

M428

Defense Civilian Personnel Advisory Service  
Alexandria, VA 22350-1100

Issue Date: January 8, 2025

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 January 2, 2025.

Issued under authority of DoD Instruction 5120.39, dated October 1, 2015, subject to the limitations contained in CPM 2024-25, dated December 23, 2024. 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	16.77	17.49	18.18	18.87	19.58	18.44	19.22	19.98	20.76	21.51	26.08	27.16	28.26	29.34	30.43	
2	17.61	18.35	19.09	19.81	20.56	19.37	20.18	20.98	21.79	22.61	26.91	28.04	29.15	30.29	31.40	
3	18.44	19.22	19.98	20.76	21.51	20.30	21.15	21.99	22.83	23.68	27.76	28.91	30.06	31.21	32.38	1

KARL H. FENDT  
Chief  
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Effective Date: December 15, 2024  
Supersedes Schedule Issued: January 8, 2024