

SUBJECT: Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for Federal Wildland Firefighters in the Southwestern Oregon (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 2024-25, dated 23 December 2024. 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 AC-113R and M113, Southwestern Oregon (RUS) wage area, dated 25 November 2025. To prevent pay inversion on this table 2% was added to grades 6-15 across all three wage tables.

WG																
WL-WS		WG - Rates					WL - Rates					WS Rates				
Grade		1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
1		26.48	27.62	28.73	29.82	30.93	29.15	30.37	31.60	32.80	34.01	39.01	40.61	42.23	43.86	45.50
2		27.59	28.73	29.90	31.04	32.18	30.34	31.59	32.87	34.15	35.39	39.88	41.55	43.20	44.87	46.52
3		28.49	29.68	30.87	32.06	33.24	31.35	32.64	33.95	35.25	36.57	40.81	42.51	44.21	45.91	47.61
4		29.62	30.86	32.09	33.32	34.55	32.59	33.94	35.30	36.65	38.01	41.67	43.41	45.14	46.88	48.61
5		30.68	31.95	33.22	34.50	35.78	33.74	35.14	36.54	37.95	39.35	42.46	44.21	45.98	47.75	49.52
6		31.29	32.59	33.88	35.19	36.49	34.41	35.84	37.27	38.71	40.14	43.31	45.10	46.90	48.70	50.51
7		31.92	33.24	34.56	35.90	37.22	35.10	36.56	38.02	39.48	40.94	44.17	46.00	47.84	49.68	51.52
8		32.56	33.91	35.25	36.61	37.97	35.80	37.29	38.78	40.27	41.76	45.06	46.92	48.80	50.67	52.55
9		33.21	34.59	35.95	37.35	38.73	36.52	38.04	39.56	41.08	42.59	45.96	47.86	49.77	51.69	53.60
10		33.87	35.28	36.67	38.09	39.50	37.25	38.80	40.35	41.90	43.45	46.88	48.81	50.77	52.72	54.67
11		34.55	35.99	37.41	38.85	40.29	37.99	39.57	41.15	42.73	44.32	—	—	—	—	—
12		35.24	36.71	38.15	39.63	41.10	38.75	40.36	41.98	43.59	45.20	—	—	—	—	—
13		35.95	37.44	38.92	40.42	41.92	39.53	41.17	42.82	44.46	46.11	—	—	—	—	—
14		36.67	38.19	39.69	41.23	42.76	40.32	41.99	43.67	45.35	47.03	—	—	—	—	—
15		37.40	38.95	40.49	42.06	43.61	41.12	42.83	44.55	46.26	47.97	—	—	—	—	—

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

Order Date: June 17, 2025  
Effective Date: August 24, 2025  
Supersedes Schedule Issued: April 29, 2025