

SUBJECT: Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for Federal Wildland Firefighters in the Southwestern North Carolina (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-301R, Southeastern North Carolina, 25 November 2025.

WG		WG - Rates					WL - Rates					WS - Rates				
WL-WS	Grade	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
	1	20.75	21.54	22.48	23.26	24.15	22.76	23.74	24.67	25.59	26.60	34.56	35.95	37.39	38.85	40.27
	2	22.94	23.89	24.81	25.80	26.70	25.24	26.26	27.29	28.34	29.41	36.77	38.32	39.82	41.37	42.94
	3	25.24	26.29	27.35	28.38	29.46	27.77	28.93	30.06	31.20	32.38	38.72	40.34	41.97	43.56	45.15
	4	27.36	28.54	29.69	30.82	31.95	30.12	31.39	32.65	33.89	35.14	40.43	42.13	43.82	45.46	47.19
	5	29.55	30.75	32.01	33.19	34.42	32.47	33.85	35.19	36.54	37.87	42.29	44.07	45.76	47.55	49.30
	6	31.72	33.07	34.38	35.70	37.00	34.84	36.35	37.80	39.26	40.69	44.20	46.04	47.87	49.73	51.49
	7	33.42	34.82	36.16	37.55	38.95	36.73	38.27	39.79	41.29	42.84	45.68	47.60	49.50	51.42	53.26
	8	34.91	36.30	37.74	39.35	40.66	38.44	40.03	41.54	43.21	44.84	46.73	48.68	50.58	52.54	54.50
	9	36.25	37.83	39.35	40.77	42.29	39.90	41.61	43.20	44.88	46.56	47.79	49.88	51.78	53.81	55.85
	10	37.40	38.99	40.54	42.07	43.63	41.14	42.86	44.56	46.31	47.97	48.61	50.63	52.66	54.67	56.72
	11	38.40	40.04	41.72	43.30	44.88	42.29	44.05	45.89	47.66	49.44	—	—	—	—	—
	12	39.32	40.94	42.62	44.23	45.91	43.21	45.12	46.83	48.65	50.54	—	—	—	—	—
	13	39.94	41.64	43.27	45.00	46.68	44.00	45.83	47.67	49.49	51.41	—	—	—	—	—
	14	40.61	42.32	44.02	45.72	47.40	44.66	46.53	48.44	50.28	52.17	—	—	—	—	—
	15	41.76	43.46	45.19	46.98	48.72	45.88	47.86	49.79	51.67	53.64	—	—	—	—	—

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

Order Date: January 7, 2025
Effective Date: March 23, 2025
Supersedes Schedule Issued: April 29, 2025