

M401

Defense Civilian Personnel Advisory Service
Alexandria, VA 22350-1100

Issue Date: June 11, 2024

SUBJECT: Federal Wage System Special Wage Rates for the Anniston-Gadsden, Alabama (BH) Wage Area

TO: Commanding Officers of Military Departments and DoD Component Installations in the Area

- REFERENCES:
- (a) Office of Personnel Management Compensation Policy Memorandum 2022-02, "Achieving a \$15 Per Hour Minimum Pay Rate for Federal Employees", dated January 21, 2022.
 - (b) Office of Personnel Management letter, dated January 27, 2022, which authorized the establishment of special rates for employees under all FWS regular and special wage schedules, where necessary, to achieve a \$15 per hour minimum hourly rate of pay.
 - (c) Operating Manual, Federal Wage System, Subchapter S12, Special Rates or Rate Ranges Under the Federal Wage System.
 - (d) Defense Civilian Personnel Advisory Service, Federal Wage System Regular and Special Production Facilitating Wage Rate Schedule for the 401R Anniston-Gadsden, Alabama (BH) Wage Area, dated June 11, 2024.

Issued under authority of DoD Instruction 5120.39, dated October 1, 2015, subject to the limitations contained in CPM 2023-22, dated December 21, 2023. The Federal Wage System Regular & Special Production Facilitating Wage Rate Schedule at reference (d) is amended by the following special rates:

WG WL-WS GRADE	WG-RATES					WL-RATES					WS-RATES					WD-WN Pay Level
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	16.97	17.67	18.39	19.09	19.79	18.66	19.44	20.21	20.99	21.76	24.81	25.84	26.87	27.91	28.93	
2	17.81	18.55	19.30	20.04	20.78	19.59	20.40	21.22	22.03	22.86	25.64	26.72	27.79	28.86	29.92	
3	18.66	19.44	20.21	20.99	21.76	20.52	21.37	22.23	23.09	23.94	26.49	27.61	28.71	29.80	30.92	1
4	19.51	20.32	21.13	21.95	22.75	21.46	22.34	23.24	24.14	25.03	27.34	28.48	29.63	30.76	31.90	2
5	20.35	21.20	22.04	22.90	23.74	22.39	23.33	24.26	25.18	26.11						

KARL H. FENDT
Chief
Wage and Salary Division

Effective Date: June 16, 2024
Supersedes Schedule Issued: June 13, 2023