

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, 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) Office of Personnel Management letter, dated December 26, 2024, authorized the use of 5 CFR § 532.801 (unrestricted rates) in wage areas affected by pay inversion.
  - (e) 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 January 2, 2025.

Issued under authority of DoD Instruction 5120.39, dated October 1, 2015, subject to the limitations contained in CPM 2024-25, dated December 23, 2024. The Federal Wage System Regular & Special Production Facilitating Wage Rate Schedule at reference (e) 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	16.77	17.47	18.18	18.86	19.57	18.44	19.22	19.99	20.75	21.52	25.59	26.65	27.71	28.78	29.84	
2	17.60	18.34	19.07	19.81	20.54	19.37	20.17	20.98	21.78	22.60	26.42	27.52	28.62	29.72	30.82	
3	18.44	19.22	19.99	20.75	21.52	20.29	21.13	21.98	22.82	23.67	28.30	29.48	30.66	31.84	33.02	1
4	20.44	21.29	22.14	22.99	23.84	22.48	23.42	24.36	25.29	26.23	30.47	31.74	33.01	34.28	35.55	2
5	22.61	23.55	24.49	25.43	26.38	24.87	25.91	26.95	27.98	29.02	32.64	34.00	35.36	36.72	38.08	3
6	24.78	25.81	26.84	27.87	28.91	27.25	28.39	29.53	30.66	31.80	34.81	36.26	37.71	39.16	40.61	4
7	26.94	28.06	29.18	30.30	31.43	29.64	30.87	32.10	33.34	34.57	36.97	38.51	40.05	41.59	43.13	5 1
8	29.11	30.32	31.53	32.75	33.96	32.02	33.35	34.68	36.02	37.35	39.14	40.77	42.40	44.03	45.66	6 2
9	31.28	32.58	33.88	35.19	36.49	34.41	35.84	37.27	38.71	40.14	41.31	43.03	44.75	46.47	48.19	7 3
10	33.45	34.84	36.23	37.63	39.02	36.79	38.32	39.85	41.39	42.92	43.48	45.29	47.10	48.91	50.72	8 4
11	35.62	37.10	38.58	40.07	41.55	39.18	40.81	42.44	44.07	45.71	44.78	46.65	48.52	50.38	52.25	9 5
12	37.79	39.36	40.93	42.51	44.08	41.57	43.30	45.03	46.76	48.50	46.13	48.05	49.97	51.89	53.82	10 6
13	39.96	41.62	43.28	44.95	46.61	43.95	45.78	47.61	49.44	51.27	47.51	49.49	51.47	53.45	55.43	11 7
14	42.12	43.88	45.64	47.39	49.15	46.34	48.27	50.20	52.13	54.06	48.93	50.97	53.01	55.05	57.09	8
15	44.29	46.14	47.99	49.83	51.68	48.72	50.75	52.78	54.81	56.84	50.40	52.50	54.60	56.70	58.80	9
16											51.92	54.08	56.24	58.41	60.57	
17											53.47	55.70	57.93	60.16	62.38	
18											55.08	57.37	59.66	61.96	64.25	
19											56.73	59.09	61.45	63.82	66.18	

KARL H. FENDT  
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Wage and Salary Division

Effective Date: October 20, 2024  
Supersedes Schedule Issued: January 8, 2024