

**Defense Civilian Personnel Advisory Service  
Alexandria, VA 22350-1100**

Issue Date: January 8, 2024

SUBJECT: Federal Wage System Special Wage Rates for the Wichita Falls, TX - Southwestern, Oklahoma (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 138R Wichita Falls, TX - Southwestern, Oklahoma (RUS) Wage Area, dated December 28, 2023.

Issued under authority of DoD Instruction 5120.39, dated October 1, 2015, subject to the limitations contained in CPM 2023-22, dated December 21, 2023. 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	16.45	17.14	17.83	18.50	19.20	18.09	18.85	19.61	20.36	21.11	25.11	26.15	27.19	28.24	29.28	
2	17.27	17.99	18.71	19.43	20.15	19.00	19.79	20.58	21.37	22.17	25.92	27.00	28.08	29.16	30.24	
3	18.09	18.85	19.61	20.36	21.11	19.90	20.73	21.56	22.39	23.22	26.78	27.89	29.00	30.12	31.24	1
4	19.27	20.07	20.87	21.67	22.47	21.19	22.07	22.96	23.84	24.72	28.94	30.15	31.36	32.56	33.77	2
5	21.43	22.33	23.22	24.11	25.00	23.58	24.56	25.55	26.53	27.51	31.11	32.40	33.70	35.00	36.29	3
6	23.60	24.58	25.57	26.55	27.53	25.96	27.04	28.12	29.20	30.28	33.28	34.66	36.05	37.43	38.82	4
7	25.76	26.83	27.90	28.97	30.05	28.34	29.52	30.69	31.88	33.06	35.43	36.91	38.39	39.86	41.34	5 1
8	27.92	29.09	30.25	31.42	32.57	30.71	32.00	33.28	34.56	35.84	37.60	39.17	40.73	42.29	43.87	6 2
9	30.10	31.34	32.59	33.85	35.10	33.11	34.48	35.86	37.24	38.62	39.76	41.42	43.08	44.74	46.39	7 3
10	32.26	33.60	34.95	36.29	37.63	35.48	36.96	38.44	39.92	41.39	41.94	43.68	45.42	47.18	48.92	8 4
11	34.41	35.85	37.29	38.71	40.15	37.85	39.43	41.00	42.58	44.16	43.19	44.99	46.79	48.59	50.39	9 5
12	36.58	38.11	39.63	41.15	42.67	40.24	41.92	43.60	45.27	46.95	44.49	46.34	48.20	50.04	51.90	10 6
13	38.75	40.36	41.98	43.60	45.20	42.62	44.39	46.17	47.94	49.72	45.82	47.73	49.64	51.54	53.46	11 7
14	40.92	42.62	44.32	46.03	47.73	45.00	46.88	48.76	50.63	52.51	47.20	49.16	51.12	53.10	55.06	8
15	43.07	44.87	46.66	48.46	50.25	47.38	49.35	51.32	53.30	55.27	48.62	50.64	52.66	54.68	56.71	9
16											50.07	52.16	54.24	56.33	58.41	
17											51.58	53.72	55.87	58.02	60.16	
18											53.12	55.33	57.55	59.75	61.97	
19											54.72	56.99	59.27	61.55	63.83	

KARL H. FENDT  
Chief  
Wage and Salary Division

Effective Date: October 8, 2023  
Supersedes Schedule Issued: January 17, 2023