

**Defense Civilian Personnel Advisory Service
Alexandria, VA 22350-1100**

Issue Date: March 17, 2026

SUBJECT: Federal Wage System Special Wage Rates for Employees on Floating Plants (other than Hopper Dredge), U.S. Army Engineer District Wilmington, North Carolina (RUS)

TO: U.S. Army Engineer District Wilmington, North Carolina

- 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 Wage Rate Schedules for Employees on Floating Plants (other than Hopper Dredges), U.S. Army Engineer District 101F Wilmington, North Carolina (RUS) Wage Area, dated March 17, 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 Special Wage Rate Schedules for Employees on Floating Plants (other than Hopper Dredges) at reference (d) is amended by the following special rates:

XF XG-XH GRADE	XF-RATES					XG-RATES					XH-RATES				
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
1	17.37	18.07	18.80	19.53	20.26	19.08	19.87	20.69	21.48	22.27	27.39	28.52	29.67	30.81	31.94
2	18.23	18.98	19.75	20.50	21.27	20.04	20.87	21.72	22.55	23.38	28.25	29.42	30.61	31.78	32.95
3	19.08	19.87	20.69	21.48	22.27	20.98	21.86	22.75	23.61	24.50	29.10	30.33	31.55	32.75	33.97

KARL H. FENDT
Chief
Wage and Salary Division

Effective Date: March 22, 2026
Supersedes Schedule Issued: November 25, 2025