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BILLING C

DEPARTMENT OF DEFENSE

Office of the Secretary

Renewal of Department of Defense Federal Advisory Committees–Department of Defense Wage Committee

AGENCY: Department of Defense (DoD).

ACTION: Renewal of Federal advisory committee.

SUMMARY: The DoD is publishing this notice to announce it is renewing the Department of Defense Wage Committee ("the DoD Wage Committee") as a discretionary Federal advisory committee.

FOR FURTHER INFORMATION CONTACT: Jim Freeman, Advisory Committee Management Officer for the Department of War (DoW), 703-692-5952.

SUPPLEMENTARY INFORMATION: The DoW is renewing the DoD Wage Committee in accordance with chapter 10 of title 5 U.S.C. (commonly known as the "Federal Advisory Committee Act" or "FACA"), and 41 Code of Federal Regulations (CFR) part 102-3, "Federal Advisory Committee Management," [90 Federal Register 58417; December 16, 2025], and DoW policies and procedures. The public or interested organizations may submit written statements about the DoD Wage Committee mission and functions. Written statements may be submitted at any time or in response to the stated agenda of planned meetings of the DoD Wage Committee. All written statements shall be submitted to the DoD Wage Committee's Designated Federal Officer (DFO), and this individual will ensure that all written statements are provided to the membership for their consideration. The DoD Wage Committee's DFO is Mr. Karl Fendt, and he may be contacted at (571) 372-1618, or karl.h.fendt.civ@mail.mil.

Consistent with 41 CFR 102–3.65(a), the DoW is publishing the DoD Wage Committee's Public Interest Determination.

Pursuant to 41 CFR 102-3.60(a), to establish, renew, reestablish, or merge a discretionary (agency discretion) advisory committee, an agency must first consult with the General Services Administration's Committee Management Secretariat (the Secretariat) and, as part of the consultation, provide a written public interest determination approved by the head of the agency to the Secretariat with a copy to the Office of Management and Budget. In addition, pursuant to 41 CFR 102-3.35, an agency shall follow the same consultation process and document in writing the same determination of need before creating a subcommittee under a discretionary committee that is not made up entirely of members of a parent advisory committee.

Information on the following factors for the DoD Wage Committee is provided to the Secretariat to demonstrate that renewing the DoD Wage Committee is in the public interest:

1. Annual Budget: The Department of War (DoW) estimates annual operating costs to support the DoD Wage Committee are $54,896.54, which includes personnel travel, meetings, and contract support.

a. Federal personnel on a full-time equivalent (FTE) basis: The estimated annual personnel costs to the DoW are 0.3 full-time equivalent at $47,160.87, which includes basic pay with cost of living allowance (COLA).

b. Other Federal internal costs: Program element to support DoD Wage Committee contract costs are $5,592.00.

c. Proposed payments to members: Consistent with 10 U.S.C. 173, members of the DoD Wage Committee are not compensated for their services, except for travel and per diem reimbursement for official DoD Wage Committee related business.

d. Proposed number of members: The DoD Wage Committee will be comprised of not more than 5 members with the chairperson and two members designated by the Secretary of War (SecWar).

e. Reimbursable costs: The estimated reimbursement costs, to include travel, for DoD Wage Committee staff and members are $2,143.67.

2. If applicable, the total dollar value of grants expected to be recommended during the fiscal year: Not applicable

3. Criteria for selecting members to ensure the committee has the necessary expertise and fairly balanced membership: As described in its proposed charter and membership balance plan, the DoD Wage Committee, pursuant to 5 CFR 532.227(b) consists of five members, with the chair and two members designated by the SecWar. Of the remaining two members, pursuant to 5 CFR 532.227(b)(1), one member shall be designated by each of two labor organizations having the largest number of wage employees covered by exclusive recognition in the DoW.

