

Defense Civilian Personnel Advisory Service
Alexandria, VA 22350-1100

Issue Date: March 17, 2026

SUBJECT Federal Wage System Special Wage Rates for the Columbus-Marion-Zanesville, Ohio (COL) 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 106R Columbus-Marion-Zanesville, Ohio (COL) 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 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	17.49	18.23	18.96	19.67	20.42	19.25	20.04	20.85	21.65	22.45	26.48	27.58	28.69	29.77	30.89
2	18.59	19.36	20.13	20.91	21.68	20.45	21.30	22.15	23.00	23.86	27.38	28.52	29.66	30.80	31.94
3	19.93	20.76	21.59	22.42	23.25	21.93	22.84	23.75	24.67	25.58					

KARL H. FENDT
Chief
Wage and Salary Division

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