

SUBJECT: Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for Federal Wildland Firefighters in the Norfolk-Portsmouth-Newport News-Hampton, Virginia (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 table is based on M340 Norfolk-Portsmouth-Newport News-Hampton, Virginia (RUS) Wage Area , dated 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	24.62	25.66	26.70	27.72	28.76	27.11	28.22	29.35	30.49	31.61	37.72	39.29	40.88	42.46	44.01
	2	25.31	26.38	27.42	28.48	29.55	27.87	29.01	30.18	31.32	32.50	38.13	39.71	41.30	42.91	44.49
	3	26.13	27.23	28.30	29.38	30.46	28.74	29.92	31.13	32.34	33.52	39.48	41.14	42.79	44.42	46.08
	4	27.58	28.74	29.90	31.04	32.20	30.34	31.61	32.88	34.14	35.40	40.39	42.07	43.76	45.43	47.12
	5	29.42	30.64	31.86	33.10	34.32	32.36	33.71	35.06	36.40	37.75	41.93	43.67	45.42	47.15	48.91
	6	31.14	32.44	33.73	35.03	36.33	34.25	35.69	37.12	38.54	39.97	43.36	45.17	46.98	48.77	50.58
	7	32.74	34.11	35.48	36.83	38.22	36.01	37.52	39.02	40.52	42.01	44.68	46.54	48.40	50.26	52.13
	8	34.26	35.67	37.10	38.54	39.95	37.67	39.24	40.81	42.39	43.95	45.88	47.80	49.71	51.63	53.53
	9	35.62	37.11	38.59	40.07	41.56	39.18	40.82	42.46	44.07	45.71	46.96	48.92	50.89	52.84	54.80
	10	36.88	38.42	39.96	41.49	43.02	40.56	42.25	43.94	45.63	47.32	47.94	49.93	51.95	53.94	55.92
	11	38.05	39.64	41.20	42.80	44.39	41.84	43.59	45.33	47.08	48.82	—	—	—	—	—
	12	39.08	40.70	42.32	43.95	45.59	42.98	44.78	46.56	48.35	50.14	—	—	—	—	—
	13	40.00	41.68	43.34	45.01	46.67	44.02	45.86	47.68	49.52	51.36	—	—	—	—	—
	14	40.82	42.52	44.22	45.92	47.63	44.91	46.77	48.65	50.51	52.39	—	—	—	—	—
	15	42.15	43.91	45.65	47.42	49.18	46.37	48.28	50.21	52.16	54.08	—	—	—	—	—

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

Effective Date: July 13, 2025
Supersedes Schedule Issued: April 29, 2025