

SUBJECT: Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the
 Montana (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 2021-02, dated 1 January 2021*. 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 | | | | | WL - Rates | | | | | WS - WD - WN Rates | | | | | WD-WN Pay Level |
|----------------------|------------|-------|-------|-------|-------|------------|-------|-------|-------|-------|--------------------|-------|-------|-------|-------|-----------------------|
| | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 | |
| 1 | 12.53 | 13.02 | 13.59 | 14.06 | 14.60 | 13.75 | 14.34 | 14.91 | 15.47 | 16.05 | 21.05 | 21.96 | 22.82 | 23.65 | 24.58 | |
| 2 | 14.21 | 14.80 | 15.40 | 15.98 | 16.58 | 15.62 | 16.28 | 16.93 | 17.58 | 18.23 | 22.76 | 23.69 | 24.66 | 25.60 | 26.55 | |
| 3 | 16.08 | 16.74 | 17.43 | 18.09 | 18.77 | 17.69 | 18.44 | 19.18 | 19.91 | 20.65 | 24.47 | 25.48 | 26.51 | 27.52 | 28.53 | 1 |
| 4 | 17.75 | 18.52 | 19.26 | 20.00 | 20.74 | 19.54 | 20.36 | 21.17 | 22.00 | 22.79 | 26.13 | 27.21 | 28.30 | 29.39 | 30.48 | 2 |
| 5 | 19.47 | 20.28 | 21.08 | 21.90 | 22.72 | 21.41 | 22.30 | 23.21 | 24.10 | 24.96 | 27.83 | 28.99 | 30.15 | 31.30 | 32.48 | 3 |
| 6 | 21.16 | 22.04 | 22.91 | 23.81 | 24.68 | 23.28 | 24.24 | 25.19 | 26.15 | 27.14 | 29.46 | 30.70 | 31.90 | 33.15 | 34.38 | 4 |
| 7 | 22.79 | 23.76 | 24.68 | 25.64 | 26.59 | 25.07 | 26.10 | 27.15 | 28.20 | 29.24 | 31.03 | 32.29 | 33.59 | 34.87 | 36.18 | 5 1 |
| 8 | 24.45 | 25.46 | 26.49 | 27.49 | 28.52 | 26.86 | 28.00 | 29.11 | 30.22 | 31.35 | 32.88 | 34.24 | 35.64 | 37.00 | 38.36 | 6 2 |
| 9 | 26.26 | 27.34 | 28.45 | 29.56 | 30.64 | 28.90 | 30.07 | 31.28 | 32.50 | 33.69 | 34.68 | 36.15 | 37.57 | 39.02 | 40.48 | 7 3 |
| 10 | 28.02 | 29.19 | 30.37 | 31.54 | 32.71 | 30.82 | 32.12 | 33.40 | 34.70 | 35.95 | 36.43 | 37.97 | 39.47 | 41.00 | 42.52 | 8 4 |
| 11 | 29.68 | 30.90 | 32.17 | 33.39 | 34.63 | 32.65 | 34.00 | 35.38 | 36.74 | 38.08 | 37.17 | 38.72 | 40.28 | 41.80 | 43.34 | 9 5 |
| 12 | 31.34 | 32.69 | 34.02 | 35.31 | 36.64 | 34.48 | 35.98 | 37.39 | 38.89 | 40.34 | 37.97 | 39.54 | 41.12 | 42.72 | 44.32 | 10 6 |
| 13 | 32.50 | 33.86 | 35.23 | 36.60 | 37.96 | 35.72 | 37.22 | 38.71 | 40.29 | 41.72 | 38.88 | 40.50 | 42.11 | 43.74 | 45.36 | 11 7 |
| 14 | 33.67 | 35.02 | 36.48 | 37.93 | 39.28 | 37.05 | 38.57 | 40.04 | 41.67 | 43.21 | 40.01 | 41.71 | 43.37 | 45.04 | 46.70 | 8 |
| 15 | 34.78 | 36.26 | 37.75 | 39.16 | 40.59 | 38.29 | 39.93 | 41.54 | 43.07 | 44.70 | 41.69 | 43.43 | 45.14 | 46.88 | 48.61 | 9 |

* DUE TO COVID-19 RESTRICTIONS, THE FY21 WAGE SURVEY COULD NOT BE CONDUCTED IN CONFORMANCE WITH 5 CFR 532 REQUIREMENTS. PER OPM GUIDANCE, ONLY THE FY21 PAY FLOOR INCREASE PROVISION IDENTIFIED IN CPM 2021-02 HAS BEEN APPLIED TO THESE SCHEDULES.

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| WS-16 | 43.37 | 45.16 | 46.96 | 48.76 | 50.59 |
| WS-17 | 44.66 | 46.52 | 48.37 | 50.22 | 52.08 |
| WS-18 | 46.55 | 48.51 | 50.44 | 52.37 | 54.28 |
| WS-19 | 46.08 | 48.00 | 49.92 | 51.84 | 53.76 |

KARL H. FENDT
 Chief
 Wage and Salary Division

Order Date: 6 July 2021
 Effective Date: 12 September 2021
 Supersedes Schedule Issued 8 September 2020