

**DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
ALEXANDRIA, VIRGINIA 22350-1100**

**Issue Date: 24 May 2016**

SUBJECT: Special Wage Rates for Federal Wage System (FWS) Skilled Positions in the North Dakota wage area

TO: COMMANDING OFFICERS OF MILITARY DEPARTMENTS, DOD COMPONENT INSTALLATIONS, DEPARTMENT OF INTERIOR,  
AND DEPARTMENT OF AGRICULTURE IN THE AREA

REFERENCES: (a) U.S. Office of Personnel Management letter, dated 18 March 2015, which authorized the establishment of special rates for FWS Skilled Positions, including related leader and supervisory positions, at the locations identified on the reverse side of this schedule, in the North Dakota Wage Area.

(b) Operating Manual, Federal Wage System, Subchapter S12, Special Rates or Rate Ranges Under the Federal Wage System.

(c) Defense Civilian Personnel Advisory Service, Wage and Salary Division letter, dated 24 May 2016, Federal Wage System Regular and Special Production Facilitating Wage Rate Schedule (AC-103R) for the North Dakota FWS Wage Area.

Issued under authority of DoD Instruction 5120.39, dated October 1, 2015, subject to the limitations contained in CPM 2015-16, dated December 18, 2015. The Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the North Dakota Wage Area (reference (c)) are amended by the following special rates:

WG WL-WS GRADE	WG-RATES					WL-RATES					WS-RATES					WD-WN Pay Level
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
5	22.68	23.62	24.56	25.51	26.45	24.94	25.99	27.03	28.06	29.11	32.39	33.74	35.10	36.45	37.80	
6	24.62	25.64	26.67	27.69	28.71	27.07	28.20	29.32	30.45	31.57	34.33	35.76	37.20	38.62	40.06	4
7	26.55	27.67	28.77	29.88	30.98	29.21	30.43	31.64	32.87	34.09	36.28	37.79	39.31	40.81	42.33	5 1
8	28.50	29.69	30.88	32.07	33.25	31.35	32.66	33.97	35.27	36.58	38.22	39.81	41.41	43.00	44.60	6 2
9	30.44	31.70	32.98	34.25	35.52	33.49	34.89	36.28	37.67	39.07	40.17	41.83	43.50	45.19	46.85	7 3
10	32.38	33.73	35.09	36.44	37.78	35.63	37.12	38.60	40.09	41.57	42.11	43.86	45.61	47.38	49.12	8 4
11	34.33	35.76	37.20	38.62	40.06	37.76	39.34	40.91	42.48	44.06	43.58	45.40	47.21	49.03	50.84	9 5
12	36.27	37.78	39.30	40.80	42.32	39.89	41.56	43.22	44.88	46.54	45.06	46.93	48.80	50.69	52.57	10 6
13	38.21	39.80	41.40	42.99	44.59	42.04	43.79	45.54	47.29	49.04	46.53	48.47	50.41	52.35	54.29	11 7
14	40.17	41.83	43.50	45.19	46.85	44.18	46.02	47.86	49.71	51.54	48.00	50.00	52.00	54.00	56.00	8
15	42.11	43.86	45.61	47.38	49.12	46.32	48.25	50.16	52.10	54.03	49.48	51.54	53.60	55.67	57.73	9
16											50.95	53.07	55.19	57.32	59.45	

  
**JAMES R. BRADY**  
 Chief  
 Wage and Salary Division

**Effective Date: 29 May 2016**

**Supersedes Schedule Issued: 26 May 2015**

**SPECIAL RATE RANGES FOR FEDERAL WAGE SYSTEM SKILLED POSITIONS AT:**

**5 BW/CC - Minot Air Force Base, North Dakota**  
**National Guard Bureau – Bismarck, North Dakota**  
**National Guard Bureau – Minot, North Dakota**  
**National Guard Bureau – Minot Air Force Base, North Dakota**  
**U.S. Army Corps of Engineers - Riverdale, North Dakota**  
**U.S. Army Corps of Engineers - Williston, North Dakota**  
**Agricultural Research Service – Mandan, North Dakota**  
**Bureau of Reclamation – Grant County and Coleharbor, North Dakota**  
**National Park Service – Medora, North Dakota**  
**Fish and Wildlife Service – Kenmare and Coleharbor, North Dakota**

<i>OCCUPATIONS</i>	<i>PAY PLAN</i>	<i>SERIES</i>	<i>GRADES</i>
Telecommunications Mechanic	WG	2502	10 and above
Electronic Measurements Equip Mechanic	WG	2602	11 and above
Electronics Mechanic	WG	2604	11 and above
Electronic Industrial Controls Mechanic	WG	2606	10 and above
Electrician	WG	2805	10 and above
High Voltage Electrician	WG	2810	10 and above
Sheet Metal Mechanic (Aircraft)	WG	3806	10 and above
Mobile Equipment Mechanic	WG	3809	10 and above
Maintenance Mechanic	WG	4749	09 and above
Industrial Equipment Maintenance Mechanic	WG	5301	10 and above
Powered Support Systems Mechanic	WG	5378	10 and above
Engineering Equipment Operator	WG	5716	08 and above
Drill Rig Operating	WG	5729	05 and above
Mobile Equipment Mechanic	WG	5801	08 and above
Heavy Mobile Equipment Mechanic	WG	5803	10 and above
Automotive Mechanic	WG	5823	10 and above
Aircraft Mechanic	WG	8852	10 and above

Includes related leader and supervisory positions for the occupations above.

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