AC-033R

Defense Civilian Personnel Advisory Service
Alexandria, Virginia 22350-1100

Issue Date: 22 September 2026

SUBJECT: Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the Panama City, Florida (RUS) Wage Area

TO: Commanding Officers of Military Departments and DoD Component Installations in the Area

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. Rates are established as required by 5 USC 5343(d), if applicable, and are to be applied in accordance with the provisions of 5 CFR Part 532 to all employees whose official duty station is located within the geographic boundary of the wage area definition shown on the reverse side.

WG WL-WS Grade	WG - Rates 1	2	3	4	5	WL - Rates 1	2	3	4	5	WS - WD - WN Rates 1	2	3	4	5	WD-WN Pay Level
1	*15.00	*15.63	*16.26	*16.88	*17.51	*16.50	*17.19	*17.88	*18.57	*19.25	*24.16	*25.17	*26.18	*27.18	*28.19	
2	*15.75	*16.41	*17.07	*17.72	*18.38	*17.33	*18.05	*18.77	*19.49	*20.22	*24.91	*25.95	*26.99	*28.03	*29.06	
3	16.69	17.40	18.08	18.78	19.48	18.34	19.09	19.86	20.61	21.40	*26.12	*27.21	*28.30	*29.39	*30.48	1
4	18.50	19.26	20.02	20.79	21.57	20.35	21.17	22.01	22.87	23.71	*27.33	*28.47	*29.61	*30.75	*31.89	2
5	20.13	20.95	21.80	22.64	23.47	22.11	23.05	23.98	24.90	25.85	28.57	29.75	30.94	32.13	33.31	3
6	21.73	22.62	23.53	24.43	25.32	23.88	24.89	25.89	26.86	27.88	30.17	31.42	32.69	33.92	35.20	4
7	23.35	24.30	25.27	26.24	27.20	25.65	26.72	27.81	28.89	29.95	31.72	33.04	34.33	35.69	37.02	5 1
8	24.90	25.93	26.96	27.98	29.01	27.40	28.54	29.64	30.80	31.93	33.31	34.71	36.03	37.46	38.82	6 2
9	26.43	27.53	28.65	29.77	30.88	29.08	30.33	31.52	32.75	33.92	34.85	36.32	37.75	39.21	40.66	7 3
10	28.09	29.24	30.43	31.60	32.77	30.91	32.19	33.47	34.76	36.02	36.52	38.05	39.56	41.08	42.61	8 4
11	29.68	30.94	32.14	33.38	34.59	32.65	33.99	35.35	36.73	38.12	37.45	39.02	40.58	42.09	43.65	9 5
12	31.28	32.61	33.90	35.21	36.52	34.42	35.86	37.26	38.73	40.16	38.72	40.32	41.95	43.57	45.18	10 6
13	32.95	34.31	35.70	37.07	38.43	36.26	37.77	39.26	40.77	42.29	40.17	41.83	43.50	45.19	46.88	11 7
14	34.60	36.02	37.50	38.95	40.37	38.07	39.66	41.25	42.84	44.41	42.01	43.75	45.50	47.26	49.04	8
15	36.20	37.71	39.24	40.74	42.26	39.83	41.50	43.15	44.82	46.52	44.08	45.88	47.73	49.56	51.41	9
WS-16											46.33	48.29	50.23	52.12	54.08	
WS-17											48.72	50.75	52.76	54.79	56.82	
WS-18											51.39	53.57	55.65	57.78	59.94	
WS-19											52.20	54.37	56.54	58.72	60.89	

* 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: 2 September 2025
Effective Date: 30 September 2026
Supersedes Schedule Issued 23 December 2025