

For: FSA Employees

**\$15 Per Hour Minimum Pay Rate for FSA Employees**

Approved by: Administrator



**1 Overview**

**A Background**

The Executive Order on Protecting the Federal Workforce (Executive Order 14003) issued on January 22, 2021, required OPM to provide a report with recommendations to promote a \$15 per hour minimum pay rate for Federal employees. In response, OPM established an interagency working group and recommended establishment of GS special rates as the most effective and appropriate method available to achieve a \$15 per hour minimum pay rate for GS employees.

OPM’s Memorandum for Heads of Executive Departments and Agencies on Achieving a \$15 Per Hour Minimum Pay Rate for Federal Employees issued on January 21, 2022, announced that OPM had established a single nationwide special pay rate schedule of annual rates for grades GS-1 through GS-4. The new special pay rate schedule will apply to all GS employees with an official worksite in the United States, including its territories and possessions, whose pay rate at their grade and step would otherwise be below the special rate shown on this nationwide special rate table at that same grade and step.

**B Purpose**

This notice:

- informs all FSA employees of the new special pay rate
- extends the special pay rate table to FSA County Office employees.

**C Contact**

State Offices will contact:

- [SM.FPAC.FSA.DAFO.PPOD.ATEAM@USDA.GOV](mailto:SM.FPAC.FSA.DAFO.PPOD.ATEAM@USDA.GOV) for processing issues
- Amy Webbink at [amy.webbink@usda.gov](mailto:amy.webbink@usda.gov) for policy issues.

<b>Disposal Date</b>	<b>Distribution</b>
February 1, 2023	All FSA employees; State Offices relay to County Offices

## Notice PM-3055

### 2 Extension of Special Pay Rate Table to County Office Employees

#### A County Office Pay Provisions

According to 27-PM, paragraph 682, the County Office pay plan mirrors the Federal GS pay plan. Locality pay and annual pay adjustments have also been extended to County Office employees each year through PM notices. The general salary schedules and locality tables apply to all County Office positions.

#### B Applicability of Special Pay Rate Table

The special pay rate table number 001M is extended to all FSA County Office employees with an official worksite in the United States, including its territories and possessions, whose pay rate at their grade and step would otherwise be below the special rate shown on this nationwide special rate table at that same grade and step.

### 3 Special Pay Rate

#### A Effective Dates

The special pay rate schedule is effective the first day of the first applicable pay period beginning on or after January 30, 2022 (i.e., January 30, 2022, based on the standard biweekly pay period cycle).

#### B Pay Chart

Since the GS special rate table is extended to County Office employees, a separate County Office salary table will **not** be issued. The special rate table for 2022 is available on OPM's website at <https://apps.opm.gov/SpecialRates/2022/Table001M01302022.aspx>.

#### C Action

NFC will process the applicable pay actions for current employees. No action is required by State or County Offices.

State Offices are responsible for monitoring to ensure that the pay actions apply.