

M291

Defense Civilian Personnel Advisory Service
Alexandria, VA 22350-1100

Issue Date: May 12, 2026

SUBJECT: Federal Wage System Special Wage Rates for the Albany-Schenectady, New York (AL) 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, 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, Federal Wage System Regular and Special Production Facilitating Wage Rate Schedule for the 291R Albany-Schenectady, New York (AL) Wage Area, dated May 12, 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 (d) is amended by the following special rates:

WG WL-WS GRADE	WG-RATES					WL-RATES					WS-RATES				
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
1	17.61	18.36	19.07	19.82	20.56	19.38	20.17	20.98	21.80	22.59	28.10	29.27	30.45	31.61	32.77
2	18.79	19.57	20.35	21.14	21.92	20.67	21.53	22.39	23.25	24.11	28.98	30.18	31.40	32.60	33.81

KARL H. FENDT
Chief
Wage and Salary Division

Effective Date: May 17, 2026
Supersedes Schedule Issued: November 25, 2025