APPROVAL PAGE

SCHEDULE OF CREWS-OF-VESSELS PAY RATES
FOR LICENSED ENGINEERS AND UNLICENSED PERSONNEL
(BOSTON PAY AREA)

SPECIAL RATES

Effective Date: The schedule attached is effective **July 12, 2015**.

Application of Increase: National Maritime Union/Seafarers International Union (AFL-CIO) and District No. 1 – National Marine Engineers Beneficial Association (MEBA).

Under the provisions of Division E, Title VII, Section 737(a)(4) of the Consolidated and Further Continuing Appropriations Act of 2015 (P.L. 113-235, December 16, 2014), the Office of Personnel Management (OPM) approved a 1 percent increase in premium pay rates, also referred to as "special rates" or "penalty rates," for licensed engineers and unlicensed personnel.

Effect on Other Schedules: The special rate schedule for the Boston Pay Area, effective July 13, 2014, is superseded.

Approved:

KL Bauhs

Kimberlyn Bauhs
Director, NOAA
Workforce Management Office

7/15/15

Date

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

Employee Services

APR - 9 2015

Ms. Christine M. Carpino
National Oceanic and Atmospheric Administration (NOAA)
Acting Director, Workforce Management Office
1305 East West Highway
Silver Spring, MD 20910

Dear Ms. Carpino:

Thank you for your letter requesting approval to grant increases in Fiscal Year (FY) 2015 premium pay elements for marine wage employees of the National Oceanic and Atmospheric Administration. We approve your request and authorize you to adjust pay elements for those employees up to the maximum permissible FY 2015 amount of 1.00 percent, provided no rate exceeds the industry prevailing rate. In addition, no such increase may be less than the minimum prevailing rate adjustments shown in the table below.

Official Duty Station	FWS Wage Area	GS Locality Pay Area	Minimum Adjustment
Ketchikan Gateway Borough, AK	Alaska	State of Alaska	1%
Kodiak Island Borough, AK	Alaska	State of Alaska	1%
San Diego County, CA	San Diego	San Diego-Carlsbad, San Marcos, CA	1%
Honolulu County, HI	Hawaii	State of Hawaii	1%
Barnstable County, MA	Boston, MA	Boston-Worcester-Manchester, MA-NH-RI-ME	1%
Jackson County, MS	Biloxi, MS	Rest of U.S.	1%
Rockingham County, NH	Portsmouth, NH	Boston-Worcester-Manchester, MA-NH-RI-ME	1%
Lincoln County, OR	Southwestern Oregon	Rest of U.S.	1%
Washington County, RI	Narragansett Bay, RI	Boston-Worcester-Manchester, MA-NH-RI-ME	1%
Charleston County, SC	Charleston, SC	Rest of U.S.	1%
Norfolk County, VA	Norfolk-Portsmouth-Newport News-Hampton, VA	Rest of U.S.	1%

The adjustments will become effective on the first day of the first applicable pay period beginning on or after July 12, 2015.

Sincerely,

Mark D. Reinhold
Associate Director, Employee Services
and Chief Human Capital Officer

SCHEDULE OF SPECIAL RATES FOR VESSEL EMPLOYEES OF THE NATIONAL OCEANIC AND ATMOSPHERIC ADMINISTRATION (BOSTON, MASSACHUSETTS)

Effective Date: **This schedule implements special pay. These increases are effective July 12, 2015. When rates as set forth below are being paid, no other additional compensation is payable.**

UNLICENSED PERSONNEL (All Departments)

Classes of positions as noted in the schedules below are as follows:

Class A = those ratings receiving $9.26 penalty rate
B = those ratings receiving $11.94 penalty rate
C = those ratings receiving $12.21 penalty rate

I. Tank Cleaning

A. Fresh Water Tanks

Between the hours of 8:00 a.m. and 5:00 p.m. Monday through Friday (TC 16, Suffix 1)

All classes = penalty rate
Class A = those ratings receiving $9.26 penalty rate
B = those ratings receiving $11.94 penalty rate
C = those ratings receiving $12.21 penalty rate

Between the hours of 5:00 p.m. and 8:00 a.m. Monday through Friday (TC 16, Suffix 2)

All classes = 1.5 times the penalty rate
Class A = those ratings receiving $13.89 penalty rate
B = those ratings receiving $17.91 penalty rate
C = those ratings receiving $18.32 penalty rate

When such work is performed on Saturdays, Sundays, or holidays, or in excess of 8 hours a day,

All classes = the applicable overtime rate OR one and one half times the penalty rate, whichever is greater.

B. <u>Oil Tanks or Oil Products Tanks</u>

During regular hours

Class A = $11.48 per hour (TC 16, Suffix 5)
B = $11.94 per hour (TC 16, Suffix 5)
C = $12.21 per hour (TC 16, Suffix 5)

During overtime hours

1) Employees off watch

All classes = overtime rate (TC 21)

2) Employees on watch

Class A = $11.48 per hour plus overtime rate (TC 16, Suffix 5 plus TC 21)
B = $11.94 per hour plus overtime rate (TC 16, Suffix 5 plus TC 21)
C = $12.21 per hour plus overtime rate (TC 16, Suffix 5 plus TC 21)

C. <u>Bonus</u>

For employees engaged in tank cleaning under B above, a bonus of 3 hours will be paid upon completion of tank work at the following rates:

Class A = $11.48 per hour (TC 16, Suffix 5)
B = $11.94 per hour (TC 16, Suffix 5)
C = $12.21 per hour (TC 16, Suffix 5)

II. <u>Dirty Work</u>

A. During regular work hours

$12.94 per hour (TC 16, Suffix 8)

B. During overtime hours

$29.43 or overtime rate if higher (TC 16, Suffix 9 or TC 21)

III. Scuba Diving

A. During regular work hours

$47.20 per hour (TC 16, Suffix 3)

B. During overtime hours

$47.20 plus overtime rate (TC 16, Suffix 3 plus TC21)

LICENSED ENGINEERS

I. <u>Dirty Work</u>

A. During regular work hours

Penalty pay rate (TC 16, Suffix 1)

B. During overtime hours

1.1 times the overtime rate (TC 27)

II. <u>Scuba Diving</u>

A. During regular work hours

$47.20 per hour (TC 16, Suffix 3)

B. During overtime hours

$47.20 plus overtime rate (TC 16, Suffix 3 plus TC21)