Nevada:
Mineral

CLARK
Survey Area

Nevada:
Clark

Area of Application. Survey area plus:

NEW JERSEY
BURLINGTON
Survey Area

New Jersey:
Burlington

Area of Application. Survey area plus:

Delaware:
New Castle

New Jersey:
Atlantic
Cape May
Monmouth
Ocean

Office of Personnel Management

Salem
Pennsylvania:
Chester
Montgomery
Philadelphia
MORRIS
Survey Area
New Jersey:
Morris
Area of Application. Survey area plus:
New Jersey:
Somerset
Pennsylvania:
Luzerne
Monroe
NEW MEXICO
BERNALILLO
Survey Area
New Mexico:
Bernalillo
Area of Application. Survey area plus:
New Mexico:
McKinley
CURRY
Survey Area
New Mexico:
Curry
Area of Application. Survey area plus:
Texas:
Lubbock
Potter
DONA ANA
Survey Area
New Mexico:
Dona Ana
Area of Application. Survey area plus:
New Mexico:
Chaves
Otero
NEW YORK
JEFFERSON
Survey Area
New York:
Jefferson
Area of Application. Survey area plus:
New York:
Albany
Oneida
Onondaga
Ontario
Schenectady
Steuben
KINGS-QUEENS
Survey Area
New York:

Pt. 532, Subpt. B, App. D

Kings
Queens
Area of Application. Survey area plus:
New Jersey:
Essex
Hudson
New York:
Bronx
Nassau
New York
Richmond
Suffolk
NIAGARA
Survey Area
New York:
Niagara
Area of Application. Survey area plus:
New York:
Erie
Genesee
Ohio:
Trumbull
Pennsylvania:
Erie
ORANGE
Survey Area
New York:
Orange
Area of Application. Survey area plus:
New York:
Dutchess
Westchester
NORTH CAROLINA
CRAVEN
Survey Area
North Carolina:
Craven
Area of Application. Survey area plus:
North Carolina:
Carteret
Dare
CUMBERLAND
Survey Area
North Carolina:
Cumberland
Area of Application. Survey area plus:
North Carolina:
Durham
Forsyth
Rowan
ONSLOW
Survey area
North Carolina:
Onslow

Pt. 532, Subpt. B, App. D

Area of Application. Survey area plus:
North Carolina:
 New Hanover
 WAYNE
 Survey area
North Carolina:
 Wayne
 Area of Application. Survey area plus:
North Carolina:
 Halifax
 Pitt
 NORTH DAKOTA
 GRAND FORKS
 Survey Area
North Dakota:
 Grand Forks
 Area of Application. Survey area plus:
North Dakota:
 Cass
 Cavalier
 Pembina
 Steele
 WARD
 Survey Area
North Dakota:
 Ward
 Area of Application. Survey area plus:
North Dakota:
 Divide
 OHIO
 GREENE-MONTGOMERY
 Survey Area
Ohio:
 Greene
 Montgomery
 Area of Application. Survey area plus:
Indiana:
 Allen
 Grant
 Marion
 Miami
Ohio:
 Clinton
 Franklin
 Hamilton
 Licking
 Ross
West Virginia:
 Raleigh
 Wayne

5 CFR Ch. I (1-1-25 Edition)

OKLAHOMA
COMANCHE
Survey Area
Oklahoma:
 Comanche
 Area of Application. Survey area plus:
Oklahoma:
 Cotton
 Jackson
 OKLAHOMA
 Survey Area
Oklahoma:
 Oklahoma
 Area of Application. Survey area plus:
Oklahoma:
 Garfield
 Muskegee
 Pittsburg
 Tulsa
 PENNSYLVANIA
 CUMBERLAND
 Survey Area
Pennsylvania:
 Cumberland
 Area of Application. Survey area plus:
Pennsylvania:
 Allegheny
 Blair
 Butler
 Franklin
 YORK
 Survey Area
Pennsylvania:
 York
 Area of Application. Survey area plus:
Pennsylvania:
 Lebanon
 PUERTO RICO
 GUAYNABO-SAN JUAN
 Survey Area
Puerto Rico:
 Guaynabo
 San Juan
 Area of Application. Survey area.
Puerto Rico:
 Aguadilla
 Bayamon
 Mayaguez
 Ponce
 Salinas
 RHODE ISLAND
 NEWPORT
 Survey Area
Rhode Island:
 Newport

Office of Personnel Management

Area of Application. Survey area plus:

Massachusetts:

Barnstable
Nantucket

Rhode Island:

Providence
Washington

SOUTH CAROLINA
CHARLESTON

Survey Area

South Carolina:

Charleston

Area of Application. Survey area plus:

South Carolina:

Berkeley
Horry

RICHLAND

Survey Area

South Carolina:

Richland

Area of Application. Survey area plus:

North Carolina:

Buncombe
Mecklenburg

South Carolina:

Sumpter

Tennessee:

Washington

SOUTH DAKOTA

PENNINGTON

Survey Area

South Dakota:

Pennington

Area of Application. Survey area plus:

Montana:

Custer

South Dakota:

Fall River
Meade

Wyoming:

Sheridan

TENNESSEE

SHELBY

Survey Area

Tennessee:

Shelby

Area of Application. Survey area plus:

Missouri:

Butler

TEXAS

BELL

Survey Area

Texas:

Bell

Pt. 532, Subpt. B, App. D

Area of Application. Survey area plus:

Texas:

Burnet
Coryell
Falls

BEXAR

Survey Area

Texas:

Bexar

Area of Application. Survey area plus:

Texas:

Comal
Kerr
Travis
Val Verde

DALLAS

Survey Area

Texas:

Dallas

Area of Application. Survey area plus:

Texas:

Angelina
Fannin
Galveston
Harris

EL PASO

Survey Area

Texas:

El Paso

Area of Application. Survey area.

MCLENNAN

Survey Area

Texas:

McLennan

Area of Application. Survey area.

NUECES

Survey Area

Texas:

Nueces

Area of Application. Survey area plus:

Texas:

Bee
Calhoun
Cameron
Kleberg
San Patricio
Webb

TARRANT

Survey Area

Texas:

Tarrant

Area of Application. Survey area plus:

Texas:

Cooke

Pt. 532, Subpt. B, App. D

Palo Pinto
TAYLOR
Survey Area
Texas:
Taylor
Area of Application. Survey area.
TOM GREEN
Survey Area
Texas:
Tom Green
Area of Application. Survey area plus:
Texas:
Howard
WICHITA
Survey Area
Texas:
Wichita
Area of Application. Survey area.
UTAH
DAVIS-SALT LAKE-WEBER
Survey Area
Utah:
Davis
Salt Lake
Weber
Area of Application. Survey area plus:
Utah:
Box Elder
Tooele
Uintah
VIRGINIA
ALEXANDRIA-ARLINGTON-FAIRFAX
Survey Area
Virginia (city):
Alexandria
Virginia (counties):
Arlington
Fairfax
Area of Application. Survey area.
CHESTERFIELD-RICHMOND
Survey Area
Virginia: (city)
Richmond
Virginia: (county)
Chesterfield
Area of Application. Survey area plus:
Virginia: (cities)
Bedford
Charlottesville
Salem
Virginia: (counties)
Caroline
Nottoway
Prince George

5 CFR Ch. I (1-1-25 Edition)

West Virginia:
Pendleton
HAMPTON-NEWPORT NEWS
Survey Area
Virginia: (cities)
Hampton
Newport News
Area of Application. Survey area plus:
Virginia: (city)
Williamsburg
Virginia: (county)
York
NORFOLK-PORTSMOUTH-VIRGINIA BEACH
Survey Area
Virginia: (cities)
Norfolk
Portsmouth
Virginia Beach
Area of Application. Survey area plus:
North Carolina:
Pasquotank
Virginia: (cities)
Chesapeake
Suffolk
Virginia: (counties)
Accomack
Northampton
PRINCE WILLIAM
Survey Area
Virginia:
Prince William
Area of Application. Survey area plus:
Virginia:
Fauquier
West Virginia:
Harrison
WASHINGTON
KITSAP
Survey Area
Washington:
Kitsap
Area of Application. Survey area plus:
Washington:
Clallam
Jefferson
PIERCE
Survey Area
Washington:
Pierce
Area of Application. Survey area plus:
Oregon:
Clatsop
Coos
Douglas

Office of Personnel Management

		Pt. 532, Subpt. B, App. D
Lane		NEW YORK
Multnomah		JEFFERSON
Tillamook		<i>Survey Area</i>
Washington:		
Clark		New York:
Grays Harbor		Jefferson
SNOHOMISH		<i>Area of Application. Survey area plus:</i>
<i>Survey Area</i>		New York:
Washington:		Albany
Snohomish		Oneida
<i>Area of Application. Survey area plus:</i>		Onondaga
Washington:		Ontario
Island		Saratoga
King		Schenectady
Yakima		Steuben
SPOKANE		KINGS-QUEENS
<i>Survey Area</i>		<i>Survey Area</i>
Washington:		New York:
Spokane		Kings
<i>Area of Application. Survey area plus:</i>		Queens
Washington:		<i>Area of Application. Survey area plus:</i>
Adams		New Jersey:
Walla Walla		Essex
WYOMING		Hudson
LARAMIE		New York:
<i>Survey Area</i>		Bronx
Wyoming:		Nassau
Laramie		New York
<i>Area of Application. Survey area.</i>		Richmond
		Suffolk
		NIAGARA
		<i>Survey Area</i>
		New York:
		Niagara
		<i>Area of Application. Survey area plus:</i>
		New York:
		Erie
		Genesee
		Ohio:
		Trumbull
		Pennsylvania:
		Erie
		ORANGE
		<i>Survey Area</i>
		New York:
		Orange
		<i>Area of Application. Survey area plus:</i>
		New York:
		Dutchess
		Westchester

EFFECTIVE DATE NOTE: At 89 FR 100721, Dec. 13, 2024, in appendix D to subpart B of part 532, the table was amended by revising the wage area listing for the State of New York, effective Jan. 13, 2025. For the convenience of the user, the revised text is set forth as follows:

APPENDIX D TO SUBPART B OF PART 532—NONAPPROPRIATED FUND WAGE AND SURVEY AREAS**DEFINITIONS OF WAGE AREAS AND WAGE AREA SURVEY AREAS**

* * * * *

§ 532.301**Subpart C—Determining Rates for Principal Types of Positions****§ 532.301 Definitions.**

For purposes of this subpart:

Nearest similar wage area means the nearest wage area which is most similar to the local wage area in terms of private employment, population, relative numbers of private employers in major industry categories, and kinds and sizes of industry establishments and in which adequate private establishments exist in the survey area whose activities are similar to those in the dominant industry.

Principal types of appropriated or nonappropriated fund positions means those groups of occupations which require work of a specialized nature and which are peculiar to a specific Government industry which is the dominant industry among the total wage employment in the wage area.

Specialized private industry means private industry establishments in those industry groups, comparable to the specialized Government industries listed in § 532.303 of this section, which must be included in a wage survey in order to obtain data comparable to a dominant industry.

§ 532.303 Specialized industry.

(a)(1) Under the appropriated fund wage system, a "specialized industry" is a Federal activity engaged in the production or repair of aircraft, ammunition, artillery and combat vehicles, communication equipment, electronic equipment, guided missiles, heavy duty equipment, shipbuilding, sighting and fire control equipment, or small arms.

(2) Under the nonappropriated fund wage system a "specialized industry" includes only nonappropriated fund operated eating and drinking places. Additional industries may be considered as specialized industries upon approval of the Office of Personnel Management.

§ 532.305 Dominant industry.

