

**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 (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 202R Birmingham-Cullman-Talladega, Alabama (BH) 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	17.49	18.21	18.95	19.67	20.40	19.23	20.03	20.83	21.63	22.43	27.03	28.15	29.29	30.41	31.53	
2	18.36	19.11	19.89	20.65	21.42	20.18	21.02	21.87	22.70	23.56	27.90	29.06	30.23	31.41	32.55	
3	19.23	20.03	20.83	21.63	22.43	21.14	22.02	22.91	23.79	24.67	28.78	29.97	31.17	32.38	33.58	1
4	20.10	20.94	21.77	22.62	23.45	22.11	23.02	23.95	24.87	25.79	29.65	30.89	32.11	33.36	34.59	2
5	21.71	22.63	23.54	24.43	25.34	23.88	24.88	25.86	26.86	27.86	31.26	32.56	33.87	35.17	36.48	3
6	23.73	24.72	25.73	26.71	27.70	26.12	27.20	28.28	29.37	30.46	33.28	34.67	36.06	37.44	38.83	4
7	25.18	26.23	27.29	28.34	29.39	27.70	28.86	30.01	31.16	32.32	34.39	35.81	37.24	38.67	40.11	5 1
8	27.00	28.13	29.26	30.39	31.51	29.72	30.95	32.17	33.42	34.66	36.20	37.71	39.21	40.72	42.23	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	41.01	42.73	44.44	46.14	47.85	9 5
12	34.39	35.82	37.25	38.69	40.12	37.82	39.40	40.98	42.55	44.13	42.25	44.01	45.77	47.53	49.29	10 6
13	36.23	37.74	39.25	40.76	42.27	39.85	41.51	43.17	44.83	46.49	43.52	45.33	47.14	48.96	50.77	11 7
14	38.08	39.67	41.26	42.84	44.43	41.89	43.64	45.39	47.13	48.88	44.83	46.69	48.56	50.41	52.29	8
15	39.94	41.60	43.26	44.93	46.59	43.93	45.76	47.59	49.42	51.25	46.16	48.09	50.01	51.93	53.87	9

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