

SUBJECT: Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the
 Norfolk-Portsmouth-Newport News-Hampton, VA (PHL) Wage Area

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

The schedules shown below have been established under authority of DoD Instruction 5120.39, dated October 1, 2015, subject to the limitations contained in CPM 2023-22, dated 21 December 2023. Rates are established as required by 5 USC 5343(d), if applicable, and are to be applied in accordance with the provisions of 5 CFR Part 532 to all employees whose official duty station is located within the geographic boundary of the wage area definition shown on the reverse side.

WG WL-WS Grade	WG - Rates					WL - Rates					WS - WD - WN Rates					WD-WN Pay Level
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	15.80	16.46	17.12	17.78	18.44	17.38	18.10	18.83	19.56	20.27	25.24	26.29	27.35	28.40	29.45	
2	16.88	17.58	18.28	18.99	19.69	18.57	19.33	20.10	20.89	21.66	26.09	27.18	28.26	29.35	30.44	
3	18.51	19.29	20.04	20.85	21.64	20.37	21.23	22.08	22.89	23.80	27.77	28.93	30.08	31.24	32.40	1
4	19.78	20.56	21.43	22.32	23.12	21.72	22.66	23.58	24.40	25.48	29.03	30.24	31.45	32.66	33.87	2
5	21.04	21.86	22.77	23.67	24.50	23.12	24.09	25.03	26.00	26.98	30.29	31.56	32.82	34.08	35.35	3
6	22.24	23.22	24.17	25.02	25.95	24.44	25.51	26.47	27.54	28.53	31.56	32.87	34.19	35.51	36.82	4
7	23.52	24.47	25.49	26.45	27.47	25.84	26.90	28.01	29.11	30.20	32.82	34.19	35.56	36.93	38.30	5 1
8	24.72	25.75	26.78	27.82	28.84	27.21	28.34	29.47	30.60	31.83	34.08	35.51	36.93	38.35	39.77	6 2
9	26.02	27.16	28.24	29.31	30.44	28.61	29.87	31.12	32.21	33.55	35.35	36.82	38.30	39.77	41.24	7 3
10	27.37	28.49	29.64	30.79	31.93	30.13	31.38	32.63	33.87	35.11	36.61	38.14	39.66	41.19	42.72	8 4
11	28.75	29.95	31.15	32.35	33.55	31.62	32.96	34.25	35.58	36.91	37.87	39.45	41.03	42.61	44.19	9 5
12	30.08	31.34	32.57	33.82	35.07	33.06	34.46	35.85	37.20	38.59	39.14	40.77	42.40	44.03	45.66	10 6
13	31.22	32.54	33.83	35.15	36.50	34.37	35.82	37.21	38.71	40.16	40.40	42.09	43.77	45.45	47.14	11 7
14	32.34	33.72	35.02	36.37	37.71	35.57	37.07	38.55	40.05	41.55	41.94	43.68	45.41	47.17	48.91	8
15	33.41	34.79	36.18	37.59	38.98	36.75	38.30	39.78	41.36	42.88	44.18	46.03	47.85	49.76	51.53	9

This schedule is impacted by CPM 2022-02. Please reference the corresponding special rate schedule to determine the appropriate payable rates.

WS-16	46.58	48.53	50.46	52.41	54.34
WS-17	48.50	50.53	52.51	54.56	56.55
WS-18	51.52	53.69	55.85	57.94	60.08
WS-19	51.32	53.46	55.60	57.74	59.88

KARL H. FENDT
 Chief
 Wage and Salary Division

Order Date: 7 May 2024
 Effective Date: 14 July 2024