(a)(1) A specialized industry is a "dominant industry" if the number of wage employees in the wage area who are subject to the wage schedule for which the survey is made and employed in occupations which comprise the principal types of appropriated or non-

5 CFR Ch. I (1-1-25 Edition)

appropriated fund positions in the specialized industry comprise:

(i) For appropriated fund activities,

(A) At least 25 percent of the total wage employment or

(B) 1,000 or more employees in a wage area having more than 4,000 wage employees; and

(ii) For nonappropriated fund activities

(A) At least 25 percent of the total wage employment or

(B) 100 or more wage employees in a wage area having 400 or more wage employees.

(2) If two or more specialized industries in a wage area qualify as dominant industries, the two specialized industries having the largest number of wage employees shall be the dominant industries for purposes of applying the requirements of this subpart.

§ 532.307 Determining whether a dominant industry exists in a wage area.

(a) The chairperson of the local wage survey committee shall, before a full-scale wage survey is scheduled to begin, notify all appropriated or nonappropriated fund activities having employees subject to the wage schedules for which the survey is conducted so that organizations and individuals may submit written recommendations and supporting evidence to the local wage survey committee concerning principal types of appropriated or nonappropriated fund positions in the area. Each appropriated or nonappropriated fund activity shall publicize the opportunity to make such recommendations.

(b)(1) Before conducting a full-scale wage survey an occupational inventory of employees subject to the wage schedules for which the survey is conducted shall be obtained from each appropriated or nonappropriated fund activity in the area having such employees.

(2) After reviewing the occupational inventory and considering the recommendations received pursuant to paragraph (a) of this section, the local wage survey committee shall formulate its recommendations and prepare a written report concerning the existence of specialized industries within the wage area.

(3) The report of the recommendations, the occupational inventory, and the recommendations and supporting evidence received pursuant to paragraph (a) of this section shall be forwarded to the lead agency.

(c) The lead agency shall refer the occupational inventory and the reports received pursuant to paragraph (b) of this section to the agency wage committee for its consideration and recommendation if:

(1) The lead agency proposes not to accept the recommendation of the local wage survey committee concerning the specifications of the local wage survey; or

(2) The local wage survey committee's report is accompanied by a minority report.

(d) The lead agency shall determine, in writing, after taking into consideration the reports and recommendations received under paragraphs (b) and (c) of this section, and prior to ordering a full-scale wage survey to begin, whether the principal types of appropriated or nonappropriated fund positions in a local wage area comprise a dominant industry. The determination shall remain in effect until the next full-scale wage survey in the area.

[46 FR 21344, Apr. 10, 1981, as amended at 55 FR 46179, Nov. 1, 1990]

§ 532.309 Determining adequacy of specialized private industry.

(a) Specialized private industry comparable to an appropriated fund dominant industry is adequate when:

(1) The survey area is one of the 25 largest Standard Metropolitan Statistical Areas, or the total number of employees of private industry establishments in the specialized private industry located in the survey area is at least equal to the total number of appropriated fund wage employees in occupations which comprise the principal types of appropriated positions in the dominant industry who are subject to the wage schedules for which the survey is made; or

(2) For any dominant industry except "ammunition," the job matches obtained from the specialized private industry include one regular survey job in the WG-01 through 04 range, one regular survey job in the WG-05 through 08

range, one regular survey job in the WG-09 and above range, and one special survey job in the WG-09 and above range all providing at least 20 unweighted samples each; and three other regular or special survey jobs, each providing at least 10 unweighted samples.

(3) For the dominant industry "ammunition," the job matches obtained from the specialized survey industries include one regular survey job in the WG-01 through 04 range, one special survey job in the WG-05 through 08 range, and one regular survey job in the WG-09 through 15 range, all providing at least 20 unweighted samples each; and three other regular or special survey jobs, each providing at least 10 unweighted samples.

(b) Specialized private industry comparable to a nonappropriated fund dominant industry is adequate when:

(1) The total number of employees of private industry establishments similar to the dominant industry located in the survey are at least equal to the number of nonappropriated fund wage employees in positions which comprise the principal types of nonappropriated fund positions in the dominant industry who are subject to the wage schedules for which the survey is made; and

(2) The job matches obtained from all industries surveyed for regular survey jobs related to the dominant industry include one regular survey job in the NA-01 through 04 range providing at least 10 samples; and one regular survey job in the NA-05 through 15 range and one other regular survey job, each providing at least five samples.

§ 532.311 Survey of specialized private industry related to a dominant industry.

If it is determined that there are one or more dominant industries within a wage area, the lead agency shall insure that the survey includes the industries and survey jobs related to the dominant industries. When the related industry within the local wage survey area fails to meet the criteria in § 532.309 of this subpart, the lead agency shall obtain data related to the dominant industry from the survey area of the wage area which is determined to be the nearest similar area which will

§ 532.313**5 CFR Ch. I (1-1-25 Edition)**

provide adequate data under the criteria in § 532.309 of this subpart.

[46 FR 21344, Apr. 10, 1981, as amended at 55 FR 46179, Nov. 1, 1990]

§ 532.313 Private sector industries.

(a) For appropriated fund surveys, the lead agency must use the private

sector industries in the following North American Industry Classification System (NAICS) codes when it makes its wage schedule determinations for each specialized Federal industry:

2022 NAICS codes	2022 NAICS industry titles
Aircraft Specialized Industry	
332912	Fluid power valve and hose fitting manufacturing.
336411	Aircraft manufacturing.
336412	Aircraft engine and engine parts manufacturing.
336413	Other aircraft part and auxiliary equipment manufacturing.
336415	Guided missile and space vehicle propulsion unit and propulsion unit parts manufacturing.
336419	Other guided missile and space vehicle parts and auxiliary equipment manufacturing.
4811	Scheduled air transportation.
4812	Nonscheduled air transportation.
4879	Scenic and sightseeing transportation, other.
4881	Support activities for air transportation.
4921	Couriers and express delivery services.
541713	Research and development in nanotechnology.
541715	Research and development in the physical, engineering, and life sciences (except nanotechnology and biotechnology).
56172	Janitorial services.
62191	Ambulance services.
81142	Reupholstery and furniture repair.
Ammunition Specialized Industry	
32592	Explosives manufacturing.
332992	Small arms ammunition manufacturing.
332993	Ammunition (except small arms) manufacturing.
Artillery and Combat Vehicles Specialized Industry	
2211	Electric power generation, transmission, and distribution.
2212	Natural gas distribution.
32732	Ready-mix concrete manufacturing.
332216	Saw blade and hand tool manufacturing.
332323	Ornamental and architectural metal work manufacturing.
332439	Other metal container manufacturing.
332994	Small arms, ordnance, and ordnance accessories manufacturing.
332999	All other miscellaneous fabricated metal product manufacturing.
33311	Agricultural implement manufacturing.
33312	Construction machinery manufacturing.
333611	Turbine and turbine generator set units manufacturing.
333618	Other engine equipment manufacturing.
333922	Conveyor and conveying equipment manufacturing.
333923	Overhead traveling crane, hoist, and monorail system manufacturing.
333924	Industrial truck, tractor, trailer, and stacker machinery manufacturing.
3361	Motor vehicle manufacturing.
336211	Motor vehicle body manufacturing.
336212	Truck trailer manufacturing.
33631	Motor vehicle gasoline engine and engine parts manufacturing.
33632	Motor vehicle electrical and electronic equipment manufacturing.
33633	Motor vehicle steering and suspension components (except spring) manufacturing.
33634	Motor vehicle brake system manufacturing.
33635	Motor vehicle transmission and power train parts manufacturing.
33639	Other motor vehicle parts manufacturing.
33651	Railroad rolling stock manufacturing.
336992	Military armored vehicle, tank, and tank component manufacturing.
4231	Motor vehicle and motor vehicle parts and supplies merchant wholesalers.
42381	Construction and mining (except oil well) machinery and equipment merchant wholesalers.
42382	Farm and garden machinery and equipment merchant wholesalers.
4413	Automotive parts, accessories, and tire retailers.
44423	Outdoor power equipment retailers.
484	Truck transportation.
4862	Pipeline transportation of natural gas.
492	Couriers and messengers.
5171	Wired and wireless telecommunications carriers (except Satellite).

Office of Personnel Management**§ 532.313**

2022 NAICS codes	2022 NAICS industry titles
517121	Telecommunications resellers.
5621	Waste collection.
Communications Specialized Industry	
33422	Radio and television broadcasting and wireless communications equipment manufacturing.
33429	Other communications equipment manufacturing.
334511	Search, detection, navigation, guidance, aeronautical and nautical system and instrument manufacturing.
334514	Totalizing fluid meter and counting device manufacturing.
334515	Instrument manufacturing for measuring and testing electricity and electrical signals.
335311	Power, distribution, and specialty transformer manufacturing.
48531	Taxi service.
5161	Radio and television broadcasting stations.
5162	Media streaming distribution services, social networks, and other media networks and content providers.
5171	Wired and wireless telecommunications carriers (except Satellite).
5174	Satellite telecommunications.
517121	Telecommunications resellers.
Electronics Specialized Industry	
333310	Commercial and service industry machinery manufacturing.
3341	Computer and peripheral equipment manufacturing.
33422	Radio and television broadcasting and wireless communications equipment manufacturing.
33429	Other communications equipment manufacturing.
33431	Audio and video equipment manufacturing.
334412	Bare printed circuit board manufacturing.
334413	Semiconductor and related device manufacturing.
334416	Electronic coil, transformer, and other inductor manufacturing.
334417	Electronic connector manufacturing.
334418	Printed circuit assembly (electronic assembly) manufacturing.
334419	Other electronic component manufacturing.
334511	Search, detection, navigation, guidance, aeronautical and nautical system and instrument manufacturing.
334515	Instrument manufacturing for measuring and testing electricity and electrical signals.
334610	Manufacturing and reproducing magnetic and optical media.
42342	Office equipment merchant wholesalers.
42343	Computer and computer peripheral equipment and software merchant wholesalers.
Guided Missiles Specialized Industry	
332912	Fluid power valve and hose fitting manufacturing.
Sighting and Fire Control Equipment Specialized Industry	
333310	Commercial and service industry machinery manufacturing.
3341	Computer and peripheral equipment manufacturing.
33422	Radio and television broadcasting and wireless communications equipment manufacturing.
33429	Other communications equipment manufacturing.
334418	Printed circuit assembly (electronic assembly) manufacturing.
334511	Search, detection, navigation, guidance, aeronautical and nautical system and instrument manufacturing.
334515	Instrument manufacturing for measuring and testing electricity and electrical signals.
334610	Manufacturing and reproducing magnetic and optical media.
334613	Blank magnetic and optical recording media manufacturing.
3364	Aerospace product and parts manufacturing.
54131	Architectural services.
54133	Engineering services.
54136	Geophysical surveying and mapping services.
54137	Surveying and mapping (except geophysical) services.
541713	Research and development in nanotechnology.
541715	Research and development in the physical, engineering, and life sciences (except nanotechnology and biotechnology).
Heavy Duty Equipment Specialized Industry	
332439	Other metal container manufacturing.
332999	All other miscellaneous fabricated metal product manufacturing.
33312	Construction machinery manufacturing.
333923	Overhead traveling crane, hoist, and monorail system manufacturing.
333924	Industrial truck, tractor, trailer, and stacker machinery manufacturing.
33651	Railroad rolling stock manufacturing.
42381	Construction and mining (except oil well) machinery and equipment merchant wholesalers.

§ 532.315

5 CFR Ch. I (1-1-25 Edition)

2022 NAICS codes		2022 NAICS industry titles
Shipbuilding Specialized Industry		
336611		Ship building and repairing.
48839		Other support activities for water transportation.
Sighting and Fire Control Equipment Specialized Industry		
333314		Optical instrument and lens manufacturing.
333316		Photographic and photocopying equipment manufacturing.
3341		Computer and peripheral equipment manufacturing.
33422		Radio and television broadcasting and wireless communications equipment manufacturing.
33429		Other communications equipment manufacturing.
334418		Printed circuit assembly (electronic assembly) manufacturing.
334511		Search, detection, navigation, guidance, aeronautical and nautical system and instrument manufacturing.
334515		Instrument manufacturing for measuring and testing electricity and electrical signals.
334613		Black magnetic and optical recording media manufacturing.
Small Arms Specialized Industry		
332994		Small arms manufacturing.

