

UNIQUE WAGE SYSTEM FOR EMPLOYEES OF USACE HYDROPOWER INSTALLATIONS

Public Law 97-257, September 10, 1982, provides in pertinent part that:

Without regard to any other provision of law limiting the amounts payable to prevailing wage rate employees, United States Army Corps of Engineers employees paid from Corps of Engineers Special Power Rate Schedules shall be paid, beginning the effective date of each annual wage survey in the region after the date of enactment of this Act, wages as determined by the Department of Defense Wage Fixing Authority to be consistent with wages of the Department of Energy and the Department of the Interior employees performing similar work in the corresponding area.

Public Law 99-661, November 14, 1986, provides in pertinent part that:

(a) **Wage Determinations.** Notwithstanding any other provision of law, in the administration of the last undesignated paragraph preceding chapter 6 of title I of Public Law 97-257 (96 Stat. 832), the individuals described in subsection (b) shall be paid wages determined in the same manner as that established in such undesignated paragraph with respect to United States Army Corps of Engineers employees paid from Corps of Engineers Special Power Rate Schedules.

(b) **Covered Individuals.** The individuals described in subsection (a) are electric powerplant controllers and powerplant shift operators (as defined under regulations prescribed by the Secretary of Defense) assigned to the Soo Locks Power Plant in the Detroit District in the North Central Region of the United States Army Corps of Engineers.

The Wage and Salary Division of the Department of Defense Civilian Personnel Management Service (successor to the Department of Defense Wage Fixing Authority) sets the pay rates for hydropower employees by surveying Energy and Interior facilities in the same geographical area as the Corps facilities. Not only are pay rates set by this method, but all other types of compensation and employment practices are set to be similar to those of Energy and Interior.

The impact of this unique wage system on Civilian Personnel Advisory Centers and Civilian Personnel Operating Centers includes utilizing overtime pay, holiday pay, hazard pay, position classification systems, and temporary promotion provisions that are totally different from those used for other Corps employees. This requires the mastery of a body of knowledge unique to the Corps.