

SUBJECT: Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for Federal Wildland Firefighters in the Panama City, Florida (RUS) Wage Area

TO: Regional and Wildland Firefighter Supervisors in the Area

REFERENCE: The schedules shown have been established under authority of H.R. 1968 / Public Law 119-4, dated March 15, 2025, subject to the limitations contained in CPM 2025-20, dated 18 December 2025. Rates are established as required by 5 USC 5343 (d), if applicable, and are to be applied in accordance with provisions of 5 CFR Part 532 to all employees whose official duty station is located within the geographic boundary of the wage area definition shown. This special salary rate table is based on M-033, Panama City, Florida (RUS) Wage Area, dated December 31, 2025.

Grade	WG - Rates					WL - Rates					WS - Rates				
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
1	24.05	25.06	26.09	27.05	28.07	26.45	27.58	28.67	29.76	30.87	36.66	38.20	39.72	41.25	42.77
2	25.06	26.10	27.15	28.19	29.23	27.56	28.72	29.87	31.01	32.16	37.79	39.36	40.94	42.52	44.09
3	26.63	27.74	28.86	29.96	31.08	29.29	30.52	31.74	32.97	34.18	39.09	40.72	42.35	43.98	45.60
4	28.13	29.30	30.47	31.64	32.81	30.94	32.23	33.52	34.81	36.10	40.31	41.99	43.66	45.35	47.03
5	29.52	30.76	31.99	33.22	34.45	32.49	33.84	35.19	36.54	37.90	41.43	43.16	44.89	46.62	48.33
6	30.84	32.12	33.40	34.68	35.97	33.92	35.33	36.74	38.16	39.57	42.47	44.23	46.00	47.78	49.54
7	32.04	33.38	34.72	36.05	37.39	35.25	36.72	38.18	39.66	41.12	43.40	45.21	47.02	48.83	50.64
8	33.17	34.55	35.92	37.30	38.70	36.48	38.01	39.53	41.04	42.57	44.25	46.09	47.93	49.78	51.62
9	34.18	35.61	37.04	38.46	39.88	37.61	39.18	40.75	42.31	43.87	44.99	46.87	48.75	50.62	52.50
10	35.12	36.58	38.04	39.50	40.97	38.63	40.24	41.85	43.46	45.07	45.66	47.55	49.45	51.36	53.26
11	35.94	37.44	38.94	40.43	41.93	39.54	41.18	42.83	44.48	46.12	—	—	—	—	—
12	36.69	38.22	39.74	41.27	42.80	40.36	42.04	43.72	45.41	47.09	—	—	—	—	—
13	37.33	38.89	40.45	42.01	43.56	41.08	42.78	44.49	46.21	47.91	—	—	—	—	—
14	37.89	39.47	41.05	42.63	44.21	41.67	43.41	45.16	46.89	48.63	—	—	—	—	—
15	38.93	40.55	42.17	43.80	45.41	42.82	44.61	46.40	48.18	49.96	—	—	—	—	—

Jennifer A. Ackerman
Director, Office of Human Resources
Deputy Chief Human Capital Officer

Effective Date: November 16, 2025
Supersedes Schedule Issued: April 29, 2025