

M131

Defense Civilian Personnel Advisory Service
Alexandria, VA 22350-1100

Issue Date: January 8, 2025

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 January 2, 2025.

Issued under authority of DoD Instruction 5120.39, dated October 1, 2015, subject to the limitations contained in CPM 2024-25, dated December 23, 2024. 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	16.85	17.56	18.26	18.96	19.67	18.53	19.31	20.08	20.86	21.61	26.73	27.84	28.95	30.07	31.17	
2	17.69	18.43	19.18	19.90	20.65	19.46	20.28	21.08	21.90	22.72	27.57	28.71	29.86	31.01	32.16	
3	18.53	19.31	20.08	20.86	21.61	20.38	21.24	22.09	22.94	23.79	29.00	30.21	31.41	32.62	33.83	1

KARL H. FENDT
Chief
Wage and Salary Division

Effective Date: December 15, 2024
Supersedes Schedule Issued: January 8, 2024