

M131

Defense Civilian Personnel Advisory Service  
Alexandria, VA 22350-1100

Issue Date: January 8, 2024

SUBJECT: Federal Wage System Special Wage Rates for the Dallas-Fort Worth, Texas (DFW) 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 131R Dallas-Fort Worth, Texas (DFW) Wage Area, dated December 28, 2023.

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 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					WD-WN Pay Level
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	16.52	17.21	17.90	18.59	19.28	18.17	18.93	19.69	20.45	21.19	26.21	27.29	28.38	29.48	30.56	
2	17.34	18.07	18.80	19.51	20.24	19.08	19.88	20.67	21.47	22.27	27.03	28.15	29.28	30.40	31.53	
3	18.17	18.93	19.69	20.45	21.19	19.98	20.82	21.66	22.49	23.32	28.43	29.62	30.80	31.98	33.17	1

KARL H. FENDT  
Chief  
Wage and Salary Division

Effective Date: December 17, 2023  
Supersedes Schedule Issued: January 10, 2023