M098

Defense Civilian Personnel Advisory Service
Alexandria, VA 22350-1100

Issue Date: August 4, 2026

SUBJECT: Federal Wage System Special Wage Rates for the Asheville, North Carolina (RUS) 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, 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) Office of Personnel Management letter, dated December 18, 2025, authorized the use of 5 CFR § 532.801 (unrestricted rates) in wage areas affected by pay inversion.
(e) Defense Civilian Personnel Advisory Service, Federal Wage System Regular and Special Production Facilitating Wage Rate Schedule for the 098R Asheville, North Carolina (RUS) Wage Area, dated August 4, 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 (e) is amended by the following special rates:

WG WL-WS GRADE	WG-RATES 1	2	3	4	5	WL-RATES 1	2	3	4	5	WS-RATES 1	2	3	4	5	WD-WN Pay Level	
1	17.37	18.07	18.80	19.53	20.26	19.08	19.87	20.69	21.48	22.27	25.66	26.72	27.79	28.86	29.92		
2	18.23	18.98	19.75	20.50	21.27	20.04	20.87	21.72	22.55	23.38	26.52	27.62	28.74	29.83	30.93		
3	19.08	19.87	20.69	21.48	22.27	20.98	21.86	22.75	23.61	24.50	27.39	28.52	29.67	30.81	31.94	1	
4	19.96	20.78	21.62	22.44	23.29	21.94	22.86	23.78	24.68	25.61	28.66	29.85	31.04	32.24	33.43	2	
5	21.47	22.36	23.25	24.15	25.04	23.62	24.60	25.58	26.57	27.55	30.18	31.44	32.70	33.96	35.21	3	
6	22.98	23.94	24.90	25.86	26.81	25.28	26.33	27.38	28.44	29.49	31.70	33.02	34.34	35.66	36.98	4	
7	24.51	25.53	26.55	27.57	28.59	26.96	28.08	29.20	30.33	31.45	33.23	34.61	35.99	37.38	38.76	5	1
8	26.03	27.11	28.19	29.28	30.36	28.63	29.82	31.01	32.21	33.40	34.74	36.19	37.64	39.09	40.53	6	2
9	27.55	28.70	29.85	31.00	32.14	30.31	31.57	32.83	34.10	35.36	36.27	37.78	39.29	40.80	42.31	7	3
10	29.07	30.28	31.49	32.70	33.91	31.98	33.31	34.64	35.97	37.31	37.79	39.36	40.93	42.51	44.08	8	4
11	30.60	31.87	33.14	34.42	35.69	33.66	35.06	36.46	37.86	39.27	38.92	40.54	42.16	43.78	45.40	9	5
12	32.11	33.45	34.79	36.13	37.46	35.33	36.80	38.27	39.74	41.22	40.09	41.76	43.43	45.10	46.77	10	6
13	33.64	35.04	36.44	37.84	39.24	37.00	38.54	40.08	41.62	43.16	41.29	43.01	44.73	46.45	48.17	11	7
14	35.16	36.63	38.10	39.56	41.03	38.68	40.29	41.90	43.51	45.12	42.53	44.30	46.07	47.84	49.62		8
15	36.68	38.21	39.74	41.27	42.80	40.35	42.03	43.71	45.39	47.07							
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KARL H. FENDT
Chief
Wage and Salary Division

Effective Date: August 9, 2026
Supersedes Schedule Issued: November 25, 2025