M535

Defense Civilian Personnel Advisory Service
Alexandria, VA 22350-1100

Issue Date: August 18, 2026

SUBJECT: Federal Wage System Special Wage Rates for the San Antonio, Texas (SO) 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 535R San Antonio, Texas (SO) Wage Area, dated August 18, 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 1	2	3	4	5	WL-RATES 1	2	3	4	5	WS-RATES 1	2	3	4	5	WD-WN Pay Level
1	17.49	18.22	18.94	19.68	20.40	19.24	20.02	20.83	21.63	22.43	26.49	27.58	28.69	29.79	30.89	
2	18.36	19.12	19.89	20.65	21.42	20.19	21.03	21.87	22.70	23.56	27.35	28.49	29.64	30.77	31.92	
3	19.24	20.02	20.83	21.63	22.43	21.15	22.03	22.91	23.79	24.68	28.22	29.41	30.57	31.75	32.92	1
4	20.11	20.94	21.79	22.62	23.47	22.11	23.04	23.96	24.87	25.79	29.42	30.65	31.86	33.08	34.30	2
5	21.92	22.84	23.74	24.66	25.58	24.11	25.11	26.12	27.13	28.13	31.27	32.57	33.87	35.17	36.48	3
6	23.78	24.76	25.74	26.74	27.73	26.14	27.24	28.34	29.42	30.51	33.11	34.50	35.86	37.25	38.63	4
7	25.62	26.69	27.76	28.82	29.89	28.18	29.36	30.52	31.71	32.87	34.96	36.42	37.88	39.33	40.80	5 1
8	27.48	28.62	29.76	30.90	32.04	30.22	31.48	32.73	33.98	35.24	36.81	38.34	39.88	41.41	42.95	6 2
9	29.32	30.54	31.77	32.99	34.20	32.25	33.60	34.94	36.27	37.63	38.67	40.27	41.89	43.51	45.10	7 3
10	31.15	32.46	33.75	35.06	36.35	34.27	35.71	37.13	38.57	39.99	40.50	42.18	43.88	45.57	47.25	8 4
11	33.01	34.39	35.76	37.13	38.51	36.31	37.83	39.34	40.85	42.36	41.71	43.46	45.19	46.93	48.67	9 5
12	34.87	36.31	37.76	39.21	40.66	38.33	39.94	41.54	43.13	44.73	42.97	44.76	46.56	48.34	50.12	10 6
13	36.71	38.24	39.77	41.29	42.83	40.38	42.06	43.74	45.43	47.11	44.25	46.10	47.95	49.79	51.63	11 7
14	38.57	40.17	41.77	43.38	44.99	42.41	44.18	45.94	47.72	49.48	45.59	47.47	49.37	51.28	53.17	8
15	40.42	42.09	43.77	45.47	47.14	44.46	46.30	48.16	50.00	51.86	46.95	48.91	50.86	52.83	54.78	9
16											48.36	50.37	52.39	54.39	56.41	
17											49.81	51.89	53.96	56.04	58.12	

KARL H. FENDT
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Effective Date: August 23, 2026
Supersedes Schedule Issued: November 25, 2025