

Charter
Department of Defense Wage Committee

1. Committee's Official Designation: The committee will be known as the Department of Defense Wage Committee ("the Committee").
2. Authority: The Secretary of Defense, pursuant to 5 C.F.R. § 532.227(a), as directed by 5 U.S.C. § 5343(c), 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 advisory committee.
3. Objectives and Scope of Activities: The Committee shall provide 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, as set forth in paragraph four below.
4. Description of Duties: The Committee, as directed by 5 C.F.R. §§ 532.209, 532.227 and the Office of Personnel Management Operating Manual, Federal Wage System, Appropriated and Non-Appropriated Funds, S3-2 Agency Level, provides the Secretary of Defense or the Deputy Secretary of Defense, through the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), independent advice and recommendations on all matters relating to the conduct of wage surveys and the establishment of wage schedules for all appropriated fund and non-appropriated fund wage areas of blue-collar employees within the Department of Defense (DoD). The 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 Committee to constitute a decision and recommendation of the Committee, but a member of the minority may file a report with the Committee's recommendations.
5. Agency or Official to Whom the Committee Reports: The Committee shall report to the Secretary of Defense and the Deputy Secretary of Defense, through the USD(P&R), who may act upon the Committee's advice and recommendations in accordance with Department of Defense policy and procedures.
6. Support: The DoD, through the Office of the USD(P&R) and the Defense Human Resources Activity, Civilian Personnel Management Service, Wage and Salary Division, provides support for the Committee's functions and ensures compliance with the requirements of the FACA, the Government in the Sunshine Act ("the Sunshine Act"), 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 \$40,500.00. The estimated annual

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personnel cost to the DoD is 0.3 full-time equivalents.

8. Designated Federal Officer (DFO): The 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 Uniformed Services, designated in accordance with DoD policy and procedures.

The Committee's DFO is required to attend all Committee meetings for the entire duration of each and every meeting. However, in the absence of the Committee's DFO, a properly approved Alternate DFO, duly designated to the Committee in accordance with DoD policy and procedures, shall attend the entire duration of all Committee meetings.

The DFO, or the Alternate DFO, approves and calls all 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 Committee shall meet at the call of the Committee's DFO, in consultation with the Committee's Chair. The estimated number of meetings is twenty-six per year.
10. Duration: The need for this Committee is on a continuing basis; however, the Committee is subject to renewal every two years.
11. Termination: The Committee will terminate upon rescission of 5 U.S.C. § 5343(c) and 5 C.F.R. § 532.227.
12. Membership and Designation: The Committee, pursuant to 5 C.F.R. §532.227(b), shall consist of five members, with the chairperson 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 Committee members will be approved by the Secretary of Defense, the Deputy Secretary of Defense, or the Chief Management Officer of the Department of Defense (CMO) ("the DoD Appointing Authority") for a term of service of one-to-two years, with annual renewal, in accordance with DoD policy and procedures. No member, unless approved by a DoD Appointing Authority, may serve more than two consecutive terms of service on the Committee or serve on more than two DoD federal advisory committees at one time.

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 (SGE) members. 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 appointed pursuant to 41 C.F.R. § 102-3.130(a) to serve as regular government employee (RGE) members.

A DoD Appointing Authority shall appoint the Committee's leadership from among the membership previously approved to serve on the Committee in accordance with DoD policy and

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procedures for a one-to-two year term of service, with annual renewal, not to exceed the member's approved appointment.

All members of the Committee are appointed 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 Committee-related travel and per diem, Committee members serve without compensation.

13. Subcommittees: The DoD has determined that subcommittees will not be authorized for this Committee.
14. Recordkeeping: The records of the Committee and its subcommittees 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, 2020