

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

Issue Date: March 17, 2026

SUBJECT: Federal Wage System Special Wage Rates for the Miami-Port St. Lucie-Fort Lauderdale, Florida (RUS) 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, 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) Office of Personnel Management letter, dated December 18, 2025, authorized the use of 5 CFR § 532.801 (unrestricted rates) in wage areas affected by pay inversion.
 - (e) Defense Civilian Personnel Advisory Service, Federal Wage System Regular and Special Production Facilitating Wage Rate Schedule for the 231R Miami-Port St. Lucie-Fort Lauderdale, 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 Federal Wage System Regular & Special Production Facilitating Wage Rate Schedule at reference (e) 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	17.37	18.07	18.80	19.53	20.26	19.08	19.87	20.69	21.48	22.27	26.50	27.59	28.70	29.80	30.89	
2	18.23	18.98	19.75	20.50	21.27	20.04	20.87	21.72	22.55	23.38	27.35	28.49	29.63	30.78	31.91	
3	19.08	19.87	20.69	21.48	22.27	20.98	21.86	22.75	23.61	24.50	28.22	29.39	30.57	31.73	32.91	1
4	20.11	20.95	21.79	22.63	23.46	22.13	23.05	23.97	24.89	25.82	30.68	31.96	33.24	34.52	35.80	2
5	22.64	23.58	24.52	25.47	26.41	24.90	25.94	26.98	28.02	29.05	33.21	34.59	35.97	37.36	38.74	3
6	25.15	26.20	27.25	28.30	29.34	27.67	28.82	29.97	31.13	32.28	35.72	37.21	38.70	40.19	41.68	4
7	27.68	28.83	29.98	31.14	32.29	30.44	31.71	32.98	34.25	35.52	38.25	39.84	41.43	43.03	44.62	5 1
8	30.20	31.46	32.72	33.98	35.24	33.23	34.61	35.99	37.38	38.76	40.77	42.47	44.17	45.87	47.57	6 2
9	32.72	34.08	35.44	36.81	38.17	35.99	37.49	38.99	40.49	41.99	43.29	45.09	46.89	48.70	50.50	7 3
10	35.24	36.71	38.18	39.65	41.12	38.76	40.38	42.00	43.61	45.23	45.81	47.72	49.63	51.54	53.45	8 4
11	37.76	39.33	40.90	42.48	44.05	41.53	43.26	44.99	46.72	48.45	47.18	49.15	51.12	53.08	55.05	9 5
12	40.28	41.96	43.64	45.32	47.00	44.31	46.16	48.01	49.85	51.70	48.60	50.62	52.64	54.67	56.69	10 6
13	42.80	44.58	46.36	48.15	49.93	47.08	49.04	51.00	52.96	54.92	50.05	52.14	54.23	56.31	58.40	11 7
14	45.32	47.21	49.10	50.99	52.88	49.85	51.93	54.01	56.08	58.16	51.55	53.70	55.85	58.00	60.14	8
15	47.84	49.83	51.82	53.82	55.81	52.62	54.81	57.00	59.19	61.39	53.10	55.31	57.52	59.73	61.95	9
16											54.69	56.97	59.25	61.53	63.81	
17											56.33	58.68	61.03	63.37	65.72	
18											58.02	60.44	62.86	65.28	67.69	
19											59.76	62.25	64.74	67.23	69.72	

KARL H. FENDT
Chief
Wage and Salary Division

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