

M114

Defense Civilian Personnel Advisory Service
Alexandria, VA 22350-1100

Issue Date: March 17, 2026

SUBJECT: Federal Wage System Special Wage Rates for the Harrisburg-York-Lebanon, Pennsylvania (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 114R Harrisburg-York-Lebanon, Pennsylvania (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 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					WL-RATES					WS-RATES					WD-WN Pay Level
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	17.45	18.18	18.91	19.63	20.36	19.20	20.00	20.80	21.60	22.40	26.73	27.84	28.95	30.07	31.18	
2	18.95	19.74	20.53	21.32	22.11	20.84	21.71	22.58	23.45	24.32	28.22	29.40	30.58	31.75	32.93	
3	20.44	21.29	22.14	22.99	23.84	22.48	23.42	24.36	25.29	26.23	29.71	30.95	32.19	33.43	34.66	1
4	21.94	22.85	23.76	24.68	25.59	24.13	25.14	26.15	27.15	28.16	31.21	32.51	33.81	35.11	36.41	2
5	23.43	24.41	25.39	26.36	27.34	25.78	26.85	27.92	29.00	30.07	32.71	34.07	35.43	36.80	38.16	3
6	24.92	25.96	27.00	28.04	29.08	27.42	28.56	29.70	30.84	31.99	34.20	35.62	37.04	38.47	39.89	4
7	26.42	27.52	28.62	29.72	30.82	29.06	30.27	31.48	32.69	33.90	35.69	37.18	38.67	40.15	41.64	5 1
8	27.92	29.08	30.24	31.41	32.57	30.71	31.99	33.27	34.55	35.83	37.19	38.74	40.29	41.84	43.39	6 2
9	29.40	30.63	31.86	33.08	34.31	32.34	33.69	35.04	36.39	37.73	38.68	40.29	41.90	43.51	45.12	7 3
10	30.90	32.19	33.48	34.77	36.05	33.99	35.41	36.83	38.24	39.66	40.18	41.85	43.52	45.20	46.87	8 4
11	32.39	33.74	35.09	36.44	37.79	35.63	37.11	38.59	40.08	41.56	41.39	43.11	44.83	46.56	48.28	9 5
12	33.89	35.30	36.71	38.12	39.54	37.28	38.83	40.38	41.94	43.49	42.62	44.40	46.18	47.95	49.73	10 6
13	35.39	36.86	38.33	39.81	41.28	38.93	40.55	42.17	43.79	45.42	43.90	45.73	47.56	49.39	51.22	11 7
14	36.87	38.41	39.95	41.48	43.02	40.56	42.25	43.94	45.63	47.32	45.22	47.10	48.98	50.87	52.75	8
15	38.37	39.97	41.57	43.17	44.77	42.21	43.97	45.73	47.49	49.25	46.57	48.51	50.45	52.39	54.33	9
16											47.97	49.97	51.97	53.97	55.97	
17																
18																
19																

KARL H. FENDT
Chief
Wage and Salary Division

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