

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 schedule 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 2026-05, dated February 23, 2026. Rates are established as required by 5 USC 5343(d), if applicable, and are to be applied in accordance with the 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 M340 Norfolk-Portsmouth-Newport News-Hampton, Virginia (RUS) Wage Area, dated July 7, 2026.

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	24.88	25.93	26.97	28.00	29.05	27.39	28.50	29.65	30.80	31.94	38.10	39.69	41.29	42.88	44.45
	2	25.58	26.65	27.70	28.77	29.86	28.16	29.30	30.48	31.64	32.83	39.35	40.99	42.63	44.27	45.91
	3	26.90	28.02	29.13	30.26	31.38	29.58	30.82	32.06	33.28	34.52	41.71	43.45	45.19	46.93	48.66
	4	29.45	30.67	31.89	33.12	34.35	32.40	33.74	35.09	36.44	37.79	43.93	45.77	47.60	49.42	51.26
	5	31.86	33.19	34.52	35.84	37.17	35.05	36.50	37.96	39.43	40.89	46.02	47.94	49.87	51.78	53.70
	6	34.12	35.55	36.97	38.39	39.81	37.54	39.10	40.67	42.23	43.79	47.97	49.96	51.96	53.96	55.96
	7	36.25	37.76	39.27	40.78	42.28	39.88	41.54	43.20	44.86	46.52	49.76	51.83	53.90	55.97	58.06
	8	38.22	39.82	41.42	43.00	44.60	42.05	43.80	45.56	47.31	49.05	51.41	53.55	55.70	57.84	59.98
	9	40.07	41.74	43.40	45.08	46.74	44.07	45.91	47.75	49.58	51.42	52.92	55.13	57.34	59.54	61.75
	10	41.77	43.50	45.24	46.99	48.73	45.94	47.85	49.76	51.68	53.59	54.29	56.56	58.82	61.08	63.34
	11	43.32	45.12	46.93	48.73	50.53	47.66	49.64	51.62	53.61	55.60	—	—	—	—	—
	12	44.73	46.60	48.46	50.33	52.19	49.21	51.26	53.31	55.36	57.41	—	—	—	—	—
	13	46.00	47.92	49.84	51.76	53.68	50.60	52.71	54.82	56.93	59.04	—	—	—	—	—
	14	47.13	49.10	51.07	53.02	54.99	51.85	54.01	56.18	58.34	60.49	—	—	—	—	—
	15	48.84	50.88	52.92	54.95	56.99	53.72	55.97	58.21	60.44	62.69	—	—	—	—	—

Rita J. Moss
Deputy Chief Human Capital Officer, Operations

Effective Date: July 12, 2026
Supersedes Schedule Issued: December 16, 2025