

M340

Defense Civilian Personnel Advisory Service
Alexandria, VA 22350-1100

Issue Date: July 9, 2024

SUBJECT: Federal Wage System Special Wage Rates for the Norfolk-Portsmouth-Newport News-Hampton, Virginia (VB) 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 340R Norfolk-Portsmouth-Newport News-Hampton, Virginia (VB) Wage Area, dated July 9, 2024.

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	17.00	17.71	18.43	19.13	19.85	18.71	19.48	20.26	21.05	21.82	26.04	27.13	28.22	29.31	30.38	
2	17.85	18.60	19.34	20.09	20.84	19.65	20.46	21.28	22.09	22.92	26.89	28.01	29.13	30.26	31.38	
3	18.83	19.62	20.40	21.17	21.96	20.71	21.57	22.44	23.31	24.16	28.46	29.65	30.84	32.02	33.21	1
4	20.33	21.18	22.04	22.88	23.73	22.36	23.30	24.23	25.16	26.10	29.77	31.01	32.25	33.49	34.73	2
5	22.18	23.11	24.03	24.96	25.88	24.40	25.42	26.44	27.45	28.47	31.62	32.93	34.25	35.56	36.88	3
6	24.04	25.04	26.04	27.04	28.05	26.44	27.55	28.65	29.75	30.85	33.47	34.87	36.26	37.65	39.05	4
7	25.88	26.97	28.05	29.12	30.21	28.47	29.66	30.85	32.04	33.21	35.32	36.79	38.26	39.73	41.21	5 1
8	27.75	28.90	30.06	31.22	32.37	30.52	31.79	33.07	34.34	35.61	37.18	38.72	40.27	41.83	43.37	6 2
9	29.60	30.83	32.06	33.29	34.53	32.55	33.91	35.27	36.62	37.98	39.02	40.65	42.28	43.90	45.53	7 3
10	31.44	32.75	34.07	35.37	36.68	34.58	36.02	37.46	38.90	40.34	40.87	42.57	44.28	45.98	47.68	8 4
11	33.30	34.69	36.07	37.46	38.85	36.63	38.16	39.68	41.21	42.73	42.10	43.85	45.60	47.36	49.11	9 5
12	35.15	36.61	38.07	39.53	41.01	38.66	40.27	41.88	43.49	45.10	43.36	45.17	46.97	48.78	50.59	10 6
13	37.00	38.55	40.09	41.63	43.17	40.71	42.41	44.10	45.80	47.50	44.66	46.52	48.38	50.24	52.10	11 7
14	38.85	40.47	42.09	43.71	45.33	42.74	44.52	46.30	48.08	49.86	46.00	47.92	49.83	51.75	53.67	8
15	40.71	42.41	44.10	45.80	47.50	44.78	46.64	48.50	50.38	52.24	47.38	49.35	51.32	53.30	55.28	9
16											48.80	50.83	52.87	54.90	56.94	
17											50.26	52.36	54.46	56.55	58.64	
18											51.78	53.93	56.09	58.24	60.40	
19											53.32	55.55	57.77	59.99	62.22	

KARL H. FENDT
Chief
Wage and Salary Division

Effective Date: July 14, 2024
Supersedes Schedule Issued: July 11, 2023