

DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
ALEXANDRIA, VIRGINIA 22350-1100

Issue Date: January 6, 2026

SUBJECT: Federal Wage System Special Wage Rates for Maintenance and Support Positions San Diego, California

TO: COMMANDING OFFICERS OF MILITARY DEPARTMENTS AND DOD COMPONENT INSTALLATIONS IN THE AREA

- REFERENCES: (a) U.S. Office of Personnel Management letter, dated September 18, 2017, which authorized the establishment of special rates for Aircraft Maintenance Positions, including leader and supervisory positions as shown on the reverse side, in the San Diego, California wage area.
 (b) Operating Manual, Federal Wage System, Subchapter S12, Special Rates or Rate Ranges Under the Federal Wage System.
 (c) Defense Civilian Personnel Advisory Service, Wage and Salary Division letter, dated December 23, 2025, Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules (AC-017R) for the San Diego, California Wage Area.

Issued under authority of DoD Instruction 5120.39, dated October 1, 2015, subject to the limitations contained in CPM 2025-20, dated December 18, 2025. The Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the San Diego, California Wage Area (reference (c)) are amended by the following special rates:

WG WL-WS GRADE	WG-RATES					WL-RATES					WS-RATES					WD-WN	
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	Pay Level	
6	28.01	29.18	30.37	31.55	32.70	30.83	32.10	33.41	34.68	35.97	39.07	40.72	42.33	43.96	45.58	4	
7	30.24	31.50	32.76	34.01	35.27	33.26	34.66	36.03	37.43	38.80	41.28	43.01	44.73	46.44	48.16	5	1
8	32.46	33.80	35.16	36.49	37.84	35.68	37.17	38.66	40.13	41.63	43.51	45.30	47.11	48.93	50.75	6	2
9	34.67	36.10	37.55	38.98	40.44	38.12	39.71	41.29	42.88	44.48	45.71	47.61	49.51	51.42	53.32	7	3
10	36.85	38.42	39.94	41.47	43.01	40.56	42.23	43.94	45.62	47.31	47.92	49.90	51.93	53.92	55.89	8	4
11	39.07	40.72	42.33	43.96	45.58	42.99	44.76	46.56	48.34	50.15	49.36	51.42	53.48	55.53	57.59	9	5
12	41.28	43.01	44.73	46.44	48.16	45.42	47.31	49.21	51.07	52.97	50.83	52.95	55.07	57.19	59.30	10	6
13	43.51	45.30	47.11	48.93	50.75	47.85	49.84	51.82	53.84	55.82	52.34	54.52	56.70	58.88	61.06	11	7
14	45.71	47.61	49.51	51.42	53.32	50.28	52.38	54.46	56.56	58.66	53.92	56.17	58.42	60.66	62.91		8
15											55.54	57.85	60.16	62.48	64.79		9
16											57.20	59.58	61.96	64.35	66.73		

KARL H. FENDT
Chief
Wage and Salary Division

Effective Date: November 16, 2025
Supersedes Schedule Issued: January 8, 2025

**SPECIAL RATE RANGES FOR AIRCRAFT MAINTENANCE
AND SUPPORT POSITIONS AT:**

**Fleet Readiness Center Southwest, San Diego, California
Portsmouth Naval Shipyard Detachment, San Diego, California
Naval Supply Systems Command (NAVSUP) Fleet Logistics Center (FLC), San Diego, California
Naval Facilities Engineering Systems Command (NAVFAC) Southwest, San Diego, California
Commander Navy Region Southwest, San Diego, California
147th Combat Communications Squadron, San Diego, California**

<i>OCCUPATIONS</i>	<i>PAY PLAN</i>	<i>SERIES</i>	<i>GRADES</i>
Electronics Mechanic	WG	2604	08 and above
Electrician Equipment Repair	WG	2854	08 and above
Aircraft Electrician	WG	2892	08 and above
Instrument Mechanic/Inspector	WG	3359	08 and above
Precision Measurement Equipment Calibrator	WG	3378	10 and above
Aircraft Jig and Fixture Worker	WG	3401	08 and above
Machinist	WG	3414	08 and above
Non-Destructive Inspection Testing Mechanic	WG	3705	08 and above
Aircraft Sheet Metal Mechanic	WG	3806	08 and above
Painter	WG	4102	07 and above
Maintenance and Operations Work Construction/Maintenance Mechanic	WG	4701	08 and above
Maintenance Mechanic	WG	4749	10 and above
Production Machinery Mechanic	WG	5350	08 and above
Powering Support Equipment Repairer/Mechanic/ Powered Support Systems Mechanic	WG	5378	08 and above
Fuel System Distribution Worker	WG	5413	06 and above
Ordnance Systems Mechanic	WG	6652	08 and above
Aircraft Freight Loader	WG	6968	05 and above
Pneudraulic Systems Mechanic	WG	8255	08 and above
Aircraft Engine Mechanic	WG	8602	08 and above
Aircraft Systems/Maintenance Supervisor	WD/WS	8801	06 and above
Aircraft Mechanic	WG	8852	08 and above

