

PAYLINES

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DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE WAGE AND SALARY BRANCH - NAF PAY SYSTEMS

FY 2013 WAGE SCHEDULES RELEASED

On March 26, 2013, President Obama signed legislation to continue the pay freeze for most Federal civilian employees until December 31, 2013. This action supersedes the Executive Order signed on December 27, 2012, which was expected to end the freeze on March 27, 2013. As reported in the January 2013 issue of *Paylines*, Federal Wage System (FWS) Crafts and Trades (CT) schedules with effective dates from October 1, 2012 to present were placed on hold until we knew how to proceed. That guidance came in the form of CPM 2013-07, issued April 5, 2013, which authorized the release of FY 13 schedules at current pay levels. Accordingly, the Wage and Salary Branch posted the held schedules on our website, www.cpms.osd.mil, on April 10, 2013. Normal effective dates are shown on the schedules per standard operating procedures.

As has been done throughout the freeze, FWS surveys will continue to be ordered and conducted as prescribed by law. The staff will continue to complete the analysis and processing of the survey results so that we remain ready with current data when the freeze is lifted. We will continue to pass on any noteworthy news as we receive it.

NPS SCHEDULES

FY 13 NAF Pay System (NPS) schedules that implement adjustments to pay bands NF-1, NF-2, and the minimum of NF-3, based on the annual locality wage survey, and upper band adjustments based on changes to the General Schedule, have been on hold since October 1, 2012, while we waited for policy guidance regarding the pay freeze. Now that the pay freeze has been extended, we are awaiting authorization to release the held schedules at current pay levels. It is expected that FY 13 payband schedules will be issued and posted to our website on or about April 17, 2013.

CHANGES TO STATE MINIMUM WAGE

Eighteen states plus the District of Columbia have minimum wages that exceed the Federal Minimum Wage of \$7.25 per hour. The Federal pay freeze has not allowed wage schedules to keep up with the state minimum wage changes if they occurred after the pay freeze began in January, 2011.

FAREWELL

We would like to extend best wishes to Hank Rován who retired on April 3, 2013, after 47 years of Federal service; 39 of which were here in NAF Pay Systems. Hank possessed a great breadth of compensation knowledge and was steadfastly focused on maintaining the integrity of the Federal Wage System. His goal was to always make sure the system ran as it was intended, measuring and maintaining competitive wages for DOD NAF civilians through prevailing rate locality wage surveys. His leadership and prevailing rate knowledge will be missed by us all.