

**Defense Civilian Personnel Advisory Service
Alexandria, VA 22350-1100**

Issue Date: March 17, 2026

SUBJECT: Federal Wage System Special Wage Rates for Lock and Dam Operation and Maintenance Employees, U.S. Army Engineer District Jacksonville, Florida (RUS)

TO: U.S. Army Engineer District Jacksonville, Florida

- 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, Special Federal Wage System Schedules for Lock and Dam Operation and Maintenance Employees, U.S. Army Engineer District 030L Jacksonville, Florida (RUS) 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 Special Wage Rate Schedule for Lock and Dam Operation and Maintenance Employees at reference (d) is amended by the following special rates:

WY WO-WA GRADE	WY-Rates					WO-Rates					WA-Rates				
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
1	17.37	18.07	18.80	19.53	20.26	19.08	19.87	20.69	21.48	22.27	26.22	27.33	28.43	29.51	30.61
2	18.23	18.98	19.75	20.50	21.27	20.04	20.87	21.72	22.55	23.38	27.08	28.23	29.36	30.47	31.61
3	19.08	19.87	20.69	21.48	22.27	20.98	21.86	22.75	23.61	24.50	27.96	29.12	30.29	31.46	32.62
4	19.96	20.78	21.62	22.44	23.29	21.94	22.86	23.78	24.68	25.61	28.83	30.02	31.22	32.43	33.64
5	21.48	22.37	23.26	24.16	25.05	23.63	24.61	25.59	26.58	27.56	30.36	31.62	32.88	34.15	35.41
6	23.10	24.06	25.02	25.98	26.95	25.41	26.47	27.53	28.59	29.65	31.98	33.31	34.64	35.97	37.31
7	24.73	25.76	26.79	27.82	28.85	27.21	28.34	29.47	30.61	31.74	33.61	35.01	36.41	37.81	39.21
8	26.35	27.45	28.55	29.65	30.74	28.99	30.20	31.41	32.62	33.82	35.23	36.70	38.17	39.64	41.10
9	27.97	29.14	30.31	31.47	32.64	30.77	32.05	33.33	34.61	35.90	36.85	38.39	39.93	41.46	43.00
10	29.60	30.83	32.06	33.30	34.53	32.55	33.91	35.27	36.62	37.98	38.48	40.08	41.68	43.29	44.89
11	31.23	32.53	33.83	35.13	36.43	34.35	35.78	37.21	38.64	40.07	39.55	41.19	42.84	44.49	46.13
12	32.85	34.22	35.59	36.96	38.33	36.13	37.64	39.15	40.65	42.16	40.73	42.42	44.12	45.82	47.52
13	34.49	35.92	37.35	38.79	40.23	37.94	39.52	41.09	42.68	44.25	41.95	43.70	45.44	47.19	48.94
14	36.13	37.64	39.14	40.65	42.15	39.75	41.40	43.06	44.72	46.37	43.21	45.01	46.81	48.61	50.41
15	37.78	39.35	40.93	42.51	44.08	41.57	43.29	45.02	46.76	48.48					

KARL H. FENDT
Chief
Wage and Salary Division

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