Includes leader, supervisory, and production facilitating positions classified to the same occupational series that lead, supervise, or perform production facilitation work directly relating to the jobs covered by the special rates.

**SPECIAL RATE RANGES FOR SUBMARINE MAINTENANCE
AND SUPPORT POSITIONS AT:**

**Fleet Readiness Center Southwest, San Diego, California
Portsmouth Naval Shipyard Detachment, San Diego, California**

<i>OCCUPATIONS</i>	<i>PAY PLAN</i>	<i>SERIES</i>	<i>GRADES</i>
Non-Destructive Inspection Testing Mechanic	WG	3705	10 and above

Includes leader, supervisory, and production facilitating positions classified to the same occupational series that lead, supervise, or perform production facilitation work directly relating to the jobs covered by the special rates.

**SPECIAL RATE RANGES FOR SHIPBUILDING MAINTENANCE
AND SUPPORT POSITIONS AT:**

**Portsmouth Naval Shipyard Detachment, San Diego, California
Puget Sound Naval Shipyard & Intermediate Maintenance Facility, San Diego, California
Naval Supply Systems Command (NAVSUP) Fleet Logistics Center (FLC), San Diego, California
Fleet Readiness Center Southwest, San Diego, California
Southwest Regional Maintenance Center, San Diego, California
Naval Facilities Engineering Systems Command (NAVFAC) Southwest, San Diego, California
Commander Navy Region Southwest, San Diego, California**

<i>OCCUPATIONS</i>	<i>PAY PLAN</i>	<i>SERIES</i>	<i>GRADES</i>
Electronic Measurement Equipment Mechanic	WG	2602	10 and above
Electronics Mechanic	WG	2604	10 and above
Electronic Industrial Controls Mechanic	WG	2606	10 and above
Electrician/Planner/Estimator Electrician	WG	2805	10 and above
Precision Measurement Equipment Calibrator	WG	3378	10 and above
General Machine Tool Worker	WG	3401	08 and above
Machinist	WG	3414	10 and above
Welder	WG	3703	10 and above
Non Destructive Tester	WG	3705	10 and above
Sheet Metal Mechanic	WG	3806	10 and above
Painter	WG	4102	09 and above
Pipefitter	WG	4204	09 and above
Rubber Equipment Repairer	WG	4361	10 and above

Maintenance and Operations Work	WG	4701	08 and above
Maintenance Mechanic	WG	4749	10 and above
Rigger	WG	5210	08 and above
Nuclear Mechanic & Structural Systems Inspector/ Aircraft Launch/Arrest Devices Mechanic/ HVAC Mechanic	WG	5301	08 and above
Marine Machinery Mechanic	WG	5334	10 and above
Production Machinery Mechanic	WG	5350	10 and above
Industrial Equipment Mechanic	WG	5352	10 and above
Fuel System Distribution Worker	WG	5413	06 and above
Materials Expediter	WG	6910	07 and above
Electronic Measurement Equipment Mechanic	WS	2602	10 and above

Includes leader, supervisory, and production facilitating positions classified to the same occupational series that lead, supervise, or perform production facilitation work directly relating to the jobs covered by the special rates.

**SPECIAL RATE RANGES FOR FIELD MAINTENANCE
AND SUPPORT POSITIONS AT:**

Field Maintenance Shop (FMS) 17, California Army National Guard, San Diego, California

<i>OCCUPATIONS</i>	<i>PAY PLAN</i>	<i>SERIES</i>	<i>GRADES</i>
Electronics Mechanic/Electronics Mechanic Inspector/Electronics Equipment Repair Inspector	WG	2604	10 and above
Surface Maintenance Repairer/Surface Maintenance Mechanic/Surface Maintenance Mechanic Inspector	WG	5801	08 and above

Includes leader, supervisory, and production facilitating positions classified to the same occupational series that lead, supervise, or perform production facilitation work directly relating to the jobs covered by the special rates.

Effective Date: November 16, 2025

Issue Date: January 6, 2026