

M140

Defense Civilian Personnel Advisory Service
Alexandria, VA 22350-1100

Issue Date: July 9, 2024

SUBJECT: Federal Wage System Special Wage Rates for the Norfolk-Portsmouth-Newport News-Hampton, Virginia (RUS) 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 140R Norfolk-Portsmouth-Newport News-Hampton, Virginia (RUS) Wage Area, dated July 9, 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	16.86	17.55	18.26	18.96	19.67	18.53	19.30	20.09	20.86	21.62	25.80	26.88	27.96	29.03	30.11	
2	17.70	18.43	19.18	19.90	20.65	19.46	20.27	21.09	21.90	22.70	26.65	27.75	28.88	29.98	31.09	
3	18.72	19.50	20.28	21.06	21.84	20.60	21.45	22.30	23.18	24.03	28.30	29.49	30.67	31.84	33.02	1
4	20.30	21.15	22.00	22.84	23.69	22.33	23.26	24.19	25.12	26.05	29.72	30.96	32.19	33.43	34.67	2
5	22.15	23.07	24.00	24.92	25.84	24.36	25.38	26.40	27.41	28.43	31.56	32.88	34.19	35.50	36.82	3
6	24.01	25.00	26.00	27.00	28.01	26.40	27.50	28.60	29.71	30.80	33.41	34.81	36.21	37.59	38.99	4
7	25.84	26.92	28.01	29.08	30.16	28.43	29.61	30.80	31.98	33.16	35.26	36.73	38.20	39.67	41.14	5 1
8	27.70	28.86	30.01	31.17	32.32	30.47	31.74	33.01	34.28	35.55	37.12	38.66	40.21	41.76	43.30	6 2
9	29.55	30.78	32.01	33.23	34.47	32.50	33.85	35.21	36.56	37.92	38.96	40.58	42.21	43.83	45.46	7 3
10	31.39	32.70	34.01	35.31	36.63	34.53	35.96	37.40	38.84	40.28	40.80	42.50	44.21	45.91	47.61	8 4
11	33.24	34.63	36.02	37.40	38.79	36.57	38.10	39.62	41.14	42.66	42.03	43.78	45.53	47.28	49.04	9 5
12	35.09	36.55	38.01	39.47	40.94	38.60	40.21	41.81	43.42	45.02	43.29	45.09	46.89	48.70	50.51	10 6
13	36.94	38.48	40.03	41.56	43.10	40.65	42.34	44.03	45.73	47.42	44.58	46.45	48.30	50.16	52.02	11 7
14	38.79	40.41	42.02	43.64	45.26	42.67	44.45	46.22	48.01	49.78	45.93	47.84	49.75	51.67	53.58	8
15	40.65	42.34	44.03	45.73	47.42	44.71	46.57	48.43	50.30	52.15	47.30	49.27	51.24	53.21	55.19	9
16											48.72	50.75	52.78	54.81	56.85	
17											50.18	52.27	54.37	56.46	58.55	
18											51.69	53.84	56.00	58.15	60.30	
19											53.23	55.46	57.68	59.89	62.12	

KARL H. FENDT
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Effective Date: July 14, 2024
Supersedes Schedule Issued: July 11, 2023