

SUBJECT: Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for U.S. Civil Service Wage Employees on Guam

TO: Commanding Officers of Military Departments and DoD Component Installations in the Area

The schedules shown below have been established under authority of DoD Instruction 5120.39, dated October 1, 2015, subject to the limitations contained in CPM 2024-25, dated 23 December 2024, and are to be applied in accordance with the provisions of 5 CFR Part 532.

WG WL-WS Grade	WG - Rates					WL - Rates					WS - WD - WN Rates					WD-WN Pay Level
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	15.68	16.33	16.99	17.66	18.29	17.25	17.98	18.69	19.41	20.14	24.63	25.66	26.69	27.71	28.74	
2	17.22	17.93	18.65	19.37	20.09	18.94	19.73	20.52	21.31	22.10	26.13	27.22	28.31	29.44	30.48	
3	18.81	19.59	20.36	21.17	21.93	20.69	21.57	22.42	23.26	24.14	27.78	28.93	30.09	31.25	32.39	1
4	20.44	21.30	22.18	23.03	23.87	22.48	23.43	24.36	25.29	26.24	29.40	30.64	31.86	33.10	34.31	2
5	22.10	23.02	23.93	24.86	25.78	24.30	25.31	26.33	27.34	28.36	31.07	32.35	33.64	34.95	36.24	3
6	23.74	24.73	25.71	26.71	27.69	26.10	27.19	28.28	29.37	30.46	32.70	34.06	35.41	36.77	38.15	4
7	25.30	26.37	27.43	28.48	29.54	27.84	29.02	30.17	31.32	32.48	34.27	35.69	37.15	38.56	40.00	5 1
8	26.85	27.97	29.08	30.19	31.29	29.57	30.78	31.97	33.23	34.45	35.76	37.25	38.75	40.23	41.75	6 2
9	28.31	29.52	30.69	31.87	33.04	31.15	32.43	33.75	35.03	36.33	37.25	38.80	40.34	41.91	43.46	7 3
10	29.77	30.98	32.23	33.46	34.72	32.74	34.11	35.48	36.81	38.21	38.70	40.29	41.92	43.53	45.15	8 4
11	31.12	32.41	33.71	35.00	36.30	34.23	35.66	37.09	38.52	39.93	39.55	41.19	42.84	44.47	46.14	9 5
12	32.49	33.85	35.21	36.56	37.91	35.75	37.24	38.73	40.22	41.71	40.48	42.17	43.86	45.55	47.24	10 6
13	33.85	35.26	36.67	38.07	39.48	37.24	38.79	40.34	41.89	43.42	41.63	43.38	45.13	46.87	48.58	11 7
14	35.09	36.59	38.04	39.49	40.99	38.66	40.26	41.82	43.43	45.05	42.98	44.78	46.57	48.36	50.15	8
15	36.39	37.94	39.43	40.97	42.50	40.05	41.72	43.38	45.04	46.77	44.55	46.41	48.25	50.11	51.96	9

This schedule is impacted by CPM 2022-02. Please reference the corresponding special rate schedule to determine the appropriate payable rates.

WS-16	46.80	48.74	50.68	52.62	54.58
WS-17	49.49	51.58	53.63	55.69	57.76
WS-18	52.56	54.72	56.92	59.12	61.23
WS-19	52.20	54.37	56.54	58.72	60.89

KARL H. FENDT
 Chief
 Wage and Salary Division

Effective Date: The first day of the first pay period
 beginning on or after 1 January 2025
 Supersedes Schedule Issued 25 January 2024