



**TO:** All USDA Employees  
**FROM:** Anita R. Adkins, Acting Director, Office of Human Resources Management  
**DATE:** February 3, 2022  
**SUBJECT:** Minimum Pay Rate for Federal Employees

Colleagues,

On January 21, 2022, the Office of Personnel Management (OPM) issued CPM 2022-02, Achieving a \$15 Per Hour Minimum Pay Rate for Federal Employees. The memorandum responded to the Executive Order on Protecting the Federal Workforce (EO 14003), directing OPM to provide a report to the President with recommendations to promote a \$15 per hour minimum wage for Federal employees. On January 21, 2022, OPM issued a special salary rate table implementing the \$15 wage increase for all Federal employees stationed in the U.S. (including its territories and possessions) currently earning below that rate. In addition, General Schedule employees between grade 1, step 1 through grade 4, step 7 who are currently earning more than \$15 per hour will be adjusted if their current locality table salary is less than the special salary rate table.

The new pay rate was effective on January 30, 2022, which is pay period 03. Affected employees will see the increase reflected in their paycheck on February 21, 2022. The Federal Wage System (FWS) schedules are pending release from the Department of Defense. Therefore, the pay increases for employees covered by the FWS will be reflected in a subsequent pay period and will be retroactive to January 30, 2022.

As a result of this change, approximately 4,089 of our deserving employees who are on the front lines will receive a pay increase – this includes our firefighters, plant protection technicians, food inspectors, graders, and administrative employees. This is an important step toward fairly compensating our USDA employees for the important work being done to deliver services and results for the American people.

Sincerely,

Anita R. Adkins  
Acting Director, Office of Human Resource Management