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Defense Civilian Personnel Advisory Service  
Alexandria, VA 22350-1100

Issue Date: May 14, 2024

SUBJECT: Federal Wage System Special Wage Rates for Lock and Dam Operation and Maintenance Employees, U.S. Army Engineer District Albany-Schenectady-Troy, New York (AL)

TO: U.S. Army Engineer District Albany-Schenectady-Troy, New York

- 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, Special Federal Wage System Schedules for Lock and Dam Operation and Maintenance Employees, U.S. Army Engineer District 291L Albany-Schenectady-Troy, New York (AL) 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 Special Wage Rate Schedule for Lock and Dam Operation and Maintenance Employees at reference (d) is amended by the following special rates:

WY WO-WA GRADE	WY-Rates					WO-Rates					WA-Rates				
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
1	17.06	17.78	18.48	19.20	19.92	18.77	19.55	20.33	21.12	21.89	27.23	28.37	29.50	30.63	31.76
2	17.91	18.66	19.41	20.16	20.91	19.71	20.53	21.35	22.16	22.99	28.08	29.25	30.42	31.59	32.76

KARL H. FENDT  
Chief  
Wage and Salary Division

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