

M138

Defense Civilian Personnel Advisory Service  
Alexandria, VA 22350-1100

Issue Date: January 17, 2023

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 October 20, 2022, 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 4, 2023.

Issued under authority of DoD Instruction 5120.39, dated October 1, 2015, subject to the limitations contained in CPM 2022-24, dated December 29, 2022. 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	15.66	16.32	16.98	17.62	18.28	17.23	17.95	18.67	19.39	20.10	23.91	24.90	25.89	26.89	27.88	
2	16.44	17.13	17.82	18.50	19.19	18.09	18.84	19.60	20.35	21.11	24.68	25.71	26.74	27.77	28.80	
3	17.23	17.95	18.67	19.39	20.10	18.95	19.74	20.53	21.32	22.11	25.50	26.56	27.62	28.68	29.75	1
4	18.35	19.11	19.87	20.64	21.40	20.18	21.02	21.86	22.70	23.54	27.56	28.71	29.86	31.01	32.16	2
5	20.41	21.26	22.11	22.96	23.81	22.45	23.39	24.33	25.26	26.20	29.63	30.86	32.09	33.33	34.56	3
6	22.47	23.41	24.35	25.28	26.22	24.72	25.75	26.78	27.81	28.84	31.69	33.01	34.33	35.65	36.97	4
7	24.53	25.55	26.57	27.59	28.62	26.99	28.11	29.23	30.36	31.48	33.74	35.15	36.56	37.96	39.37	5 1
8	26.59	27.70	28.81	29.92	31.02	29.25	30.47	31.69	32.91	34.13	35.81	37.30	38.79	40.28	41.78	6 2
9	28.66	29.85	31.04	32.24	33.43	31.53	32.84	34.15	35.47	36.78	37.87	39.45	41.03	42.61	44.18	7 3
10	30.72	32.00	33.28	34.56	35.84	33.79	35.20	36.61	38.02	39.42	39.94	41.60	43.26	44.93	46.59	8 4
11	32.77	34.14	35.51	36.87	38.24	36.05	37.55	39.05	40.55	42.06	41.13	42.85	44.56	46.28	47.99	9 5
12	34.84	36.29	37.74	39.19	40.64	38.32	39.92	41.52	43.11	44.71	42.37	44.13	45.90	47.66	49.43	10 6
13	36.90	38.44	39.98	41.52	43.05	40.59	42.28	43.97	45.66	47.35	43.64	45.46	47.28	49.09	50.91	11 7
14	38.97	40.59	42.21	43.84	45.46	42.86	44.65	46.44	48.22	50.01	44.95	46.82	48.69	50.57	52.44	8
15	41.02	42.73	44.44	46.15	47.86	45.12	47.00	48.88	50.76	52.64	46.30	48.23	50.15	52.08	54.01	9
16											47.69	49.67	51.66	53.65	55.63	
17											49.12	51.16	53.21	55.26	57.30	
18											50.59	52.70	54.81	56.91	59.02	
19											52.11	54.28	56.45	58.62	60.79	

KARL H. FENDT  
Chief  
Wage and Salary Division

Effective Date: October 9, 2022  
Supersedes Schedule Issued: February 4, 2022