

**DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
ALEXANDRIA, VIRGINIA 22350-1100**

**Issue Date:** 16 February 2016

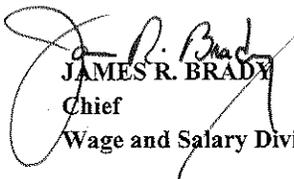
SUBJECT: Federal Wage System Special Wage Rates for Aircraft Maintenance and Support Positions Central and Western Massachusetts.

TO: COMMANDING OFFICERS OF MILITARY DEPARTMENTS AND DOD COMPONENT INSTALLATIONS IN THE AREA

REFERENCES: (a) U.S. Office of Personnel Management letter, dated February 1, 2016 which authorized the establishment of special rates for Aircraft Maintenance Positions, including leader and supervisory positions as shown on the reverse side, at the Concord Army Aviation Support Facility, New Hampshire National Guard, in the Central and Western Massachusetts Wage Area.  
(b) Operating Manual, Federal Wage System, Subchapter S12, Special Rates or Rate Ranges Under the Federal Wage System.  
(c) Defense Civilian Personnel Advisory Service, Wage and Salary Division letter, dated February 16, 2016, Federal Wage System Regular and Special Production Facilitating Wage Rate Schedule (AC-069R) for the Central and Western Massachusetts FWS Wage Area.

Issued under authority of DoD Instruction 5120.39, dated October 1, 2015, subject to the limitations contained in CPM 2015-16, dated December 18, 2015. The Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the Central and Western Massachusetts Wage Area (reference (c)) are amended by the following special rates:

WG WL-WS GRADE	WG-RATES					WL-RATES					WS-RATES				
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
6	21.79	22.70	23.62	24.52	25.43	23.97	24.97	25.97	26.97	27.96	30.40	31.67	32.93	34.18	35.46
7	23.52	24.49	25.47	26.46	27.43	25.87	26.95	28.02	29.10	30.17	32.11	33.45	34.80	36.13	37.47
8	25.22	26.28	27.34	28.39	29.44	27.75	28.91	30.06	31.21	32.38	33.84	35.24	36.65	38.06	39.47
9	26.96	28.07	29.18	30.32	31.44	29.65	30.89	32.11	33.36	34.59	35.54	37.03	38.52	39.99	41.48
10	28.67	29.87	31.05	32.24	33.44	31.53	32.85	34.15	35.47	36.79	37.27	38.83	40.37	41.93	43.48
11	30.39	31.66	32.92	34.17	35.45	33.43	34.83	36.20	37.60	39.00	37.62	39.18	40.75	42.32	43.89
12	32.10	33.44	34.79	36.12	37.46	35.31	36.79	38.26	39.72	41.20	38.09	39.67	41.26	42.85	44.43
13	33.83	35.23	36.64	38.05	39.46	37.20	38.76	40.31	41.87	43.41	38.63	40.24	41.85	43.46	45.06
14											39.25	40.89	42.52	44.14	45.78
15											40.04	41.71	43.37	45.04	46.71
16											40.93	42.63	44.34	46.04	47.75

  
**JAMES R. BRADY**  
 Chief  
 Wage and Salary Division

**Effective Date:** 21 February 2016

**Initial Implementation**

SPECIAL RATES FOR DESIGNATED AIRCRAFT MAINTENANCE OCCUPATIONS  
 LOCATED AT:  
 ARMY AVIATION SUPPORT FACILITY, NH ARMY NATIONAL GUARD, CONCORD, NH

