

Appendix V.

Listing of Agency Special Wage Schedules and Rates Documented Under the Federal Wage System

a. Coverage under Federal Wage System.

This appendix provides information relating to the identification of each category of special schedules or rates, a brief description of the basis for the rates, a statement concerning the evaluation plan and identification of the lead agency and the using agencies. The purpose of this documentation is to identify and list all the special schedules and rates as pay schedules within the scope of the Federal Wage System. The Office of Personnel Management will undertake a program which will involve an in-depth study to determine the most appropriate pay treatment of for each of these special schedule categories and to assure that equitable pay treatment is afforded all special schedule employees of all agencies who are performing similar work in the same wage area.

b. Special schedule practices.

(1) Current agency practices with respect to these special wage schedules or rates are to be continued except those practices which were required to be modified as a result of Public Law 92-392. For example, the law provides that special schedules may have single or multiple rates or steps according to prevailing practices in the industry on which the schedule is based. Current agency step rate practice will be continued pending the in-depth studies of these special schedules.

(2) Provisions relating to night shift differential, pay retention, and labor organization participation in wage surveys are applicable to employees covered under the special wage schedules.

(3) This appendix does not include special schedules or rates established by OPM under the Federal Wage System. Description of special practices under these schedules are in subchapter S11.

B. U.S. ARMY CORPS OF ENGINEERS FLOATING PLANT AND HOPPER DREDGE SCHEDULES

1. *Schedules: U.S. Army Corps of Engineers, Employees on Floating Plants (other than Hopper Dredges) for all areas.*

Basis for Schedules: Schedules are established identical to the regular Federal Wage

System schedule for the wage area in which the district headquarters are located.

Evaluation Plan: All positions are evaluated to the same grade structure as the regular wage schedule by reference to standards approved by the Department of the Army and published by the U.S. Corps of Engineers. Positions designated XH can be supervisory or nonsupervisory and are evaluated using the Floating Plant Ladder Diagram. The XH category includes supervisory positions and marine positions of ship's officers or watchstanders (e.g., Pilot, 3rd Mate, 3rd Assistant Engineer) who may direct one or more lower graded employees. Positions designated XF (nonsupervisory) and XG (leader) are evaluated using the Department of the Army Manual of Evaluation Standards (DAMES).

Lead Agency: Department of Defense.

Using Agency: U.S. Corps of Engineers.

2. *Schedules: Hopper Dredge Rates Schedules for the Following Areas:*

- U.S. Atlantic and Gulf Coasts.
- U.S. West Coast.

Basis for Schedules: Rates for all WK grades and for WJ-1 through WJ-11 are established by reference to means of second step rates for key grades on selected Federal Wage System regular schedules. Rates for WJ-15 and WJ-16 are established by reference to marine industry rates for Masters and Chief Engineers. Rates for WJ-12 through WJ-14 are established by formula as a tie-in to the rates for grades WJ-11 and WJ-15.

Evaluation Plan: WJ positions can be supervisory or nonsupervisory and are evaluated using the Floating Plant Ladder Diagram. The WJ category includes supervisory positions and marine positions of ship's officers or watchstanders (e.g., Pilot, 3rd Mate, 3rd Assistant Engineer) who may direct one or more lower graded employees. WK positions (nonsupervisory) are evaluated using the DAMES.

Lead Agency: Department of Defense

Using Agency: U.S. Army Corps of Engineers