

M133

Defense Civilian Personnel Advisory Service  
Alexandria, VA 22350-1100

Issue Date: May 12, 2026

SUBJECT: Federal Wage System Special Wage Rates for the Houston-Galveston-Texas City, Texas (HOU) 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 133R Houston-Galveston-Texas City, Texas (HOU) Wage Area, dated May 12, 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					WD-WN Pay Level
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	17.41	18.14	18.86	19.59	20.31	19.14	19.94	20.74	21.53	22.33	28.08	29.24	30.42	31.58	32.75	
2	18.27	19.04	19.79	20.56	21.32	20.11	20.93	21.77	22.61	23.46	28.95	30.14	31.35	32.56	33.76	
3	19.14	19.94	20.74	21.53	22.33	21.05	21.93	22.81	23.68	24.56	29.81	31.05	32.28	33.53	34.77	1

KARL H. FENDT  
Chief  
Wage and Salary Division

Effective Date: May 17, 2026  
Supersedes Schedule Issued: November 25, 2025