OCCUPATIONS	PAY PLAN	SERIES	GRADES
Electronics Equipment Specialist	WG	2601	10 and above
Electronics Mechanic	WG	2604	10 and above
Electronic Integrated Systems Mechanic	WG	2610	11 and above
Aircraft Electrician	WG	2892	09 and above
Fabric Worker	WG	3105	08 and above
Instrument Mechanic	WG	3359	10 and above
Fabrication Supervisor	WS	3401	10 and above
Machinist (Welder)	WG	3414	10 and above
Welder	WG	3703	10 and above
Nondestructive Test Mechanic	WG	3705	10 and above
Sheet Metal Mechanic (Aircraft)	WG	3806	08 and above
Painter (Aircraft)	WG	4102	09 and above
Aircraft Survival & Flight Equipment Repairer	WG	4818	08 and above
Powered Support Systems Mechanic	WG	5378	08 and above
Fuel Distribution Systems Worker	WG	5413	08 and above
Testing Equipment Operator	WG	5439	10 and above
Munitions Examiner	WG	6501	07 and above
Ordnance Equipment Mechanic	WG	6641	10 and above
Aircraft Ordnance Systems Mechanic	WG	6652	09 and above
Material Expeditor	WG	6910	07 and above
Aircraft Pseudraulic Systems Mechanic	WG	8268	09 and above
Aircraft Engine Mechanic	WG	8602	09 and above
Aircraft Overhaul Production Supervisor	WS	8801	09 and above
Aircraft Overhaul Supervisor	WS	8801	09 and above
Aircraft Systems Mechanic Supervisor	WS	8801	10 and above
Aircraft Propeller Mechanic	WG	8810	10 and above
Aircraft Worker	WG	8852	08 and above
Aircraft Worker Inspector	WG	8852	11 and above
Aircraft Mechanic	WG	8852	09 and above

Includes related leader and supervisory positions for the occupations above.

Initial Implementation

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**DEPARTMENT OF DEFENSE**  
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
4800 MARK CENTER DRIVE  
ALEXANDRIA, VA 22350-1100

February 16, 2016

MEMORANDUM FOR COMMANDING OFFICER OF ARMY AND AIR FORCE  
NATIONAL GUARD IN THE WAGE AREA OF CENTRAL  
AND WESTERN MASSACHUSETTS

SUBJECT: Federal Wage System Appropriated Fund Special Rate Ranges for Aircraft  
Maintenance Occupations in the Central and Western Massachusetts Wage Area.

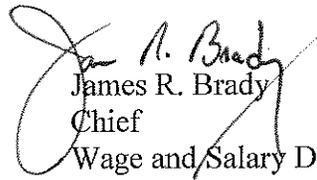
- References:
- (a) U.S. Office of Personnel Management letter dated, February 1, 2016, authorizing special rates for Aircraft Maintenance positions and related leader and supervisory positions at the Concord Army Aviation Support Facility (AASF), New Hampshire National Guard, in Concord, NH in the Central and Western Massachusetts FWS wage area. Special rate coverage is also amended for Aircraft Maintenance positions and related leader and supervisory positions at Westover Air Reserve Base and Barnes Air National Guard Base in the Central and Western Massachusetts Wage Area.
  - (b) Operating Manual, Federal Wage System, Subchapter S12, Special Rates or Rate Ranges Under the Federal Wage System.
  - (c) Defense Civilian Personnel Advisory Service, Wage and Salary Division letter dated August 5, 2015, Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the Central and Western Massachusetts Wage Area.
  - (d) Defense Civilian Personnel Advisory Service, Wage and Salary Division letter dated August 5, 2015, Federal Wage System Appropriated Fund Special Wage Rates for Aircraft Maintenance Positions in the Central and Western Massachusetts (AC-A069) Wage Area.

The attached special rates have been established under authority of DoD Instruction 5120.39, dated October 1, 2015 and are to be applied in accordance with references (a) and (b) above. The Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the Central and Western Massachusetts Wage Area (reference (c)) are amended to provide special rates for Aircraft Maintenance positions (see list attached) and related leader and supervisory positions located at the Concord Army Aviation Support Facility (AASF), New Hampshire National Guard, in Concord, NH in the Central and Western Massachusetts FWS wage area.

This memorandum also amends the Federal Wage System Appropriated Fund Special Wage Rates for Aircraft Maintenance Positions in the Central and Western Massachusetts FWS wage area (reference (d)). The table is amended to provide added coverage for Aircraft Maintenance positions (see list attached) and related leader and supervisory positions located at the Westover Air Reserve Base and Barnes Air National Guard Base in the Central and Western

Massachusetts FWS wage area. Grade coverage has been updated to reflect the lowest grade requiring coverage followed by "and above". This simplifies the covered grade structure for approved positions and aligns this table with other approved special rate tables.

This authorization is effective on the first day of the first pay period beginning on or after February 21, 2016.

  
James R. Brady  
Chief  
Wage and Salary Division

Attachment:  
As stated