AC-535R

Defense Civilian Personnel Advisory Service
Alexandria, Virginia 22350-1100

Issue Date: 18 August 2026

SUBJECT: Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the San Antonio, TX (SO) Wage Area

TO: Commanding Officers of Military Departments and DoD Component Installations in the Area

The schedules shown below have been established under authority of DoD Instruction 5120.39, dated October 1, 2015, subject to the limitations contained in CPM 2026-05, dated 23 February 2026. Rates are established as required by 5 USC 5343(d), if applicable, and are to be applied in accordance with the provisions of 5 CFR Part 532 to all employees whose official duty station is located within the geographic boundary of the wage area definition shown on the reverse side.

WG WL-WS Grade	WG - Rates					WL - Rates					WS - WD - WN Rates					WD-WN Pay Level
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	13.30	13.85	14.37	14.93	15.53	14.66	15.22	15.80	16.43	16.99	21.51	22.41	23.32	24.20	25.10	
2	14.79	15.37	16.01	16.58	17.22	16.23	16.92	17.60	18.25	18.95	23.05	24.00	24.94	25.92	26.85	
3	16.39	17.06	17.76	18.43	19.12	18.03	18.78	19.52	20.28	21.02	24.52	25.55	26.56	27.57	28.59	1
4	17.97	18.70	19.46	20.23	20.92	19.74	20.59	21.40	22.21	23.04	26.03	27.12	28.17	29.25	30.37	2
5	19.46	20.27	21.04	21.85	22.65	21.38	22.26	23.14	24.04	24.92	27.51	28.68	29.78	30.94	32.09	3
6	20.92	21.80	22.65	23.54	24.40	23.04	23.97	24.93	25.90	26.83	29.10	30.34	31.53	32.76	33.97	4
7	22.53	23.49	24.42	25.35	26.31	24.80	25.83	26.85	27.89	28.92	30.81	32.09	33.39	34.67	35.95	5 1
8	24.16	25.18	26.16	27.17	28.17	26.58	27.67	28.77	29.91	31.00	32.41	33.75	35.09	36.46	37.79	6 2
9	25.87	26.95	28.01	29.09	30.16	28.47	29.64	30.83	32.00	33.16	34.13	35.56	37.00	38.41	39.82	7 3
10	27.50	28.64	29.77	30.94	32.09	30.24	31.51	32.79	34.01	35.29	35.75	37.23	38.75	40.23	41.74	8 4
11	29.08	30.27	31.51	32.75	33.94	31.97	33.33	34.69	36.01	37.33	36.91	38.44	39.96	41.55	43.05	9 5
12	30.69	31.94	33.25	34.53	35.79	33.77	35.15	36.59	37.99	39.42	38.21	39.78	41.38	43.00	44.58	10 6
13	32.32	33.66	35.01	36.34	37.73	35.55	37.05	38.51	40.03	41.51	39.99	41.64	43.32	45.00	46.68	11 7
14	33.99	35.43	36.83	38.26	39.69	37.37	38.96	40.54	42.10	43.67	41.92	43.67	45.41	47.15	48.90	8
15	35.54	37.03	38.48	39.95	41.48	39.12	40.74	42.32	44.01	45.64	44.41	46.25	48.12	49.95	51.80	9

This schedule is impacted by CPM 2022-02. Please reference the corresponding special rate schedule to determine the appropriate payable rates.

WS-16	47.16	49.11	51.07	53.05	55.01
WS-17	49.72	51.81	53.88	55.96	57.99
WS-18	53.32	55.55	57.76	60.01	62.19
WS-19	52.72	54.92	57.12	59.31	61.51

KARL H. FENDT
Chief
Wage and Salary Division

Order Date: 16 June 2026
Effective Date: 23 August 2026
Supersedes Schedule Issued 25 November 2025