(b) For wage surveys involving the specialized Federal industry “Artillery and Combat Vehicles” in paragraph (a) of this section, the lead agency must limit special job coverage for industries in NAICS codes 2211, 2212, 32732, 484, 4862, 5621, 492, 5171, 5172, and 5173 to automotive mechanic, diesel engine mechanic, and heavy mobile equipment mechanic.

(c) For nonappropriated fund wage surveys, the lead agency must use NAICS codes 71111, 7221, 7222, 72231, 72232, and 7224 (eating and drinking places) when it determines a wage schedule for a specialized industry.

[71 FR 35375, June 20, 2006, as amended at 73 FR 45853, Aug. 7, 2008; 78 FR 58154, Sept. 23, 2013; 79 FR 21121, Apr. 15, 2014; 84 FR 36814, July 30, 2019; 89 FR 4541, Jan. 24, 2024]

§ 532.315 Additional survey jobs.

(a) For appropriated fund surveys, when the lead agency adds to the industries to be surveyed, it shall add to the required survey jobs the specialized survey jobs listed below opposite the industry added:

Specialized industry	Specialized survey jobs	Grade
Aircraft	Electronics Mechanic	WG-11
	Aircraft Structures Assembler B	WG-7
	Aircraft Structures Assembler A	WG-9
	Aircraft Mechanic	WG-10
	Aircraft Mechanic includes.	
	Aircraft Electrician	WG-10
	Aircraft Welder	WG-10
	Aircraft Sheetmetal Worker	WG-10
	Hydromechanical Fuel Control Reparier.	WG-10

Specialized industry	Specialized survey jobs	Grade
Ammunition	Aircraft Engine Mechanic	WG-10
	Aircraft Jet Engine Mechanic	WG-10
	Flight Line Mechanic	WG-10
	Aircraft Attendant (ground services).	WG-7
Artillery and combat vehicles.	Munitions Handler	WG-4
	Munitions Operator	WG-4
	Munitions Operator	WG-6
	Munitions Operator	WG-8
	Munitions Operator	WG-9
	Explosives Operator	WG-9
	Automotive Mechanic (limited to data obtained in special industries).	WG-10
	Heavy Mobile Equipment Mechanic.	WG-10
	Artillery Repairer	WG-9
	Combat Vehicle Mechanic	WG-8
	Combat Vehicle Mechanic (Engine).	WG-10
	Combat Vehicle Mechanic	WG-11
	Diesel Engine Mechanic (limited to data obtained in special industries).	WG-10
Communications.	Telephone Installer-Repairer	WG-9
Electronics	Central Office Repairer	WG-11
	Electronic Test Equipment Repairer.	WG-11
	Television Station Mechanic	WG-11
	Electronics Mechanic	WG-11
	Industrial Electronic Controls Repairer.	WG-10
	Electronic Test Equipment Repairer.	WG-11
	Electronic Computer Mechanic ..	WG-11
	Television Station Mechanic	WG-11
	Electronic Computer Mechanic ..	WG-11
Guided missiles.	Guided Missile Mechanical Repairer.	WG-11
Heavy duty equipment.	Heavy Mobile Equipment Mechanic.	WG-10
Shipbuilding	Electronics Mechanic	WG-11
	Electrician, Ship	WG-10
	Pipefitter, Ship	WG-10
	Shipfitter	WG-10

Specialized industry	Specialized survey jobs	Grade
Sighting and fire control.	Shipwright	WG-10
	Machinist (Marine)	WG-10
	Electronic Computer Mechanic ..	WG-11
	Fire Control Instrument Repairman.	WG-11
	Electronic Fire Control Systems Repairer.	WG-11
	Electronic Fire Control Systems Repairer.	WG-12
	Electronic Fire Control Systems Repairer.	WG-13
Small arms	Small Arms Repairer	WG-8

(b) For nonappropriated fund surveys, a lead agency must obtain prior approval of OPM to add a job not listed in § 532.223 of this subpart.

[55 FR 46180, Nov. 1, 1990]

§ 532.317 Use of data from the nearest similar area.

(a)(1) For prevailing rate employees other than those in the Department of Defense, the lead agency shall, in establishing the regular schedule under the provisions of this subpart, analyze and use the acceptable data from the nearest similar wage area together with the data obtained from inside the local wage survey area. The regular schedule for Department of Defense prevailing rate employees shall be based on local wage data only.

(2) The total number of job matches obtained from the nearest similar wage area shall be equal to the number required for adequacy in § 532.309(a) (2) and (3) of this subpart for appropriated fund surveys and § 532.309(b)(2) of this subpart for nonappropriated fund surveys.

(3) Data shall be selected for inclusion on the basis of the most populous survey jobs as determined by the weighted job matches found in the dominant industry in the selected reference area. In identifying survey jobs for which reference area samples will be included, the jobs required at limited grade ranges shall be selected before jobs in the unlimited grade range. When there is a tie in the selection procedure, the highest graded job shall be selected first.

(4) If there are two dominant industries for which data are obtained from nearest similar areas, the procedure described in paragraph (a)(2) of this sec-

tion shall be applied independently for each of the specialized industries.

(b)(1) The wage rates established for a grade by using data from the nearest similar area may not exceed the wage rates for the same grade in the nearest similar area.

(2) If data are obtained from two nearest similar areas for two dominant industries, the wage rates established for a grade by using these data may not exceed the higher of the wage rates for the same grade in the two nearest similar areas.

(c) The wage data obtained from the nearest similar area or areas may not be used to reduce the wage rates for any grade in the local area below the rates that would be established for that grade without the use of the data from the nearest similar area or areas.

[46 FR 21344, Apr. 10, 1981, as amended at 54 FR 38197, Sept. 15, 1989. Redesignated and amended at 55 FR 46179, Nov. 1, 1990]

Subpart D—Pay Administration

§ 532.401 Definitions.

In this subpart:

Change to lower grade means a change in the position of an employee who, while continuously employed—

(1) Moves from a position in one grade of a prevailing rate schedule established under this part to a position in a lower grade of the same type prevailing rate schedule, whether in the same or different wage area;

(2) Moves from a position under a prevailing rate schedule established under this part to a position under a different prevailing rate schedule (e.g., WL to WG) with a lower representative rate; or

(3) Moves from a position not under a prevailing rate schedule to a position with a lower representative rate under a prevailing rate schedule.

Equivalent increase means an increase or increases in an employee's rate of basic pay equal to or greater than the difference between the rate of pay for the grade and step occupied by the employee and the rate of pay for the next higher step of that grade, except in the situations specified in § 532.417 of this subpart. In the case of a promotion, the grade and step occupied means the grade and step to which promoted.

§ 532.403

Existing scheduled rate of pay means the scheduled rate of pay received immediately before the effective date of a transfer, reassignment, promotion, change to a lower grade, within-grade increase, or revision of a wage schedule.

Highest previous rate means the highest scheduled rate of pay previously paid to a person while employed in a job in any branch of the Federal Government, a mixed-ownership corporation, or the government of the District of Columbia. It is based on a regular tour of duty under an appointment not limited to 90 days or less, or for a continuous period of no less than 90 days under one or more appointments without a break in service.

Promotion means a change in the position of an employee who, while continuously employed—

(1) Moves from a position in one grade of a prevailing rate schedule established under this part to a position in a higher grade of the same type prevailing rate schedule, whether in the same or different wage area;

(2) Moves from a position under a prevailing rate schedule established under this part to a position under a different prevailing rate schedule (e.g., WG to WL) with a higher representative rate; or

(3) Moves from a position not under a prevailing rate schedule to a position with a higher representative rate under a prevailing rate schedule.

Rate of basic pay means the scheduled rate of pay plus any night or environmental differential.

Reassignment means a change of an employee, while serving continuously in the same agency, from one job to another without promotion or change to a lower grade.

Representative rate means the going rate, *i.e.*, the rate or step keyed to the prevailing rate determination. For example:

(1) The established rate on a single rate schedule;

(2) The second rate on a five-rate regular wage schedule;

(3) The fourth rate on the General Schedule; or

(4) The fourth rate of a class under the Foreign Service Officer and Foreign Service Staff schedule.

5 CFR Ch. I (1-1-25 Edition)

Retained rate means the rate of pay an employee is receiving which is higher than the maximum scheduled rate of pay of the Federal Wage System grade or pay level to which the employee is assigned.

Scheduled rate of pay means the rate of pay fixed by law or administrative action, including a retained rate of pay, for the job held by an employee before any deductions and exclusive of additional pay of any kind.

[46 FR 21344, Apr. 10, 1981, as amended at 55 FR 46180, Nov. 1, 1990; 60 FR 62701, Dec. 7, 1995]

§ 532.403 New appointments.

(a) Except as provided in paragraphs (b) and (c) of this section, a new appointment to a position shall be made at the minimum rate of the appropriate grade.

(b) An agency may make a new appointment at a rate above the minimum rate of the appropriate grade in recognition of an appointee's special qualifications. In determining the rate at which to set the appointee's pay:

(1) An agency must consider how the step has been set for employees who had similar qualifications (based on the level, type, or quality of the appointee's skills or competencies or other qualities and experiences) and who have been newly appointed to positions that are similar to the appointee's position (based on the position's occupational series, grade level, organization, geographic location, or other job-relevant factors), if applicable;

(2) An agency may not consider the appointee's pay history (*i.e.*, existing pay or prior pay) or a pay rate from a competing job offer; and

(3) An agency must consider other relevant factors (e.g., the level, type, or quality of the appointee's skills or competencies; or significant disparities between Federal and non-Federal salaries for the skills and competencies required in the position to be filled).

(c) An agency shall make a new appointment at a step-rate above the minimum rate of a grade if the lead agency for the wage area has designated, in accordance with § 532.249, a step-rate above the first step-rate of a

Office of Personnel Management

§ 532.409

grade as the minimum step-rate at which a position may be filled.

[46 FR 21344, Apr. 10, 1981, as amended at 58 FR 32274, June 9, 1993; 89 FR 5755, Jan. 30, 2024]

§ 532.405 Use of highest previous rate.

(a)(1) Subject to the provisions of § 532.407 of this subpart and part 536 of this chapter, when an employee is re-employed, reassigned, transferred, promoted, or changed to a lower grade, the agency may fix the pay at any rate of the new grade which does not exceed the employee's highest previous rate.

(2) However, if the employee's highest previous rate falls between two step-rates of the new grade, the agency may fix the pay at the higher of the two.

(b)(1) When an employee's type of appointment is changed in the same job, an agency may continue to pay the existing scheduled rate or may pay any higher rate of the grade which does not exceed the employee's highest previous rate.

(2) However, if the highest previous rate falls between two step rates of the grade, the agency may pay the higher rate.

(c)(1) The highest previous rate, if earned in a wage job, is the current rate of the grade and step-rate of the former job on the same type of wage schedule in the wage area in which the employee is being employed, or the actual earned rate, whichever is higher.

(2) If earned on a General Schedule or another pay system other than the Federal Wage System, it is the current rate for the same grade and rate of that schedule.

(d) The highest previous rate may be based upon a rate of pay received during a temporary promotion, so long as the temporary promotion is for a period of not less than 1 year. This limitation does not apply upon permanent placement in a position at the same or higher grade.

