

M331

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 (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, 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 331R Dallas-Fort Worth, Texas (RUS) 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	16.77	17.47	18.18	18.86	19.57	18.44	19.22	19.99	20.75	21.52	26.60	27.70	28.80	29.91	31.02	
2	17.60	18.34	19.07	19.81	20.54	19.37	20.17	20.98	21.78	22.60	27.43	28.57	29.71	30.85	32.00	
3	18.44	19.22	19.99	20.75	21.52	20.29	21.13	21.98	22.82	23.67	28.93	30.14	31.35	32.54	33.76	1

KARL H. FENDT
Chief
Wage and Salary Division

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