

PAYLINES

Volume XXXII NUMBER 1

A Periodic Newsletter Published by

JANUARY 2013

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

FY 2013 WAGE SCHEDULES STILL ON HOLD

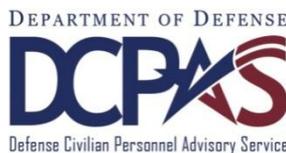
President Obama signed Executive Order 13635 on December 27, 2012, providing information on 2013 pay rates for certain Federal civilian employees. Under section 114 of the Continuing Appropriations Resolution, 2013 (Public Law 112-175) pay adjustments for the General Schedule and other Government-wide pay systems are scheduled to be effective the first day of the first applicable pay period beginning after March 27, 2013. This action extends the two-year Federal pay freeze until the end of March at the earliest. The provisions for how and when to come out of the pay freeze must be worked out before schedules can be issued. Accordingly, Federal Wage System (FWS) Crafts and Trades (CT) schedules with effective dates from October 1, 2012 to March 27, 2013, are on hold pending guidance from the Office of Personnel Management (OPM). 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 while we wait to hear from OPM.

NPS SCHEDULES

As you know, the 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, were affected by the pay freeze also. We are waiting on policy guidance to determine how and when FY13 NPS schedules should be implemented as well.

**WE WILL STAY
ABREAST OF THE
SITUATION AS IT
DEVELOPS AND KEEP
YOU INFORMED AS WE
LEARN MORE.**



CHANGES TO STATE MINIMUM WAGE

Nine states had changes in their state minimum wage effective on January 1, 2013. The changes are summarized in the chart below.

<u>State:</u>	<u>From:</u>	<u>To:</u>
Arizona	\$7.65	\$7.80
Colorado	\$7.64	\$7.78
Florida	\$7.67	\$7.79
Missouri	\$7.25	\$7.35
Montana	\$7.65	\$7.80
Ohio	\$7.70	\$7.85
Oregon	\$8.80	\$8.95
Vermont	\$8.46	\$8.60
Washington	\$9.04	\$9.19

This brings the total to 18 states plus the District of Columbia that have minimum wages that exceed the Federal Minimum Wage of \$7.25 per hour.

As a reminder, 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 Cheryl Operé, Ashley Foy, and Adriana Arango who have moved to new positions within our Compensation Division.