(e) Before setting pay under this section, an agency must establish a policy regarding use of employees' highest previous rates. The policy must include the following elements:

(1) Designation of officials with the authority to approve and set pay under this section;

(2) Any situations in which the agency must use an employee's highest previous rate;

(3) Any situations in which the agency may exercise its discretion in using an employee's highest previous rate;

(4) Consideration of the step at which pay has been set for other employees performing similar work in the organization (based on the position's occupational series, grade level, types of duties, or other job-relevant factors) and any other factors the designated official(s) may or must consider in determining the step at which to set the employee's pay between the employee's entitlement under any other applicable pay-setting rule and the employee's highest previous rate; and

(5) Documentation and recordkeeping requirements sufficient to allow reconstruction of the action.

[46 FR 21344, Apr. 10, 1981, as amended at 60 FR 62701, Dec. 7, 1995; 89 FR 5755, Jan. 30, 2024]

§ 532.407 Promotion.

(a) An employee who is promoted is entitled to be paid at the lowest scheduled rate of the grade to which promoted which exceeds the employee's existing scheduled rate of pay by at least four percent of the representative rate of the grade from which promoted.

(b) If there is no rate in the grade to which an employee is promoted which meets the requirement of paragraph (a) of this section the employee shall be entitled to the higher of: (1) the existing scheduled rate of pay in accordance with part 536 of this chapter; or (2) the maximum scheduled rate of the grade to which promoted.

(c) If the promotion is to a position in a different wage area, the agency shall determine the employee's pay entitlement as if there were two pay actions—a promotion and a reassignment—and shall process them in the order which gives the employee the maximum benefit.

§ 532.409 Grading or regrading of positions.

Except as provided in § 532.703(b)(10), a change in an employee's rate of basic pay as a result of the grading or regrading of the employee's position

§ 532.411

shall be effective on the date the grading or regrading action is finally approved by the agency or on a subsequent specifically stated date.

§ 532.411 Details.

An appropriated fund employee detailed to a position other than the position to which appointed shall be paid at the rate of the position to which appointed.

§ 532.413 Simultaneous action.

(a) If an employee becomes entitled to more than one pay change at the same time, the employing agency shall process the pay changes in the order which will provide the maximum benefit, except as required by paragraph (b) of this section.

(b) If an employee becomes entitled to an increase in pay and subject to a personnel or appointment change at the same time, the increased rate of pay is deemed to be the employee's existing scheduled rate of pay when the personnel or appointment change is processed.

§ 532.415 Application of new or revised wage schedules.

(a) The head of each installation or activity in a wage area shall place new or revised wage schedules into effect at the beginning of the first full shift on the date specified on the schedule by the lead agency.

(b) No agency may retroactively change any personnel or pay actions taken between the effective date of a new or revised wage schedule and the date it is actually put into effect if the personnel or pay actions taken during this period of time are more advantageous to an employee than the same personnel or pay action would have been had the new or revised wage schedule been placed into effect on the date specified by the lead agency.

(c) In applying a new or revised wage schedule, the scheduled rate of pay of an employee paid at one of the steps of the employee's grade on an old wage schedule shall be adjusted upward to the newly adjusted rate for the same numerical step of the grade whenever there is an increase in rates. Except when there is a decrease in wage rates because of a statutory reduction in

5 CFR Ch. I (1-1-25 Edition)

scheduled rates, the employee is entitled to pay retention as provided in 5 CFR 536.301(a)(8).

[46 FR 21344, Apr. 10, 1981, as amended at 60 FR 62701, Dec. 7, 1995; 70 FR 31305, May 31, 2005]

§ 532.417 Within-grade increases.

(a) An employee paid under a regular Federal Wage System schedule with a work performance rating of satisfactory or better shall advance automatically to the next higher step within the grade in accordance with section 5343(e)(2) of title 5, United States Code.

(b) Waiting periods for within-grade increases shall begin:

(1) On the first day of a new appointment as an employee subject to this part;

(2) On the first day of a period of service after a break in service or time in a nonpay status in excess of 52 weeks; or

(3) On receipt of an equivalent increase.

(c) Creditable service. The following periods of time shall be considered creditable service for purposes of waiting periods for within-grade increases:

(1) Time during which an employee is in receipt of pay, including periods of leave with pay;

(2) Time during which an employee with a prearranged regular scheduled tour of duty is in a nonpay status to the extent that the time in a nonpay status does not exceed, in the aggregate:

(i) One workweek in the waiting period for step 2;

(ii) Three workweeks in the waiting period for step 3; or

(iii) Four workweeks in the waiting period for steps 4 and 5;

(3) Time during which an employee or former employee is on leave of absence or is separated from Federal service and is entitled to continuation of pay or compensation under subchapter I of chapter 81 of title 5, United States Code. This does not apply to prevailing rate employees within a Department of Defense or Coast Guard nonappropriated fund instrumentality;

(4) A period of military service when:

Office of Personnel Management**§ 532.501**

(i) An employee is on leave of absence to perform such service and returns to pay status through the exercise of a restoration right provided by law, Executive order, or regulation; or
(ii) A former employee is reemployed with the Federal Service not later than 52 calendar weeks after separation from such service or hospitalization continuing thereafter for a period of not more than one year. Military service means honorable active service in the Armed Forces, in the Regular or Reserve Corps of the Public Health Service after June 30, 1960, or as a commissioned officer of the Environmental Science Services Administration after June 30, 1961, but does not include service in the National Guard, except when ordered to active duty in the service of the United States.

(5) The time between an employee's separation from an earlier position and the date of the employee's return to a civilian position through the exercise of a reemployment right granted by law, Executive Order, or regulation;

(6) Time during which an employee is performing service, which is creditable under section 8332(b) (5) or (7) of title 5, United States Code;

(7) The time during which an employee is detailed to a non-Federal position under subchapter VI of chapter 33 of title 5, United States Code; and

(8) Nonworkdays intervening between an employee's last regularly scheduled workday in one position and the first regularly scheduled workday in a new position.

(9) Time during which an employee is temporarily employed by another agency in a position covered by this subpart.

(d) Effective date. A within-grade increase shall be effective at the beginning of the first applicable pay period following the day an employee becomes eligible for the increase.

(e) *Equivalent increase.* The following shall not be counted as equivalent increases:

(1) Application of a new or revised wage schedule or application of a new pay or evaluation plan;

(2) Payment of additional compensation in the form of nonforeign or foreign post differentials or nonforeign cost-of-living allowances;

(3) Adjustment of the General Schedule;

(4) Premium payment for overtime and holiday duty;

(5) Payment of night shift differential;

(6) Hazard pay differentials;

(7) Payment of rates above the minimum rate of the grade in recognition of specific qualifications, or in jobs in specific hard-to-fill occupations;

(8) Correction of an error in a previous demotion or reduction in pay;

(9) Temporary limited promotion followed by change to lower grade to the former or a different lower grade;

(10) A transfer or reassignment in the same grade and step to another local wage area with a higher wage schedule;

(11) Repromotion to a former or intervening grade of any employee whose earlier change to lower grade was not for cause and was not at the employee's request; and

(12) An increase resulting from the grant of a quality step increase under the General Schedule.

[46 FR 21344, Apr. 10, 1981, as amended at 49 FR 37055, Sept. 21, 1984; 55 FR 46180, Nov. 1, 1990]

§ 532.419 Grade and pay retention.

(a) In accordance with section 9(a)(1) of Public Law 92-392 (86 Stat. 564, 573), an employee's initial rate of pay on conversion to a wage schedule established under the provisions of subchapter IV of chapter 53, title 5, United States Code, shall be determined under conversion rules prescribed by the Office of Personnel Management.

(b) Except as provided in paragraph (a) of this section, an employee's eligibility for grade and/or pay retention shall be determined in accordance with the provisions of part 536 of this title.

Subpart E—Premium Pay and Differentials**§ 532.501 Definitions.**

In this subpart:

Administrative workweek means a period of seven consecutive calendar days.

Basic workweek for full time employees means the days and hours within an administrative workweek which make

§ 532.503

up the employee's regularly scheduled 40-hour workweek.

Environmental differential means a differential paid for a duty involving unusually severe hazards or working conditions.

Irregular or occasional overtime work means overtime work which is not part of the regularly scheduled administrative workweek.

Night shift differential means the differential paid the employee when the majority of regularly scheduled non-overtime hours worked fall between 3 p.m. and 8 a.m.

Overtime work means authorized and approved hours of work performed by an employee in excess of eight hours in a day or in excess of 40 hours in an administrative workweek, and includes irregular or occasional overtime work and regular overtime work.

Premium pay means additional compensation for overtime, or Sunday work, and standby duty.

Sunday work means work performed during a regularly scheduled tour of duty within a basic workweek when any part of that work which is not overtime work is performed on Sunday.

Regular overtime work means overtime work which is a part of the regularly scheduled administrative workweek.

Regularly scheduled administrative workweek means:

(1) For full-time employees, the period within an administrative workweek within which employees are scheduled to be on duty regularly.

(2) For part-time employees, it means the days and hours within an administrative workweek during which these employees are scheduled to be on duty regularly.

Tour of duty means the hours of a day, *i.e.*, a daily tour of duty, and the days of an administrative workweek, *i.e.*, a weekly tour of duty, that are scheduled in advance and during which an employee is required to perform on a regularly recurring basis.

§ 532.503 Overtime pay.

(a)(1) Employees who are exempt from the overtime pay provisions of the Fair Labor Standards Act of 1938, as amended, shall be paid overtime pay in accordance with 5 U.S.C. 5544 and this section. Employees who are non-

5 CFR Ch. I (1-1-25 Edition)

exempt shall be paid overtime pay in accordance with part 551 of this chapter.

(2) Hours of work in excess of eight in a day are not included in computing hours of work in excess of 40 hours in an administrative workweek.

(b) *Effect of leave on overtime pay.* (1) Hours during which an employee is absent from duty on paid leave during time when the employee otherwise would have been required to be on duty shall be considered hours of work in determining whether the employee is entitled to overtime pay for work performed in excess of eight hours a day or 40 hours a week.

(2) For the purposes of paragraph (b)(1) of this section paid leave includes but is not limited to:

(i) Annual or sick leave;

(ii) Authorized absence on a day off from duty granted by Executive or administrative order; or

(iii) Authorized absence on a legal holiday;

(3) Hours during which an employee is absent from duty on leave without pay during a time when he/she otherwise would have been required to be on duty shall not be considered hours of work in determining whether he/she is entitled to overtime pay for work performed in excess of eight hours in a day or 40 hours in a week.

(c) *Callback overtime work.* Irregular or occasional overtime work performed by an employee on a day when work was not regularly scheduled for the employee or for which the employee has been required to return to the place of employment shall be considered to be at least two hours in duration for the purpose of overtime pay, regardless of whether the employee performs work for two hours.

(d)(1) An employee regularly assigned to a night shift, who performs overtime work which extends into or falls entirely within a day shift, shall be entitled to overtime pay computed on the night rate.

(2) When the overtime is performed on a nonworkday the employee shall be entitled to overtime pay computed on the rate of the employee's last previous regularly scheduled shift.

(e)(1) An employee regularly assigned to a rotating schedule involving work

on both day and night shifts who performs overtime work which extends or falls entirely within the succeeding shift shall be entitled to overtime pay computed on the rate of the employee's regularly scheduled shift in effect for that calendar day.

(2) When the overtime is performed on a nonworkday, the employee shall be entitled to overtime pay computed on the average rate of basic pay for all regularly scheduled shifts worked by the employee during the basic workweek.

(f) For an employee covered by 5 U.S.C. 5544, hours in a standby or on-call status or while sleeping or eating shall not be credited for the purpose of determining hours of work in excess of 8 hours in a day.

[46 FR 21344, Apr. 10, 1981, as amended at 56 FR 20341, May 3, 1991; 57 FR 59279, Dec. 15, 1992]

§ 532.504 Compensatory time off.

(a) At the request of an employee, the head of an agency may grant compensatory time off from an employee's tour of duty instead of payment under § 532.503 or the Fair Labor Standards Act of 1938, as amended, for an equal amount of irregular or occasional overtime work.

