

M428

Defense Civilian Personnel Advisory Service  
Alexandria, VA 22350-1100

Issue Date: January 8, 2024

SUBJECT: Federal Wage System Special Wage Rates for the Cocoa Beach-Melbourne, Florida (PB) 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 428R Cocoa Beach-Melbourne, Florida (PB) Wage Area, dated December 28, 2023.

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	16.44	17.14	17.82	18.50	19.19	18.08	18.84	19.59	20.35	21.09	25.57	26.63	27.70	28.76	29.83	
2	17.26	17.99	18.71	19.42	20.15	18.99	19.78	20.57	21.36	22.16	26.38	27.49	28.58	29.69	30.78	
3	18.08	18.84	19.59	20.35	21.09	19.90	20.73	21.56	22.38	23.21	27.21	28.34	29.47	30.60	31.74	1

KARL H. FENDT  
Chief  
Wage and Salary Division

Effective Date: December 17, 2023  
Supersedes Schedule Issued: January 10, 2023