

M540

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 (PHL) 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 540R Norfolk-Portsmouth-Newport News-Hampton, Virginia (PHL) 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	16.90	17.60	18.31	19.01	19.72	18.58	19.36	20.15	20.91	21.68	25.87	26.96	28.04	29.11	30.19	
2	17.74	18.48	19.23	19.96	20.70	19.51	20.32	21.15	21.96	22.77	26.73	27.83	28.96	30.06	31.18	
3	18.78	19.56	20.33	21.11	21.90	20.66	21.51	22.37	23.24	24.09	28.38	29.57	30.76	31.93	33.12	1
4	20.36	21.21	22.06	22.90	23.76	22.39	23.32	24.26	25.19	26.12	29.80	31.04	32.28	33.53	34.77	2
5	22.21	23.14	24.06	24.99	25.91	24.43	25.45	26.47	27.48	28.50	31.65	32.97	34.28	35.60	36.93	3
6	24.07	25.07	26.07	27.07	28.08	26.47	27.58	28.68	29.79	30.88	33.51	34.91	36.31	37.70	39.10	4
7	25.91	27.00	28.08	29.16	30.24	28.50	29.69	30.88	32.07	33.25	35.36	36.83	38.31	39.78	41.25	5 1
8	27.78	28.94	30.09	31.25	32.41	30.56	31.83	33.11	34.38	35.65	37.22	38.77	40.32	41.87	43.42	6 2
9	29.63	30.86	32.09	33.33	34.57	32.59	33.95	35.31	36.66	38.02	39.06	40.70	42.33	43.95	45.58	7 3
10	31.47	32.79	34.11	35.41	36.73	34.62	36.06	37.51	38.95	40.39	40.92	42.62	44.33	46.03	47.74	8 4
11	33.34	34.73	36.12	37.51	38.90	36.67	38.20	39.73	41.25	42.78	42.15	43.90	45.65	47.41	49.17	9 5
12	35.19	36.65	38.12	39.58	41.05	38.71	40.32	41.93	43.54	45.15	43.41	45.22	47.02	48.83	50.64	10 6
13	37.04	38.59	40.14	41.67	43.22	40.76	42.45	44.15	45.85	47.55	44.71	46.57	48.43	50.30	52.16	11 7
14	38.90	40.52	42.14	43.76	45.38	42.79	44.57	46.35	48.14	49.92	46.05	47.97	49.89	51.81	53.73	8
15	40.76	42.45	44.15	45.85	47.55	44.83	46.70	48.56	50.43	52.30	47.43	49.41	51.38	53.36	55.34	9
16											48.85	50.89	52.93	54.96	57.00	
17											50.32	52.42	54.52	56.61	58.71	
18											51.83	53.99	56.15	58.31	60.47	
19											53.38	55.61	57.84	60.06	62.29	

KARL H. FENDT
Chief
Wage and Salary Division

Effective Date: July 14, 2024
Initial Implementation