(b) At the request of an employee, the head of an agency may grant compensatory time off from an employee's basic work requirement under 5 U.S.C. 6122 instead of payment under § 532.503 or the Fair Labor Standards Act of 1938, as amended, for an equal amount of overtime work, whether or not irregular or occasional in nature.

(c) An agency may not require that an employee be compensated for overtime work with an equal amount of compensatory time off from the employee's tour of duty. An employee may not directly or indirectly intimidate, threaten, or coerce, or attempt to intimidate, threaten, or coerce any other employee for the purpose of interfering with such employee's rights to request or not to request compensatory time off in lieu of payment for overtime hours.

(d) The head of a department may fix a time limit for an employee to request or take compensatory time off and may

provide that an employee who fails to take compensatory time earned under paragraph (a) or (b) of this section before the time limit fixed shall lose the right to compensatory time off and to overtime pay unless the failure is due to an exigency of the service beyond the employee's control.

[62 FR 28307, May 23, 1997]

§ 532.505 Night shift differentials.

(a) Employees shall be entitled to receive night shift differentials in accordance with section 5343 of title 5, United States Code.

(b) *Absence on holidays.* An employee regularly assigned to a shift for which a night shift differential is payable shall be paid the night shift differential for a period of excused absence on a legal holiday or other day off from duty granted by Executive or administrative order.

(c) *Travel status.* An employee regularly assigned to a shift for which a night shift differential is payable shall be paid the night shift differential for hours of the employee's tour of duty while in official travel status, regardless of whether the employee is performing work.

(d) *Temporary tour of duty.* (1) An employee regularly assigned to a night shift who is temporarily assigned to a day shift or to a night shift having a lower night shift differential shall continue to receive the regular night shift differential, a temporary detail for training purposes is also included—see 5 CFR 410.602.

(2) An employee regularly assigned to a night shift, who is temporarily assigned to another night shift having a higher differential, shall be paid the higher differential if a majority of the employee's regularly scheduled non-overtime hours of work on the temporary shift fall within hours having the higher differential.

(3) An employee regularly assigned to a day shift who is temporarily assigned to a night shift shall be paid a night shift differential.

(e) *Leave with pay.* (1) An employee regularly assigned to a night shift shall be paid a night shift differential during a period of leave with pay.

(2) An employee regularly assigned to a day shift who is temporarily assigned

§ 532.507

to a night shift shall be paid a night shift differential for any leave with pay taken when scheduled to work night shifts.

(3) An employee assigned to a regular rotating schedule involving work on both day and night shifts shall be paid a night shift differential only for any leave with pay taken when scheduled to work night shifts.

(4) An employee who is not regularly assigned to a day shift or a night shift but whose shift is changed at irregular intervals shall be paid a night shift differential during leave with pay if the employee received a night shift differential for the last shift worked preceding leave with pay.

§ 532.507 Pay for holiday work.

(a) An employee who is entitled to holiday premium pay and who performs work on a holiday which is not overtime work shall be paid the employee's rate of basic pay plus premium pay at a rate equal to the rate of basic pay.

(b) An employee shall be paid for overtime work performed on a holiday at the same rate as for overtime on other workdays.

(c) An employee who is entitled to holiday premium pay and who is required to report for work on a holiday shall be paid at least two hours of holiday pay whether or not work is actually performed.

§ 532.509 Pay for Sunday work.

A wage employee whose regular work schedule includes a period of service of up to 8 hours which is not overtime work, a part of which is on Sunday, is entitled to additional pay under the provisions of section 5544 of title 5, United States Code.

[76 FR 52539, Aug. 23, 2011]

§ 532.511 Environmental differentials.

(a) *Entitlements to environmental differential pay.* (1) In accordance with section 5343(c)(4) of title 5, United States Code, an employee shall be paid an environmental differential when exposed to a working condition or hazard that falls within one of the categories approved by the Office of Personnel Management.

5 CFR Ch. I (1-1-25 Edition)

(2) Each installation or activity must evaluate its situations against the guidelines issued by the Office of Personnel Management to determine whether the local situation is covered by one or more of the defined categories.

(b) *Amount of environmental differential payable.* (1) An employee entitled to an environmental differential shall be paid an amount equal to the percentage rate authorized by the Office of Personnel Management for the category in which the working condition or hazard falls, multiplied by the rate for the second step of WG-10 for the appropriated fund employees and NA-10 for the nonappropriated fund employees on the current regular non-supervisory wage schedule for the wage area for which the differential is payable, counting one-half cent and over as a whole cent.

(2) An employee entitled to an environmental differential on an actual exposure basis shall be paid a minimum of one hour's differential pay for the exposure. For exposure beyond one hour, the employee shall be paid in increments of one quarter hour for each 15 minutes or portion thereof in excess of 15 minutes. Entitlement begins with the first instance of exposure and ends one hour later, except that when exposure continues beyond the hour, it shall be considered ended at the end of the quarter hour in which exposure actually terminated.

(3) An employee entitled to an environmental differential on the basis of hours in a pay status shall be paid for all hours in a pay status on the day on which he/she is exposed to the situation.

(4) An employee may not be paid more than one environmental differential for a particular period of work.

(5) The payment of environmental differential pay is computed on the basis of the highest environmental differential rate authorized during the period of entitlement.

(6) The number of hours an employee is paid environmental differential shall not exceed the number of hours of duty performed by the employee on the day of exposure except as required by paragraph (b)(3) of this section.

Office of Personnel Management**Pt. 532, Subpt. E, App. A**

(c) *Basic pay.* Environmental differential pay is part of basic pay and shall be used to compute premium pay (pay for overtime, holiday, or Sunday work), the amount from which retirement deductions are made, and the amount on which group life insurance is based. It is not part of basic pay for purposes of lump-sum annual leave payments and severance pay nor is its loss an adverse action.

(d) The schedule of environmental differentials is set out as appendix A to this subpart and is incorporated in and made a part of this section.

[46 FR 21344, Apr. 10, 1981, as amended at 49 FR 49841, Dec. 24, 1984; 55 FR 46180, Nov. 1, 1990]

§ 532.513 Flexible and compressed work schedules.

Federal Wage System employees who are authorized to work flexible and compressed work schedules under sections 6122 and 6127 of title 5, United States Code, shall be paid premium pay in accordance with subchapter II of chapter 61 of title 5, United States Code. Subpart D of part 610 of this chapter supplements subchapter II and must be read together with it.

[62 FR 28307, May 23, 1997]

APPENDIX A TO SUBPART E OF PART 532—SCHEDULE OF ENVIRONMENTAL DIFFERENTIALS PAID FOR EXPOSURE TO VARIOUS DEGREES OF HAZARDS, PHYSICAL HARDSHIPS, AND WORKING CONDITIONS OF AN UNUSUAL NATURE

This appendix lists the environmental differentials authorized for exposure to various degrees of hazards, physical hardships, and working conditions of an unusual nature.

PART I—PAYMENT FOR ACTUAL EXPOSURE

Differential rate (percent)	Category for which payable	Effective date
100	1. <i>Flying.</i> Participating in flights under one or more types of the following conditions a. Test flights of a new or repaired plane or modified plane when the repair or modification may affect the flight characteristics of the plane; b. Flights for test performance of plane under adverse conditions such as in low altitude or severe weather conditions, maximum load limits, or overload; c. Test missions for the collection of measurement data where two or more aircraft are involved and flight procedures require formation flying and/or rendezvous at various altitudes and aspect angles; d. Flights deliberately undertaken in extreme weather conditions such as flying into a hurricane to secure weather data; e. Flights to deliver aircraft which have been prepared for one-time flight without being test flown prior to delivery flight; f. Flights for pilot proficiency training in aircraft new to the pilot under simulated emergency conditions which parallel conditions encountered in performing flight tests; g. Low-level flights in small aircraft including helicopters at altitude of 150 meters (500 feet) and under in daylight and 300 meters (1,000 feet) and under at night when the flights are over mountainous terrain, or in fixed-wing aircraft involving maneuvering at the heights and times specified above, or in helicopters maneuvering and hovering over water at altitudes of less than 150 meters (500 feet); h. Low-level flights in an aircraft flying at altitudes of 60 meters (200 feet) and under while conducting wildlife surveys and law enforcement activities, animal depredation abatement and making agricultural applications, and conducting or facilitating search and rescue operations; flights in helicopters at low levels involving line inspection, maintenance, erection, or salvage operations; i. Flights involving launch or recovery aboard an aircraft carrier; j. Reduced gravity flight testing in an aircraft flying a parabolic flight path and providing a testing environment ranging from weightlessness up through 20 meters per second ² (2 gravity) conditions;	Nov. 1, 1970.
25	2. <i>High work</i> a. Working on any structure of at least 30 meters (100 feet) above the ground, deck, floor or roof, or from the bottom of a tank or pit; b. Working at a lesser height: (1) If the footing is unsure or the structure is unstable; or (2) If safe scaffolding, enclosed ladders or other similar protective facilities are not adequate (for example, working from a swinging stage, boatswain chair, a similar support); or	Nov. 1, 1970.

PART I—PAYMENT FOR ACTUAL EXPOSURE—Continued

Differential rate (percent)	Category for which payable	Effective date
15	(3) If adverse conditions such as darkness, steady rain, high wind, icing, lightning or similar environmental factors render working at such height(s) hazardous. 3. <i>Floating targets.</i> Servicing equipment on board a target ship or barge in which the employee is required to board or leave the target vessel by small boat or helicopter.	Nov. 1, 1970.
4	4. <i>Dirty work.</i> Performing work which subjects the employee to soil of body or clothing: a. Beyond that normally to be expected in performing the duties of the classification; and b. Where the condition is not adequately alleviated by the mechanical equipment or protective devices being used, or which are readily available, or when such devices are not feasible for use due to health considerations (excessive temperature, asthmatic conditions, etc); or c. When the use of mechanical equipment, or protective devices, or protective clothing results in an unusual degree of discomfort.	Nov. 1, 1970.
4	5. <i>Cold work.</i> a. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (0 degrees Celsius (32 degrees Fahrenheit)). b. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (0 degrees Celsius (32 degrees Fahrenheit)) where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Nov. 1, 1970. Mar. 13, 1977.
4	6. <i>Hot work.</i> a. Working in confined spaces wherein the employee is subjected to temperatures in excess of 43 degrees Celsius (110 degrees Fahrenheit). b. Working in confined spaces wherein the employee is subjected to temperatures in excess of 43 degrees Celsius (110 degrees Fahrenheit) where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Nov. 1, 1970. Mar. 13, 1977.
4	7. <i>Welding preheated metals.</i> Welding various metals or performing an integral part of the welding process when the employee must work in confined spaces in which large sections of metal have been preheated to 66 degrees Celsius (150 degrees Fahrenheit) or more, and the discomfort is not alleviated by protective devices or other means, or discomforting protective equipment must be worn.	Nov. 1, 1970.
4	8. <i>Micro-soldering or wire welding and assembly.</i> Working with binocular-type microscopes under conditions which severely restrict the movement of the employee and impose a strain on the eyes, in the soldering or wire welding and assembly of miniature electronic components..	Nov. 1, 1970.
25	9. <i>Exposure to hazardous weather or terrain.</i> Exposure to dangerous conditions of terrain, temperature and/or wind velocity, while working or traveling when such exposure introduces risk of significant injury or death to employees; such as the following: <i>Examples:</i> —Working on cliffs, narrow ledges, or steep mountainous slopes, with or without mechanical work equipment, where a loss of footing would result in serious injury or death. —Working in areas where there is a danger of rockfalls or avalanches. —Traveling in the secondary or unimproved roads to isolated mountaintop installations at night, or under adverse weather conditions (snow, rain, or fog) which limits visibility to less than 30 meters (100 feet), when there is danger of rock, mud, or snowslides —Traveling in the wintertime, either on foot or by vehicle, over secondary or unimproved roads or snowtrails, in sparsely settled or isolated areas to isolated installations when there is danger of avalanches, or during "whiteout" phenomenon which limits visibility to less than 3 meters (10 feet) —Working or traveling in sparsely settled or isolated areas with exposure to temperatures and/or wind velocity shown to be of considerable or very great danger on the windchill chart (Exhibit 1 of this appendix), and shelter (other than temporary shelter) or assistance is not readily available —Snowplowing or snow and ice removal on primary, secondary or other class of roads, when (a) there is danger of avalanche or (b) there is danger of missing the road and falling down steep mountainous slopes, because of lack of snow-stakes, "whiteout" conditions, or sloping icepack covering the snow	July 1, 1972.
25	10. <i>Unshored work.</i> Working in excavation areas before the installation of proper shoring or other securing barriers, or in catastrophe areas, where there is a possibility of cave-in, building collapse or falling debris when such exposures introduce risk of significant injury or death to employees, such as the following: <i>Examples:</i> —Working adjacent to the walls of an unshored excavation at depths greater than 1.8 meters (6 feet) (except when the full depth of the excavation is in stable solid rock, hard slag, or hard shale, or the walls have been graded to the angle of repose; that is, where the danger of slides is practically eliminated), when work is performed at a distance from the wall which is less than the height of the wall —Working within or immediately adjacent to a building or structure which has been severely damaged by earthquake, fire, tornado or similar cause —Working underground in the construction and/or inspection of tunnels and shafts before the necessary lining of the passageway have been installed —Duty underground in abandoned mines where lining of tunnels or shafts is in a deteriorated condition	July 1, 1972.