Those individuals representing the labor organizations are each selected by their home labor organization to provide the DoD Wage Committee with the points of view of nongovernment entities or a recognizable group of persons that have interests in the subject matter under consideration by the DoD Wage Committee. The DoW in evaluating the other three candidates for DoD Wage Committee membership, considers each candidate's educational and professional experience concerning the subject matters tasked to the DoD Wage Committee through statute and regulations.

The DoW has found that viewing the complex issues facing the DoW through the lens of a multidisciplinary advisory committee provides the DoW and, more importantly, the American public with a broader understanding of the issues on which subsequent policy decisions are based. Membership shall be fairly balanced in terms of points of view represented and the functions to be performed by the DoD Wage Committee. The DoD Wage Committee's membership balance is not static, and the DoW Appointing Authority may change the membership based upon work assigned to the DoD Wage Committee.

4. List of all other DoW Federal Advisory Committees: A complete listing of DoW Federal advisory committees can be located at: https://www.facadatabase.gov/FACA/s/account/001t000000DCAooAAH/department-of-defense.

5. Justification that the information or advice provided by the Federal advisory committee or subcommittee is not available from another Federal advisory committee, another Federal Government source, or any other more cost-effective and less burdensome source: The DoD Wage Committee is a Federal advisory committee that 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 of blue-collar employees within the Federal wage system. Members receive only travel and per diem reimbursement for official committee-related business.

6. If the consultation is a committee renewal, a summary of the previous accomplishments of the committee and the reasons it needs to continue: The DoD Wage Committee meets bi-weekly to approve wage survey matters and pay schedule adjustments for 131 Appropriated Fund and 118 Nonappropriated Fund wage areas, with a population of over 240,000 crafts and trades employees. In accordance with 5 U.S.C. 5343(a)(3), a lead agency, DoD in this case, "shall conduct wage surveys, analyze wage survey data, and develop and establish appropriate wage schedules and rates for prevailing rate employees." Title 5 CFR 532.227(a) provides greater details of the requirement for a committee when it states, "shall establish an agency wage committee for the purpose of considering matters relating to the conduct of wage surveys, the establishment of wage schedules and making recommendations thereon to the lead agency." The regulation then requires the lead agency to submit to the wage committee its data and analysis for the committee's consideration and recommendations. The Defense Civilian Personnel Advisory Service (DCPAS) also cannot commence wage change surveys without the DoD Wage Committee because 5 CFR 532.247(g)(2) requires DoD to "consult with the agency wage committee" before it does so and then to consider "all of the information, analysis, and recommendations made available to it pursuant to this subpart." Title 5 CFR 532.245(a). Once approved, the pay schedule adjustments are then administered by DCPAS and distributed each pay period for use at all Federal agencies, not only DoD. Another provision at 5 CFR

532.307(c), requires the lead agency to submit survey matters to the wage committee to gain the committee's recommendations before ordering a full-scale survey related to the determination of a dominant industry, which is used to ensure DoD is capturing relevant data compared to the workforce itself.

7. Explanation of why the committee/subcommittee is essential to the conduct of agency business: The DoD Wage Committee's work is directed by 5 CFR 532.209, 532.227, 532.231(e), and 532.243 and the Office of Personnel Management Operating Manual, Federal Wage System, Appropriated and Nonappropriated Funds, S3-2 Agency Level. The DoD Wage Committee shall: (a) consider and make 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. Meetings are scheduled to be held approximately 24 times a year on a bi-weekly schedule to receive, review, and consider wage survey specifications; wage survey data; local wage survey committee reports and recommendations; and to approve wage schedule adjustments. Schedules are then issued on the same schedule throughout the year. The Committee is also critical in guaranteeing labor-management involvement in determining the wage schedules. Without these committee meetings, wage surveys would not occur and pay schedule adjustments would cease for the entire Federal Wage System (FWS) population.

Dated: November 20, 2026.

Aaron T. Siegel,

Alternate OSD Federal Register Liaison Officer,

Department of Defense.

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