

M333

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 (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 333R Houston-Galveston-Texas City, Texas (RUS) 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	17.37	18.07	18.80	19.53	20.26	19.08	19.87	20.69	21.48	22.27	27.99	29.16	30.33	31.49	32.66	
2	18.23	18.98	19.75	20.50	21.27	20.04	20.87	21.72	22.55	23.38	28.86	30.05	31.27	32.46	33.67	
3	19.08	19.87	20.69	21.48	22.27	20.98	21.86	22.75	23.61	24.50	29.78	31.02	32.26	33.50	34.74	1

KARL H. FENDT  
Chief  
Wage and Salary Division

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