Office of Personnel Management

Pt. 532, Subpt. E, App. A

PART I—PAYMENT FOR ACTUAL EXPOSURE—Continued

Differential rate (percent)	Category for which payable	Effective date
15	11. <i>Ground work beneath hovering helicopter.</i> Participating in operation to attach or detach external load to helicopter hovering just overhead.	July 1, 1972.
15	12. <i>Hazardous boarding or leaving of surface craft.</i> Boarding or leaving vessels or transferring equipment to or from a surface craft under adverse conditions of foul weather, ice, or night when sea state is high (0.9 meter (3 feet) and above), and deck conditions and/or wind velocity in relation to the size of the craft introduce unusual risks to employees. <i>Examples:</i> —Boarding or leaving vessels at sea. —Boarding or leaving, or transferring equipment between small boats or rafts and steep, rocky, or coral-surrounded shorelines —Transferring equipment between a small boat and a rudimentary dock by improvised or temporary facility such as an unfastened plank leading from boat to dock —Boarding or leaving, or transferring equipment from or to ice covered floats, rafts, or similar structures when there is danger of capsizing due to the added weight of the ice	July 1, 1972.
8	13. <i>Cargo handling during lightering operations.</i> Off-loading of cargo and supplies from surface ships to Landing Craft-Medium (LCM) boats when swells or wave action are sufficiently severe as to cause sudden listing or pitching of the deck surface or shifting or falling of equipment, cargo, or supplies which could subject the employee to falls, crushing, ejection into the water or injury by swinging cargo hooks.	July 1, 1972.
15	14. <i>Duty aboard surface craft.</i> Duty aboard a surface craft when the deck conditions or sea state and wind velocity in relation to the size of the craft introduces the risk of significant injury or death to employees, such as the following: Participating as a member of a water search and rescue team in adverse weather conditions when winds are blowing at 56 km/h (35 m.p.h.) (classified as gale winds) or in water search and rescue operations at night —Participating as a member of a weather projects team when work is performed under adverse weather conditions, when winds are blowing at 56 km/h (35 m.p.h.), and/ or when seas are in excess of 4.3 meters (14 feet), or when working on outside decks when decks are slick and icy when swells are in excess of 0.9 meter (3 feet) —When embarking, disembarking or traveling in small craft (boat) on Lake Ponchartrain when wind direction is from north northeast or northwest, and wind velocity is over 7.7 meters per second (15 knots); or when travel on Lake Ponchartrain is necessary in small craft, without radar equipment, due to emergency or unavoidable conditions and the trip is made in dense fog run procedures —Participating in deep research vessel sea duty wherein the team member is engaged in handling equipment on or over the side of the vessel when the sea state is high (6.2-meter-per-second (12-knot) winds and 0.9 meter (3-foot) waves) and the work is done on relatively unprotected deck areas —Transferring from a ship to another ship via a chair harness hanging from a highline between the ships when both vessels are under way —Duty performed on floating platforms, barges, or rafts, using tools equipment or materials associated with ship repair or construction activities, where swells or wave action are sufficiently severe to cause sudden listing or pitching of the deck surface or dislodgement of equipment which could subject the employee to falls, crushing, or ejection into the water	July 30, 1972.
50	15. <i>Work at extreme heights.</i> Working at heights 30 meters (100 feet) or more above the ground, deck, floor or roof, or from the bottom of a tank or pit on such open structures as towers, girders, smokestacks and similar structures: (1) If the footing is unsure or the structure is unstable; or (2) If safe scaffolding, enclosed ladders or other similar protective facilities are not adequate (for example, working from a swinging stage, boatswain chair, or a similar support); or (3) If adverse conditions such as darkness, steady rain, high wind, icing, lightning, or similar environmental factors render working at such height(s) hazardous	Oct. 22, 1972.
6	16. <i>Fibrous Glass Work.</i> Working with or in close proximity to fibrous glass material which results in exposure of the skin, eyes or respiratory system to irritating fibrous glass particles or slivers where exposure is not practically eliminated by the mechanical equipment or protective devices being used.	Feb. 28, 1975.
50	17. <i>High Voltage Electrical Energy.</i> Working on energized electrical lines rated at 4,160 volts or more which are suspended from utility poles or towers, when adverse weather conditions such as steady rain, high winds, icing, lightning, or similar environmental factors make the work unusually hazardous.	Apr. 11, 1977.
6	18. <i>Welding, Cutting or Burning in Confined Spaces.</i> Welding, cutting, or burning within a confined space which necessitates working in a horizontal or nearly horizontal position, under conditions requiring egress of at least 4.3 meters (14 feet) over and through obstructions including: (1) access openings and baffles having dimensions which greatly restrict movements, and (2) irregular inner surfaces of the structure or structure components.	Jan. 18, 1978.

PART II—PAYMENT ON BASIS OF HOURS IN PAY STATUS

Differential rate (percent)	Category for which payable	Effective date
50	1. <i>Duty aboard submerged vessel.</i> Duty aboard a submarine or other vessel such as a deep-research vehicle while submerged..	Nov. 1, 1970.
8	2. <i>Explosives and incendiary material—high degree hazard.</i> Working with or in close proximity to explosives and incendiary material which involves potential personal injury such as permanent or temporary, partial or complete loss of sight or hearing, partial or complete loss of any or all extremities; other partial or total disabilities of equal severity; and/or loss of life resulting from work situations wherein protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for such personal injury. Normally, such work situations would result in extensive property damage requiring complete replacement of equipment and rebuilding of the damaged area; and could result in personal injury to adjacent employees. <i>Examples</i> —Working with, or in close proximity to operations involved in research, in testing, manufacturing, inspection, renovation, maintenance and disposal, such as: —Screening, blending, drying, mixing, and pressing of sensitive explosives and pyrotechnic compositions such as lead azide, black powder and photoflash powder —Manufacture and distribution of raw nitroglycerine —Nitration, neutralization, crystallization, purification, screening and drying of high explosives —Manufacture of propellants, high explosives and incendiary materials —Melting, cast loading, pellet loading, drilling, and thread cleaning of high explosives —Manufacture of primary or initiating explosives such as lead azide —Manufacture of primer or detonator mix —Loading and assembling high-energy output flare pellets —All dry-house activities involving propellants or explosives —Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials —All operations involving fire fighting on an artillery range or at an ammunition manufacturing plant or storage area, including heavy duty equipment operators, truck drivers, etc. —All operations involving regrading and cleaning of artillery ranges —At-sea shock and vibration tests. Arming explosive charges and/or working with, or in close proximity to, explosive-armed charges in connection with at-sea shock and vibration tests of naval vessels, machinery, equipment and supplies —Handling or engaging in destruction operations on an armed (or potentially armed) warhead	Nov. 1, 1970.
4	3. <i>Explosives and incendiary material—low degree hazard.</i> a. Working with or in close proximity to explosives and incendiary material which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and possible adjacent employees; minor irritation of the skin; minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. b. Working with or in close proximity to explosives and incendiary material which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and possible adjacent employees; minor irritation of the skin; minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used and wherein protective device and/or safety measures have not practically eliminated the potential for such injury <i>Examples</i> —All operations involving loading, unloading, storage and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard—see category 2 above.) —Duties such as weighing, scooping, consolidating and crimping operations incident to the manufacture of stab, percussion, and low energy electric detonators (initiators) utilizing sensitive primary explosives compositions where initiation would be kept to a low order of propagation due to the limited amounts permitted to be present or handled during the operations —Load, assembly and packing of primers, fuses, propellant charges, lead cups, boosters, and time-train rings —Weighing, scooping, loading in bags and sewing of ignitor charges and propellant zone charges —Loading, assembly, and packing of hand-held signals, smoke signals, and colored marker signals —Proof-testing weapons with a known overload of powder or charges —Arming/disarming or the installation/removal of any squib, explosive device, or component thereof, connected to or part of a solid propulsion system, including work situations involving removal, inspection, test and installation of aerospace vehicle egress and jettison systems and other cartridge actuated devices and rocket assisted systems or components thereof, when accidental or inadvertent operation of the system or a component might occur	Nov. 1, 1970. Mar. 13, 1977.

