

M340

Defense Civilian Personnel Advisory Service
Alexandria, VA 22350-1100

Issue Date: July 11, 2023

SUBJECT: Federal Wage System Special Wage Rates for the Norfolk-Portsmouth-Newport News-Hampton, VA (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, 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 340R Norfolk-Portsmouth-Newport News-Hampton, VA (VB) Wage Area, dated July 11, 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	16.16	16.84	17.52	18.19	18.87	17.79	18.52	19.26	20.01	20.74	24.76	25.79	26.83	27.87	28.88	
2	16.97	17.68	18.39	19.10	19.81	18.68	19.45	20.23	21.00	21.79	25.57	26.63	27.70	28.77	29.84	
3	17.90	18.65	19.39	20.13	20.88	19.69	20.51	21.33	22.16	22.97	27.06	28.19	29.32	30.44	31.58	1
4	19.33	20.14	20.95	21.75	22.56	21.26	22.15	23.04	23.92	24.81	28.30	29.48	30.66	31.84	33.02	2
5	21.09	21.97	22.85	23.73	24.61	23.20	24.17	25.14	26.10	27.07	30.06	31.31	32.56	33.81	35.07	3
6	22.86	23.81	24.76	25.71	26.67	25.14	26.19	27.24	28.29	29.33	31.82	33.15	34.48	35.80	37.13	4
7	24.61	25.64	26.67	27.69	28.72	27.07	28.20	29.33	30.46	31.58	33.58	34.98	36.38	37.78	39.18	5 1
8	26.38	27.48	28.58	29.68	30.78	29.02	30.23	31.44	32.65	33.86	35.35	36.82	38.29	39.77	41.24	6 2
9	28.14	29.31	30.48	31.65	32.83	30.95	32.24	33.53	34.82	36.11	37.10	38.65	40.20	41.74	43.29	7 3
10	29.89	31.14	32.39	33.63	34.88	32.88	34.25	35.62	36.99	38.36	38.86	40.48	42.10	43.72	45.34	8 4
11	31.66	32.98	34.30	35.62	36.94	34.83	36.28	37.73	39.18	40.63	40.03	41.69	43.36	45.03	46.70	9 5
12	33.42	34.81	36.20	37.59	38.99	36.76	38.29	39.82	41.35	42.88	41.23	42.95	44.66	46.38	48.10	10 6
13	35.18	36.65	38.12	39.58	41.05	38.71	40.32	41.93	43.55	45.16	42.46	44.23	46.00	47.77	49.54	11 7
14	36.94	38.48	40.02	41.56	43.10	40.64	42.33	44.02	45.72	47.41	43.74	45.56	47.38	49.21	51.03	8
15	38.71	40.32	41.93	43.55	45.16	42.58	44.35	46.12	47.90	49.67	45.05	46.93	48.80	50.68	52.56	9
16											46.40	48.34	50.27	52.20	54.14	
17											47.79	49.79	51.78	53.77	55.76	
18											49.23	51.28	53.33	55.38	57.43	
19											50.70	52.82	54.93	57.04	59.16	

KARL H. FENDT
Chief
Wage and Salary Division

Effective Date: July 16, 2023
Supersedes Schedule Issued: July 12, 2022