Defense Civilian Personnel Advisory Service
Alexandria, Virginia 22350-1100

Issue Date: 22 September 2026

SUBJECT: Special Federal Wage System Schedules for Lock and Dam Operation and Maintenance Employees, US Army Engineer District Jacksonville, Florida (RUS)

TO: US Army Engineer District Jacksonville, Florida

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 2026-05, dated 23 February 2026, and are to be applied in accordance with the provisions of 5 CFR Part 532 to all installations listed on the reverse side.

WY WO-WA Grade	WY - Rates 1	2	3	4	5	WO - Rates 1	2	3	4	5	WA - Rates 1	2	3	4	5
1	*15.00	*15.63	*16.26	*16.88	*17.51	*16.50	*17.19	*17.88	*18.57	*19.25	*23.88	*24.88	*25.88	*26.87	*27.87
2	*15.75	*16.41	*17.07	*17.72	*18.38	*17.33	*18.05	*18.77	*19.49	*20.22	*24.63	*25.66	*26.69	*27.71	*28.74
3	*16.50	*17.19	*17.88	*18.57	*19.25	*18.15	*18.91	*19.67	*20.42	*21.18	*25.38	*26.44	*27.50	*28.56	*29.61
4	18.07	18.80	19.54	20.33	21.05	19.85	20.67	21.52	22.33	23.18	26.62	27.70	28.82	29.95	31.05
5	19.82	20.63	21.48	22.29	23.10	21.79	22.70	23.59	24.48	25.42	28.35	29.55	30.71	31.90	33.04
6	21.50	22.40	23.30	24.18	25.08	23.64	24.64	25.62	26.60	27.59	30.01	31.26	32.51	33.76	35.01
7	23.26	24.20	25.16	26.16	27.10	25.57	26.61	27.70	28.74	29.84	31.75	33.07	34.41	35.72	37.02
8	24.97	25.98	27.06	28.09	29.09	27.47	28.60	29.76	30.91	32.06	33.51	34.88	36.27	37.70	39.05
9	26.70	27.83	28.94	30.04	31.13	29.42	30.63	31.86	33.06	34.24	35.24	36.68	38.15	39.63	41.11
10	28.45	29.66	30.84	31.99	33.19	31.27	32.58	33.90	35.19	36.51	36.97	38.53	40.06	41.59	43.12
11	30.17	31.44	32.70	33.96	35.23	33.22	34.60	35.94	37.35	38.73	38.04	39.61	41.19	42.78	44.36
12	31.94	33.27	34.60	35.89	37.26	35.15	36.59	38.06	39.53	40.98	39.44	41.10	42.75	44.36	46.01
13	33.70	35.09	36.52	37.90	39.30	37.06	38.62	40.14	41.70	43.25	41.01	42.73	44.38	46.13	47.78
14	35.48	36.97	38.47	39.93	41.37	39.02	40.64	42.27	43.90	45.52	42.94	44.73	46.51	48.32	50.07
15	37.23	38.78	40.36	41.88	43.46	40.94	42.66	44.36	46.06	47.78	45.08	46.97	48.84	50.74	52.58
16											46.88	48.84	50.79	52.74	54.67
17											49.78	51.84	53.86	55.96	57.99
18											52.92	55.14	57.38	59.51	61.73
19											52.72	54.92	57.12	59.31	61.51

* Rates for grade adjusted to comply with minimum wage for the state of Florida

This schedule is impacted by CPM 2022-02. Please reference the corresponding special rate schedule to determine the appropriate payable rates.

KARL H. FENDT
Chief
Wage and Salary Division

Order Date: 6 January 2026
Effective Date: 30 September 2026
Supersedes Schedule Issued 17 March 2026