Office of Personnel Management

Pt. 532, Subpt. E, App. A

PART II—PAYMENT ON BASIS OF HOURS IN PAY STATUS—Continued

Differential rate (percent)	Category for which payable	Effective date
8	<p>4. Poisons (toxic chemicals)—high degree hazard. Working with or in close proximity to poisons (toxic chemicals), other than tear gas or similar irritants, which involves potential serious personal injury such as permanent or temporary, partial or complete loss of faculties and/or loss of life including exposure of an unusual degree to toxic chemicals, dust, or fumes of equal toxicity generated in work situations by processes required to perform work assignments wherein protective devices and/or safety measures have been developed but have not practically eliminated the potential for such personal injury.</p> <p>Examples</p> <ul style="list-style-type: none"> —Handling and storing toxic chemical agents including monitoring of areas to detect presence of vapor or liquid chemical agents; examining of material for signs of leakage or deteriorated material; decontaminating equipment and work sites; work relating to disposal of deteriorated material (exposure to conjunctivitis, pulmonary edema, blood infection, impairment of the nervous system, possible death) —Renovation, maintenance, and modification of toxic chemicals, guided missiles, and selected munitions —Operating various types of chemical engineering equipment in a restricted area such as reactors, filters, stripping units, fractioning columns, blenders, mixers, pumps, and the like utilized in the development, manufacturing, and processing of toxic or experimental chemical warfare agents —Demilitarizing and neutralizing toxic chemical munitions and chemical agents —Handling or working with toxic chemicals in restricted areas during production operations —Preparing analytical reagents, carrying out colorimetric and photometric techniques, injecting laboratory animals with compounds having toxic, incapacitating or other effects —Recording analytical and biological tests results where subject to above types of exposure —Visually examining chemical agents to determine conditions or detect leaks in storage containers —Transferring chemical agents between containers —Salvaging and disposing of chemical agents 	Nov. 1, 1970.
4	<p>5. Poisons (toxic chemicals)—low egress hazard. a. Working with or in close proximity to poisons (toxic chemicals other than tear gas or similar irritating substances) in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposure to, the more toxic agents as in the case with the work described under high hazard for this class of hazardous agents.</p> <p>b. Working with or in close proximity to poisons (toxic chemicals other than tear gas or similar irritating substances) in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposure to, the more toxic agents as in the case with the work described under high hazard for this class of hazardous agents and wherein protective devices and/or safety measures have not practically eliminated the potential for personal injury</p> <p>Example</p> <ul style="list-style-type: none"> —Handling for shipping, marking, labeling, hauling and storing loaded containers of toxic chemical agents that have been monitored 	Nov. 1, 1970. Mar. 13, 1977.
8	<p>6. Micro-organisms—high degree hazard. Working with or in close proximity to micro-organisms which involves potential personal injury such as death, or temporary, partial, or complete loss of faculties or ability to work due to acute, prolonged, or chronic disease. These are work situations wherein the use of safety devices and equipment, medical prophylactic procedures such as vaccines and antiserums and other safety measures do not exist or have been developed but have not practically eliminated the potential for such personal injury.</p> <p>Examples</p> <ul style="list-style-type: none"> —Direct contact with primary containers of organisms pathogenic for man such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material. Operating or maintaining equipment in biological experimentation or production —Cultivating virulent organisms on artificial media, including embryonated hen's eggs and tissue cultures where inoculation or harvesting of living organisms is involved for production of vaccines, toxides, etc., or for sources of material for research investigations such as antigenic analysis and chemical analysis 	Nov. 1, 1970.
4	<p>7. Micro-organisms—low degree hazard. a. Working with or in close proximity to micro-organisms in situations for which the nature of the work does not require the individual to be in direct contact with primary containers of organisms pathogenic for man, such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material</p> <p>b. Working with or in close proximity to micro-organisms in situations for which the nature of the work does not require the individual to be in direct contact with primary containers of organisms pathogenic for man, such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material and wherein the use of safety devices and equipment and other safety measures have not practically eliminated the potential for personal injury</p>	Nov. 1, 1970. Mar. 13, 1977.

PART II—PAYMENT ON BASIS OF HOURS IN PAY STATUS—Continued

Differential rate (percent)	Category for which payable	Effective date
8	<p>8. <i>Pressure chamber and centrifugal stress.</i> Exposure in pressure chamber which subjects employee to physical stresses or where there is potential danger to participants by reason of equipment failure or reaction to the test conditions; or exposure which subjects an employee to a high degree of centrifugal force which causes an unusual degree of discomfort</p> <p><i>Examples</i></p> <ul style="list-style-type: none"> —Participating as a subject in diving research tests which seek to establish limits for safe pressure profiles by working in a pressure chamber simulating diving or, as an observer to the test or as a technician assembling underwater mock-up components for the test, when the observer or technician is exposed to high pressure gas piping systems, gas cylinders, and pumping devices which are susceptible to explosive ruptures —Participating in altitude chamber studies ranging from 5500 to 45,700 meters (18,000 to 150,000 feet) either as subject or as observer exposed to the same conditions as the subject —Participating as subject in centrifuge studies involving elevated G forces above the level of 49 meters per second² (5 G's) whether or not at reduced atmospheric pressure —Participating as a subject in a rotational flight simulator in studies involving continuous rotation in one axis through 360° at rotation rates greater than 15 r.p.m. for periods exceeding three minutes 	July 1, 1972.
8	<p>9. <i>Work in fuel storage tanks.</i> When inspecting, cleaning or repairing fuel storage tanks where there is no ready access to an exit, under conditions requiring a breathing apparatus because all or part of the oxygen in the atmosphere has been displaced by toxic vapors or gas, and failure of the breathing apparatus would result in serious injury or death within the time required to leave the tank</p> <p>10. <i>Firefighting.</i> Participating or assisting in firefighting operations on the immediate fire scene and in direct exposure to the hazards inherent in containing or extinguishing fires</p>	July 1, 1972.
25	<p><i>High degree</i></p> <ul style="list-style-type: none"> —Fighting forest and range fires on the fireline <p><i>Low degree</i></p> <ul style="list-style-type: none"> —All other firefighting 	July 1, 1972.
8	<p>11. <i>Experimental landing/recovery equipment tests</i></p> <ul style="list-style-type: none"> —Participating in tests of experimental or prototype landing and recovery equipment where personnel are required to serve as test subjects in spacecraft being dropped into the sea or laboratory tanks 	July 1, 1972.
8	<p>12. <i>Land impact or pad abort of space vehicle.</i> Actual participation in dearming and safing explosive ordnance, toxic propellant, and high-pressure vessels on vehicles that have land impacted or on vehicles on the launch pad that have reached a point in the countdown where no remote means are available for returning the vehicle to a safe condition</p>	July 1, 1972.
4	<p>13. <i>Mass explosives and/or incendiary material.</i> Working within a controlled danger area in, on, or around wharves, transfer areas, or temporary holding areas in a transshipment facility when explosives are in the process of being shifted to or from a conveyance</p> <p>Such an area shall include land and sea areas within which it has been determined that personnel are subject to an unusual degree of exposure or liability to serious injury or death from potential explosive effect</p> <p>A transshipment facility for this purpose is a port or sea terminal established for the marshalling or temporary assembly of explosives prior to shipment where amounts in excess of 113,400 kilograms (250,000 pounds) net explosive weight (NEW) are present on a regular or recurring basis</p>	July 1, 1972.
4	<p>14. <i>Duty aboard aircraft carrier.</i> Duty aboard an aircraft carrier when exposed to hazards connected with aircraft launch and recovery:</p> <p><i>Examples</i></p> <ul style="list-style-type: none"> —Participating in carrier suitability trials aboard aircraft carriers when work is performed on the flight deck during launch, recovery and refueling operations —Operating or monitoring camera equipment adjacent to flight deck in the area of maximum hazard during landing sequence while conducting photographic surveys aboard aircraft carriers during periods of heavy aircraft operations 	July 1, 1972.
8	<p>15. <i>Participating in missile liquid propulsion or solid propulsion situations.</i> Participating in research and development, or preoperational test and evaluation situation involving missile liquid or solid propulsion systems where mechanical, or other equipment malfunction, or accidental combination of certain fuels and/or chemicals, or transient voltage and current buildup on or within the system when the system is in a "go" condition on the test stand, or sled, can result in explosion, fire, premature ignition or firing</p> <p><i>Examples</i></p> <ul style="list-style-type: none"> —Test stand or track tests, when adequate protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for personal injury, under any of the following conditions: <ul style="list-style-type: none"> a. Tanks are being pressurized above normal servicing pressure b. Assembly, disassembly, or repair of contaminated plumbing containing inhibited red fuming nitric acid and unsymmetrical dimethylhydrazine or other hypergolic fuels is required c. Fueling and defueling 	Mar. 4, 1974.

Office of Personnel Management**Pt. 532, Subpt. E, App. A****PART II—PAYMENT ON BASIS OF HOURS IN PAY STATUS—Continued**

Differential rate (percent)	Category for which payable	Effective date
8	<ul style="list-style-type: none">—Hoisting hypergolic liquid fueled systems into, or out of, a test stand, where the working area is confined, and external plumbing is present resulting in a situation where the plumbing may be damaged causing a leak—Tests on foreign missiles where technical data is questionable or not available—Manned test firings of small, close support missiles for which safety performance data are not yet available—Removal of a missile, propulsion system or component thereof from a test stand, fixture, or environmental chamber where there is reason to believe that the item may be unusually hazardous due to damage resulting from the test	Nov. 24, 2003.
8	<p>16. <i>Asbestos</i>. Working in an area where airborne concentrations of asbestos fibers may expose employees to potential illness or injury. This differential will be determined by applying occupational safety and health standards consistent with the permissible exposure limit promulgated by the Secretary of Labor under the Occupational Safety and Health Act of 1970 as published in title 29, Code of Federal Regulations, §§ 1910.1001 or 1926.1101. Regulatory changes in §§ 1910.1001 or 1926.1101 are hereby incorporated in and made a part of this category, effective on the first day of the first pay period beginning on or after the effective date of the changes.</p> <p>17. <i>Working at high altitudes</i>. Performing work at a land-based work site more than 3900 meters (12,795 feet) in altitude, provided the employee is required to commute to the work site on the same day from a substantially lower altitude under circumstances in which the rapid change in altitude may result in acclimation problems</p>	April 2, 1999.

EXHIBIT 1

WINDCHILL CHART IN METRIC UNITS

WINDCHILL CHART IN NON-METRIC UNITS

Exhibit 1
WINDCHILL CHART

Wind Speed (MPH)	Local temperature (°F)										
	32	23	14	5	-4	-13	-22	-31	-40	-49	-58
Calm	32	23	14	5	-4	-13	-22	-31	-40	-49	-58
5	29	20	10	1	-9	-18	-28	-37	-47	-56	-65
10	18	7	-4	-15	-26	-37	-48	-59	-70	-81	-92
15	13	-1	-13	-25	-37	-49	-61	-73	-85	-97	-109
20	7	-6	-19	-32	-44	-57	-70	-83	-96	-109	-121
25	3	-10	-24	-37	-50	-64	-77	-90	-104	-117	-130
30	1	-13	-27	-41	-54	-68	-82	-97	-109	-123	-137
35	-1	-15	-29	-43	-57	-71	-85	-99	-113	-127	-142
40	-3	-17	-31	-45	-59	-74	-87	-102	-116	-131	-145
45	-3	-18	-32	-46	-61	-75	-89	-104	-118	-132	-147
50	-4	-18	-33	-47	-62	-76	-91	-105	-120	-134	-148
Little danger		Considerable danger		Very great danger							
For properly clothed persons					Danger from freezing of exposed flesh						

[55 FR 46180, Nov. 1, 1990; 55 FR 52267, Dec. 21, 1990; 55 FR 53608, Dec. 31, 1990, as amended at 58 FR 32274, June 9, 1993; 64 FR 15916, Apr. 2, 1999; 70 FR 21613, Apr. 27, 2005; 71 FR 8922, Feb. 22, 2006]

Subpart F—Job Grading System**§ 532.601 General.**

The Office of Personnel Management shall establish a job grading system in accordance with section 5346 of title 5, United States Code. Appropriate instructions to agencies on the application of the job grading system shall be published by the Office of Personnel Management. Agencies are required to grade all jobs subject to this part in accordance with such instructions.

Subpart G—Job Grading Reviews and Appeals**§ 532.701 General.**

A prevailing rate employee may at any time appeal the occupational series, grade, or title to which the employee's job is assigned, but may not appeal under this subpart the stand-

ards established for the job, nor other matters such as the accuracy of the job description, the rate of pay, or the propriety of a wage schedule rate. The filing of a job-grading appeal does not negate any other appeal or grievance rights which may be available under applicable law, rule, regulation, or negotiated agreement.

[51 FR 18561, May 21, 1986]

§ 532.703 Agency review.

(a) Each agency shall establish a system processing an employee's application for review of the correctness of the series, grade or title of the employee's job.

NOTE: Application for review will be hereafter referred to as an "application".

(b) In establishing the system required by this subpart, an agency, as a

§ 532.703

minimum, shall provide that the following requisites be met.

(1) The provisions of the system shall be published and the agency's employees shall be informed where a published copy is available for review.

(2) An application shall be in writing and contain the reasons the employee believes the position is erroneously graded.

(3) An application may be filed at any time. However, when the application involves a downgrading or other job-grading action which resulted in a reduction in grade or loss or pay, in order to be entitled to retroactive corrective action, an employee must request a review under the provisions of this subpart within 15 calendar days of the effective date of the change to lower grade.

(4) An employee may select a representative, and the employee and the representative, when the representative is also employed by the same agency, shall be granted a reasonable time in presenting the application and shall be assured freedom from restraint, interference, coercion, or reprisal in presenting the application.

(5) An employee shall promptly furnish such facts as may be requested by the agency.

