

Charter
Department of Defense Wage Committee

1. Committee's Official Designation: The committee shall be known as the Department of Defense Wage Committee ("the DoD Wage Committee").
2. Authority: The Secretary of Defense, pursuant to 5 C.F.R. § 532.227(a), and in accordance with the Federal Advisory Committee Act (FACA) (5 U.S.C., Appendix) and 41 C.F.R. § 102-3.50(c), established this discretionary Federal advisory committee.
3. Objectives and Scope of Activities: The DoD Wage Committee provides independent advice and recommendations on matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund wage areas.
4. Description of Duties: The DoD Wage Committee's work is directed by 5 C.F.R. §§ 532.209, 532.227, 532.231(e), and 532.243 and the Office of Personnel Management Operating Manual, Federal Wage System, Appropriated and Non-Appropriated Funds, S3-2 Agency Level. The DoD Wage Committee shall: (a) consider and makes recommendations to the DoD on any matter involved in developing specifications for a wage survey on which the DoD proposes not to accept the recommendations of a local wage survey committee and any matters on which a minority report has been filed; (b) consider the survey data, upon completion of a wage survey, of the local wage survey committee's report and recommendations, and the statistical analyses and proposed pay schedules derived from them, as well as any other data or recommendations pertinent to the survey, and recommends wage schedules to the pay-fixing authority; and (c) have a majority of the DoD Wage Committee to constitute a decision and recommendation of the DoD Wage Committee, but a member of the minority may file a report with the DoD Wage Committee's recommendations.
5. Agency or Official to Whom the Committee Reports: The DoD Wage Committee reports to the Secretary of Defense and the Deputy Secretary of Defense ("the DoD Appointing Authority"), through the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), who may act upon the DoD Wage Committee's advice and recommendations in accordance with DoD policy and procedures.
6. Support: The DoD, through the Office of the USD(P&R), provides support for the DoD Wage Committee's functions and ensures compliance with the requirements of the FACA, the Government in the Sunshine Act ("the Sunshine Act") (5 U.S.C. § 552b), governing Federal statutes and regulations, and DoD policy and procedures.
7. Estimated Annual Operating Costs and Staff Years: The estimated annual operating cost, to include travel, meetings, and contract support, is approximately \$43,060.00. The estimated annual personnel cost to the DoD is 0.3 full-time equivalents.
8. Designated Federal Officer: The DoD Wage Committee's Designated Federal Officer (DFO) shall be a full-time or permanent part-time DoD civilian officer or employee, or active-duty member of the Armed Forces, designated in accordance with DoD policy and procedures.

The DoD Wage Committee's DFO is required to attend all DoD Wage Committee meetings for the entirety of each meeting. However, in the absence of the DoD Wage Committee's DFO,

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a properly approved Alternate DFO duly designated to the DoD Wage Committee in accordance with DoD policy and procedures, shall attend the entire duration of all DoD Wage Committee meetings.

The DFO, or the Alternate DFO, calls all DoD Wage Committee meetings; prepares and approves all meeting agendas; and adjourns any meeting when the DFO, or the Alternate DFO, determines adjournment to be in the public's interest or required by governing regulations or DoD policy and procedures.

9. Estimated Number and Frequency of Meetings: The DoD Wage Committee shall meet at the call of the DoD Wage Committee's DFO, in consultation with the DoD Wage Committee's Chair. The estimated number of meetings is 26 per year.
10. Duration: The need for this committee is on a continuing basis; however, the DoD Wage Committee is subject to renewal every two years.
11. Termination: The DoD Wage Committee shall terminate upon completion of its mission or two years from the date this charter is filed, whichever is sooner, unless the DoD renews the DoD Wage Committee, pursuant to 5 C.F.R. 532.209(c), and in accordance with DoD policy and procedures.
12. Membership and Designation: The DoD Wage Committee, pursuant to 5 C.F.R. §532.227(b), shall consist of five members, with the chair and two members designated by the head of the DoD. Of the remaining two members, pursuant to 5 C.F.R. § 532.227(b)(1), 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 DoD. The other two members shall have management backgrounds.

The appointment of DoD Wage Committee members will be approved by the DoD Appointing Authority for a term of service of one-to-four years, with annual renewal, in accordance with DoD policy and procedures. No member, unless approved by the DoD Appointing Authority, may serve more than two consecutive terms of service on the DoD Wage Committee or serve on more than two DoD Federal advisory committees at one time.

DoD Wage Committee members who are not full-time or permanent part-time Federal civilian officers or employees, or active-duty members of the Uniformed Services, shall be appointed as experts or consultants pursuant to 5 U.S.C. § 3109 to serve as special government employee members. DoD Wage Committee members who are full-time or permanent part-time Federal civilian officers or employees, or active-duty members of the Uniformed Services, shall be designated to serve as regular government employee members pursuant to 41 C.F.R. § 102-3.130(a). As determined by the DoD Appointing Authority, the individuals designated by each of the two labor organizations having the largest number of wage employees covered by exclusive recognition in the DoD shall be appointed pursuant to 41 C.F.R. § 102-3.130(a) to serve as representative members consistent with 5 C.F.R. § 532.227(b)(1). Individual members who are appointed to serve as representative members shall represent the views of their designated labor organizations. All other members of the DoD Wage Committee are appointed

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to exercise their own best judgment on behalf of the DoD, without representing any particular point of view, and to discuss and deliberate in a manner that is free from conflict of interest. With the exception of reimbursement of official DoD Wage Committee-related travel and per diem, DoD Wage Committee members serve without compensation.

13. Subcommittees: The DoD has determined that subcommittees will not be authorized for this DoD Wage Committee.
14. Recordkeeping: The records of the DoD Wage Committee shall be managed in accordance with General Record Schedule 6.2, Federal Advisory Committee Records or other approved agency records disposition schedule, and the appropriate DoD policy and procedures. These records shall be available for public inspection and copying, subject to the Freedom of Information Act (5 U.S.C. § 552).
15. Filing Date: December 7, 2022