

SUBJECT: Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for Federal Wildland Firefighters in the Charlotte-Concord, North Carolina (CT) 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 2025-20, dated December 23, 2025. 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 the M300 Charlotte-Concord, North Carolin (CT) Wage Area, dated December 31, 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	24.18	25.22	26.23	27.22	28.24	26.61	27.73	28.85	29.95	31.04	38.25	39.83	41.45	43.03	44.64
	2	24.87	25.92	26.95	27.98	29.02	27.37	28.51	29.65	30.77	31.93	38.63	40.24	41.83	43.45	45.08
	3	25.49	26.56	27.64	28.68	29.73	28.03	29.21	30.40	31.54	32.71	38.95	40.57	42.19	43.82	45.44
	4	26.45	27.56	28.66	29.77	30.87	29.10	30.31	31.52	32.73	33.94	39.82	41.48	43.15	44.81	46.46
	5	28.81	30.00	31.20	32.41	33.61	31.68	33.01	34.33	35.65	36.97	41.87	43.62	45.36	47.10	48.85
	6	31.03	32.32	33.62	34.91	36.20	34.14	35.56	36.98	38.40	39.83	43.79	45.62	47.45	49.26	51.09
	7	33.11	34.48	35.86	37.24	38.63	36.42	37.93	39.44	40.97	42.48	45.57	47.47	49.36	51.26	53.16
	8	35.05	36.52	37.98	39.43	40.90	38.56	40.17	41.78	43.39	44.99	47.21	49.19	51.16	53.12	55.09
	9	36.86	38.40	39.93	41.47	43.00	40.54	42.23	43.92	45.61	47.29	48.72	50.75	52.78	54.81	56.84
	10	38.54	40.15	41.76	43.36	44.97	42.39	44.16	45.93	47.69	49.46	50.09	52.19	54.28	56.36	58.45
	11	40.07	41.74	43.41	45.08	46.75	44.08	45.92	47.76	49.59	51.43	—	—	—	—	—
	12	41.47	43.21	44.94	46.66	48.40	45.63	47.52	49.42	51.33	53.22	—	—	—	—	—
	13	42.74	44.52	46.30	48.08	49.86	47.01	48.97	50.93	52.89	54.84	—	—	—	—	—
	14	43.88	45.70	47.52	49.36	51.18	48.27	50.27	52.28	54.29	56.31	—	—	—	—	—
	15	45.53	47.43	49.33	51.23	53.13	50.08	52.17	54.26	56.34	58.43	—	—	—	—	—

RITA MOSS

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Rita J. Moss
Deputy Chief Human Capital Officer, Operations

Effective Date: October 19, 2025
Supersedes Schedule Issued: May 23, 2025