

M002

Defense Civilian Personnel Advisory Service
Alexandria, VA 22350-1100

Issue Date: March 17, 2026

SUBJECT: Federal Wage System Special Wage Rates for the Birmingham-Cullman-Talladega, Alabama (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 002R Birmingham-Cullman-Talladega, Alabama (RUS) Wage Area, dated March 17, 2026.

Issued under authority of DoD Instruction 5120.39, dated October 1, 2015, subject to the limitations contained in CPM 2026-05, dated February 23, 2026. 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	17.37	18.07	18.80	19.53	20.26	19.08	19.87	20.69	21.48	22.27	26.83	27.96	29.07	30.19	31.31	
2	18.23	18.98	19.75	20.50	21.27	20.04	20.87	21.72	22.55	23.38	27.70	28.86	30.01	31.16	32.32	
3	19.08	19.87	20.69	21.48	22.27	20.98	21.86	22.75	23.61	24.50	28.56	29.77	30.94	32.14	33.32	1
4	19.96	20.78	21.62	22.44	23.29	21.94	22.86	23.78	24.68	25.61	29.43	30.66	31.89	33.11	34.32	2
5	21.56	22.45	23.36	24.23	25.15	23.71	24.69	25.68	26.68	27.66	31.04	32.34	33.64	34.93	36.22	3
6	23.57	24.56	25.53	26.52	27.49	25.93	27.00	28.07	29.16	30.24	33.05	34.43	35.80	37.16	38.55	4
7	25.14	26.19	27.24	28.29	29.33	27.66	28.81	29.96	31.11	32.27	34.35	35.78	37.21	38.64	40.07	5 1
8	26.99	28.11	29.23	30.36	31.48	29.68	30.92	32.16	33.39	34.63	36.19	37.70	39.21	40.72	42.22	6 2
9	28.84	30.04	31.24	32.44	33.64	31.72	33.04	34.36	35.68	37.00	38.04	39.63	41.22	42.80	44.39	7 3
10	30.69	31.97	33.25	34.53	35.81	33.76	35.17	36.58	37.98	39.39	39.90	41.56	43.22	44.88	46.55	8 4
11	32.53	33.89	35.25	36.60	37.96	35.79	37.28	38.77	40.26	41.75	40.92	42.64	44.34	46.04	47.75	9 5
12	34.39	35.82	37.25	38.69	40.12	37.82	39.40	40.98	42.55	44.13	42.16	43.91	45.67	47.41	49.19	10 6
13	36.23	37.74	39.25	40.76	42.27	39.85	41.51	43.17	44.83	46.49	43.42	45.22	47.04	48.85	50.65	11 7
14	38.08	39.67	41.26	42.84	44.43	41.89	43.64	45.39	47.13	48.88	44.72	46.59	48.44	50.31	52.17	8
15	39.94	41.60	43.26	44.93	46.59	43.93	45.76	47.59	49.42	51.25	46.06	47.99	49.90	51.83	53.75	9

KARL H. FENDT
Chief
Wage and Salary Division

Effective Date: March 22, 2026
Supersedes Schedule Issued: November 25, 2025