



DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
4800 MARK CENTER DRIVE
ALEXANDRIA, VA 22350-1100

December 21, 2023

MEMORANDUM FOR COMMANDING OFFICERS OF MILITARY DEPARTMENTS AND
DOD COMPONENT INSTALLATIONS IN THE WILMINGTON,
DELAWARE WAGE AREA

SUBJECT: Minimum Wage Adjustment for Wilmington, Delaware Wage Area #026

The minimum wage for localities in the wage area increased to \$15.13 per hour effective January 1, 2024. The enclosed AC-426 (RUS) wage schedule reflects minimum wage adjustments to corresponding AC-426 (RUS) survey-based held schedule issued on January 10, 2023.

AC-226 (PHL) and AC-626 (DCB) wage schedules did not require any pay changes. However, these schedules are being reissued (enclosed) to maintain proper alignment of schedules.

Karl Fendt

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Karl H. Fendt
Chief
Wage and Salary Division

Enclosure:
As stated

SUBJECT: Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the
 Wilmington, Delaware (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 2022-24, dated 29 December 2022. 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	15.94	16.59	17.24	17.92	18.56	17.53	18.25	18.99	19.70	20.43	25.34	26.38	27.44	28.50	29.56	
2	17.76	18.49	19.22	19.98	20.69	19.52	20.32	21.14	21.95	22.77	27.15	28.23	29.37	30.53	31.65	
3	19.56	20.38	21.19	21.99	22.82	21.52	22.43	23.29	24.19	25.10	28.94	30.18	31.36	32.59	33.77	1
4	21.36	22.25	23.12	24.03	24.92	23.49	24.47	25.45	26.40	27.41	30.77	32.05	33.33	34.59	35.87	2
5	23.18	24.17	25.13	26.11	27.04	25.51	26.56	27.63	28.72	29.76	32.60	33.93	35.28	36.65	38.00	3
6	25.01	26.03	27.09	28.11	29.16	27.50	28.63	29.78	30.92	32.07	34.41	35.84	37.28	38.69	40.11	4
7	26.73	27.82	28.93	30.05	31.16	29.36	30.63	31.81	33.02	34.25	36.15	37.64	39.11	40.64	42.13	5 1
8	28.08	29.23	30.38	31.59	32.73	30.90	32.16	33.42	34.69	36.00	37.48	39.06	40.58	42.16	43.74	6 2
9	29.51	30.73	31.97	33.24	34.48	32.44	33.80	35.18	36.48	37.88	38.73	40.35	42.06	43.62	45.23	7 3
10	30.71	32.01	33.27	34.59	35.85	33.77	35.18	36.56	37.97	39.43	39.95	41.61	43.30	44.99	46.64	8 4
11	31.98	33.32	34.74	36.09	37.40	35.22	36.74	38.21	39.69	41.13	40.95	42.67	44.36	46.04	47.78	9 5
12	33.22	34.62	36.00	37.38	38.81	36.50	38.07	39.64	41.11	42.63	42.20	43.97	45.81	47.57	49.31	10 6
13	34.39	35.84	37.20	38.73	40.13	37.78	39.35	41.01	42.50	44.10	43.71	45.50	47.31	49.12	50.97	11 7
14	35.51	37.06	38.49	39.97	41.52	39.12	40.74	42.43	44.02	45.70	45.06	46.92	48.80	50.69	52.56	8
15	36.69	38.27	39.82	41.36	42.86	40.41	42.15	43.86	45.50	47.23	46.64	48.59	50.57	52.48	54.40	9
											WS-16	48.52	50.53	52.56	54.59	56.59
											WS-17	50.59	52.66	54.78	56.84	58.98
											WS-18	52.89	55.04	57.23	59.45	61.65
											WS-19	49.02	51.06	53.10	55.14	57.19

KARL H. FENDT
 Chief
 Wage and Salary Division

Order Date: 1 November 2022
 Effective Date: 1 January 2024
 Supersedes Schedule Issued 10 January 2023