(6) An application shall be canceled and the employee so notified in the following circumstances:

(i) On receipt of a written request by the employee;

(ii) Failure of the employee to furnish required information or otherwise fail to proceed with the advancement of his application in a timely manner; however, instead of cancellation for failure by the employee to prosecute, the application may be adjudicated by the agency if the information is sufficient for that purpose; or

(iii) On notice that the employee has left the job, except when the employee would be entitled to the retroactive benefits including benefits allowable after the death of an employee appellant.

(7) The application shall be processed and decided promptly. No more than one level of review may be established within an agency before a final decision is issued, and that level of review, when possible, must be above the level

5 CFR Ch. I (1-1-25 Edition)

of classification authority which classified the position.

(8) When an employee applies for a review of a downgrading or other job-grading action that resulted in a reduction of pay, and the decision of an agency reverses in whole or in part the downgrading or other job-grading action, the effective date of that decision shall be retroactive to the effective date of the action being reviewed when the initial application to the agency was submitted in accordance with paragraph (b)(3) of this section. However, when the agency decision raises the grade or level of the job above its grade or level immediately preceding the downgrading, retroactivity shall apply only to the extent of restoration to the grade or level immediately preceding the downgrading.

(9) The right to a retroactive effective date is preserved when an agency finds that an employee was not notified of the applicable time limit for review and was not otherwise aware of the limit or that circumstances beyond the employee's control prevented filing the application within the prescribed time limit.

(10) The effective date of a change in the series, title or grade of a job shall be specified in the agency decision and, unless otherwise required by this subpart, may not be earlier than the date of the decision. However, in no case may it be later than the beginning of the first pay period which begins after the 60th calendar day from the date the application was filed. However, when the agency decision will result in a downgrading or other job-grading action that will reduce the pay of the incumbent of the job, the effective date may not be set earlier than the date on which the decision can be effected in accordance with procedures required by applicable law and regulation. The retroactive reclassification may be based only on duties and responsibilities existing at the time of downgrading or loss of pay and not on duties and responsibilities later assigned.

(11) When an application has been properly filed and the employee dies before the application has been processed, if a favorable decision would entitle the employee to retroactive corrective action, the application will be

Office of Personnel Management**§ 532.705**

processed to completion after the employee's death and any appropriate corrective action made by amending the records of the agency.

(12) The decision on an application shall:

- (i) Be based on the record,
- (ii) Be in writing,
- (iii) Inform the employee either in the decision or as an attachment to the decision of the reasons for the decision, including an analysis of the employee's job, *i.e.*, comparing the job with the appropriate standard, and
- (iv) Inform the employee of the right to appeal the decision to the Office of Personnel Management and of the time limits within which the application must be filed.

(c) The agency is responsible for compiling and maintaining a job-grading review file which will constitute the record and which will not contain any document or information which the employee has not been given an opportunity to review.

[46 FR 21344, Apr. 10, 1981, as amended at 51 FR 18561, May 21, 1986]

§ 532.705 Appeal to the Office of Personnel Management.

(a)(1) An employee may appeal the occupation series, grade or title of the job to the appropriate office of the Office of Personnel Management only (i) after the agency has issued a decision under the system established under § 532.703; and (ii) if the employee files the appeal with the Office of Personnel Management within 15 calendar days after receipt of the decision of the agency.

(2) The Office of Personnel Management may extend this time limit if it is shown that the employee was not notified of the applicable time limit and was not otherwise aware of the limit, or that circumstances beyond the employee's control prevented filing an appeal within the prescribed time limit.

(b) An employee shall make the appeal in writing and shall identify specifically the portions of the decision or job analysis of the agency with which the employee disagrees.

(c) The Office of Personnel Management shall base its decision on the record established in the agency, except that when the Office of Personnel

Management investigates or audits the job it may take the results of the investigation or audit into consideration. In the event the Office of Personnel Management audits the job, the employee's representative may not be present.

(d) The Office of Personnel Management shall notify the employee and the agency in writing of its decision. The effective date of a change in the series, title and grade of a job directed by the Office of Personnel Management shall be specified in the decision of the Office of Personnel Management, computed from the date the employee filed the application with the agency, and determined under § 532.703(b)(10). However, when the decision will result in a downgrading or other job-grading action that will reduce the pay of the incumbent of the job, the effective date may not be set earlier than the date on which the decision can be effected in accordance with procedures required by applicable law and regulation.

(e) The appeal of an employee shall be canceled and the employee so notified in the following circumstances:

(1) On receipt of the employee's written request;

(2) On failure to prosecute, when the employee does not furnish requested information and duly proceed with the advancement of the appeal; however, instead of cancellation for failure to prosecute, an appeal may be adjudicated if the information is sufficient for that purpose. The Office of Personnel Management may reopen a canceled appeal on a showing that circumstances beyond the control of the employee prevented the employee from prosecuting the appeal; or

(3) On notice that the employee has left the job, except when entitled to retroactive benefits, including benefits allowable after the death of an appellant.

(f) The Office of Personnel Management may, at its discretion, reopen and reconsider any job-grading decision made by the Office when requested by an employee or an agency. This authority may be used under circumstances such as the following:

(1) An employee or an agency presents material facts not previously considered by the Office;

§ 532.707

(2) There is room for reasonable doubt as to the appropriateness of the decision; or

(3) The potential impact of a decision on similar jobs is sufficiently significant to make further review of the decision desirable.

(g) The Director of the Office of Personnel Management may, at his or her discretion, reopen and reconsider any previous decision when the party requesting reopening submits written argument or evidence which tends to establish that:

(1) New and material evidence is available that was not readily available when the previous decision was issued;

(2) The previous decision involves an erroneous interpretation of law or regulation or a misapplication of established policy; or

(3) The previous decision is of a precedential nature involving a new or unreviewed policy consideration that may have effects beyond the actual case at hand, or is otherwise of such an exceptional nature as to merit the personal attention of the Director of the Office of Personnel Management.

(h) A final decision by the Office of Personnel Management constitutes a certificate which is mandatory and binding on all administrative, certifying, payroll, disbursing, and accounting officials of the Government.

[46 FR 21344, Apr. 10, 1981, as amended at 51 FR 18561, May 21, 1986; 71 FR 37490, June 30, 2006]

§ 532.707 Availability of information.

(a) The Office, upon a request which identifies the individual from whose file the information is sought, shall disclose the following information from an appeal file to a member of the public, except when the disclosure would constitute a clearly unwarranted invasion of personal privacy:

(1) Confirmation of the name of the individual from whose file the information is sought and the names of the other parties concerned;

(2) The status of the appeal;

(3) The results of the appeal (*i.e.*, proper title, pay plan, series, and grade);

(4) The classification requested (*i.e.*, title, pay plan, series, and grade); and

5 CFR Ch. I (1-1-25 Edition)

(5) With the consent of the parties concerned, other reasonably identified information from the file.

(b) The Office will disclose to the parties concerned the information contained in an appeal file in proceedings under this part. For the purposes of this section, *the parties concerned* means the Government employee or former Government employee involved in the proceedings, his or her representative designated in writing, and the representative of the agency or the Office involved in the proceeding.

[50 FR 3313, Jan. 24, 1985]

Subpart H—Payment of Unrestricted Rates for Recruitment or Retention Purposes

§ 532.801 Payment of unrestricted rates for recruitment or retention purposes.

(a) When authorized by specific statutory authority providing for exceptions to pay limitations imposed by statute, the Office of Personnel Management (OPM) may approve exceptions to the pay limitations if OPM determines that such exceptions are necessary to ensure the recruitment or retention of qualified employees.

(b) Requests for payment of unrestricted rates under this subpart shall be submitted by employing agencies' headquarters to the appropriate lead agency. The lead agency shall coordinate each request with other agencies, as necessary, and submit a consolidated request to OPM. The consolidated request shall include any available supporting wage survey data and a formal recommendation by the lead agency to approve or disapprove the request.

(c) Rates authorized under paragraph (a) of this section shall be equal to the regular or special schedule unrestricted (uncapped) rates and may be authorized for use within all or part of a wage area for a designated occupation or occupational specialization and grade.

(d) In approving rates under this subpart, OPM shall consider the factors specified in § 532.251(b) of this part.

(e) The unrestricted rates authorized under this subpart shall be shown on

Office of Personnel Management**§ 534.202**

the appropriate regular or special schedule or as an amendment to the schedule and shall indicate the wage area (or part thereof) and each occupation or occupational specialization and grade for which the rates are authorized. These rates shall be paid by all agencies having such positions in the wage area (or part thereof) specified.

[57 FR 57876, Dec. 8, 1992]

PART 534—PAY UNDER OTHER SYSTEMS**Subpart A [Reserved]****Subpart B—Student-Employees in Government Hospitals**

Sec.

- 534.201 General.
- 534.202 Coverage.
- 534.203 Maximum stipends.
- 534.204 Previous authorizations.

Subpart C—Basic Pay for Employees of Temporary Organizations

- 534.301 Purpose.
- 534.302 Coverage.
- 534.303 Basic pay for executive level positions.
- 534.304 Basic pay for staff positions.
- 534.305 Pay periods and computation of pay.

Subpart D—Pay and Performance Awards Under the Senior Executive Service

- 534.401 Purpose.
- 534.402 Definitions.
- 534.403 SES rate range.
- 534.404 Setting and adjusting pay for senior executives.
- 534.405 Performance awards.
- 534.406 Conversion to the SES pay system.
- 534.407 Pay computation and aggregate compensation.
- 534.408 Restrictions on premium pay and compensatory time.

Subpart E—Pay for Senior-Level and Scientific or Professional Positions

- 534.501 Purpose.
- 534.502 Coverage.
- 534.503 Definitions.
- 534.504 Pay range.
- 534.505 Written procedures.
- 534.506 Setting a rate of basic pay upon appointment.
- 534.507 Annual increases in basic pay.
- 534.508 Reductions in a rate of basic pay.
- 534.509 Preservation of an established rate of basic pay.
- 534.510 Off-cycle pay increases.

534.511 Exemption from performance appraisal requirements.

Subpart F—Pay for Administrative Appeals Judge Positions

- 534.601 Coverage.
- 534.602 Definitions.
- 534.603 Rates of basic pay.
- 534.604 Pay administration.
- 534.605 Conversion.

AUTHORITY: 5 U.S.C. 1104, 3161(d), 5307, 5351, 5352, 5353, 5376, 5382, 5383, 5384, 5385, 5541, 5550a, sec. 1125 of the National Defense Authorization Act for FY 2004, Pub. L. 108-136, 117 Stat. 1638 (5 U.S.C. 5304, 5382, 5383, 7302; 18 U.S.C. 207); and sec. 2 of Pub. L. 110-372, 122 Stat. 4043 (5 U.S.C. 5304, 5307, 5376).

Subpart A [Reserved]**Subpart B—Student-Employees in Government Hospitals**

SOURCE: 44 FR 54693, Sept. 21, 1979, unless otherwise noted.

§ 534.201 General.

Under subchapter V of chapter 53 of title 5, United States Code (U.S.C. 5351-5356), agencies may pay stipends and provide certain services to certain student-employees assigned or attached to hospitals, clinics, or medical or dental laboratories operated by agencies. Student-employees covered under the program are excluded from certain provisions of law relating to classification, General Schedule pay, premium pay, leave, and hours of duty. This subpart authorizes the coverage of certain positions under this program and establishes maximum stipends for student-employees in the program.

§ 534.202 Coverage.

In addition to the student-employees specified in 5 U.S.C. 5351(2)(A), the following student-employees are covered under this program, provided they are assigned or attached principally for training purposes to a hospital, clinic, or medical or dental laboratory operated by an agency:

(1) Any student-employee whom an agency finds is properly covered under this program, provided that the student-employee is a registered student at an accredited academic institution and that the assignment or attachment