

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 July 9, 2024.

WG WL-WS Grade	WG - Rate					WL - Rate					WS - Rate				
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
1	24.14	25.15	26.17	27.16	28.19	26.57	27.66	28.77	29.89	30.98	36.98	38.52	40.07	41.62	43.14
2	24.81	25.85	26.88	27.93	28.97	27.31	28.44	29.58	30.71	31.86	37.38	38.93	40.49	42.06	43.62
3	25.61	26.68	27.74	28.79	29.87	28.17	29.34	30.52	31.70	32.86	38.71	40.32	41.94	43.55	45.17
4	27.04	28.17	29.31	30.43	31.56	29.74	30.99	32.23	33.46	34.71	39.59	41.24	42.89	44.54	46.19
5	28.83	30.04	31.24	32.45	33.64	31.72	33.05	34.37	35.69	37.01	41.11	42.81	44.53	46.23	47.94
6	30.53	31.80	33.07	34.34	35.62	33.58	34.99	36.39	37.78	39.18	42.51	44.28	46.05	47.82	49.59
7	32.09	33.44	34.78	36.11	37.46	35.30	36.78	38.25	39.73	41.18	43.80	45.62	47.44	49.27	51.10
8	33.58	34.97	36.37	37.78	39.17	36.93	38.47	40.01	41.55	43.09	44.99	46.85	48.73	50.61	52.48
9	34.93	36.38	37.83	39.28	40.75	38.41	40.01	41.62	43.21	44.82	46.04	47.97	49.89	51.80	53.73
10	36.16	37.66	39.18	40.68	42.18	39.77	41.42	43.08	44.74	46.39	47.00	48.96	50.92	52.88	54.83
11	37.30	38.85	40.40	41.96	43.51	41.03	42.74	44.44	46.16	47.86	—	—	—	—	—
12	38.31	39.90	41.50	43.09	44.70	42.14	43.89	45.65	47.40	49.16	—	—	—	—	—
13	39.22	40.86	42.50	44.13	45.76	43.15	44.95	46.75	48.55	50.35	—	—	—	—	—
14	40.02	41.68	43.35	45.02	46.69	44.02	45.86	47.69	49.52	51.36	—	—	—	—	—
15	41.32	43.05	44.76	46.49	48.21	45.45	47.34	49.23	51.14	53.02	—	—	—	—	—

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

Order Date: March 15, 2025
Effective Date: March 23, 2025
Supersedes Schedule Issued: New