

M491

Defense Civilian Personnel Advisory Service
Alexandria, VA 22350-1100

Issue Date: May 14, 2024

SUBJECT: Federal Wage System Special Wage Rates for the Albany-Schenectady-Troy, New York (NY) 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 491R Albany-Schenectady-Troy, New York (NY) Wage Area, dated May 14, 2024.

Issued under authority of DoD Instruction 5120.39, dated October 1, 2015, subject to the limitations contained in CPM 2023-22, dated December 21, 2023. 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 | 17.13 | 17.85 | 18.57 | 19.27 | 19.99 | 18.84 | 19.62 | 20.41 | 21.21 | 21.99 | 27.35 | 28.49 | 29.63 | 30.77 | 31.90 |
| 2 | 17.99 | 18.74 | 19.50 | 20.24 | 20.98 | 19.79 | 20.62 | 21.43 | 22.25 | 23.09 | 28.19 | 29.37 | 30.55 | 31.72 | 32.91 |

KARL H. FENDT
Chief
Wage and Salary Division

Effective Date: May 19, 2024
Supersedes Schedule Issued: May 16, 2023