

TRAINING AND EMPLOYMENT NOTICE	NO. 04-25
	DATE December 30, 2025

TO: STATE WORKFORCE AGENCIES

FROM: LORI FRAZIER BEARDEN 
Acting Assistant Secretary

SUBJECT: The Federal Schedule of Remuneration for use in determining benefits eligibility under the Unemployment Compensation for Ex-servicemembers (UCX) program

1. **Purpose.** To ensure states are aware of the Schedule of Remuneration for the UCX program that reflects the military pay increase effective January 1, 2026.
2. **Action Requested.** The Department of Labor’s (Department) Employment and Training Administration (ETA) requests that State Workforce Agency (SWA) administrators share the information in this Training and Employment Notice (TEN) and the attached revised schedule to appropriate staff.
3. **Summary and Background.**
 - a. Summary – This annual TEN ensures that states are aware of changes to the Schedule of Remuneration used to determine UCX benefits.
 - b. Background – Each year, the Department of Defense issues the Schedule of Remuneration that states use for UCX purposes. States must use the schedule to determine Federal military wages for UCX “first claims” **only** when the Federal Claims Control Center (FCCC) responds to a request for information indicating that there is no Department of Labor copy of the Certificate of Uniformed Service, commonly known as a DD Form 214 (DD214), for an individual under the social security number provided. A response from the FCCC that indicates “no DD214 on file” will prompt the state to start the affidavit process and use the attached schedule to calculate the federal military wages for an unemployment insurance monetary determination.
4. **Instructions.** The attached schedule applies to UCX “first claims” filed beginning with the first day of the first week that begins on or after January 1, 2026, in accordance with UCX program regulations set forth at 20 C.F.R. 614.12(c). States must continue to use the existing schedule for UCX “first claims” filed before the effective date of the attached revised schedule, as announced in TEN No. 16-24. As provided by 20 C.F.R. 614.12(d), the attached schedule will also be published as a notice in the Federal Register.
5. **Inquiries.** Please direct inquiries to the appropriate ETA Regional Office.

6. References.

- 5 U.S.C. 8521(a)(2);
- 20 C.F.R. Part 614;
- Training and Employment Notice No. 16-24, *The Federal Schedule of Remuneration for use in determining benefits eligibility under the Unemployment Compensation for Ex-servicemembers (UCX) program*, <https://www.dol.gov/agencies/eta/advisories/ten-16-24>;
- Unemployment Insurance Program Letter No. 47-01, *Electronic Exchange of Wage and Separation Information for the Unemployment Compensation for Federal Employee (UCFE) and the Unemployment Compensation for Ex-servicemembers (UCX) Programs*, <https://www.dol.gov/agencies/eta/advisories/unemployment-insurance-program-letter-no-47-01>; and
- Employment and Training Handbook No. 384, second edition, *Handbook on Unemployment Compensation for Ex-servicemembers, (UCX)*, <https://www.dol.gov/agencies/eta/advisories/handbooks/et-handbook-no-384-2nd-edition>.

7. Attachment.

- Attachment I – 2026 Federal Schedule of Remuneration.

2026 FEDERAL SCHEDULE OF REMUNERATION
(20 C.F.R. 614.12(d))

<u>Pay Grade</u>	<u>Monthly Rate</u>	<u>Weekly</u> (7/30 th)	<u>Daily</u> (1/30 th)
1. <u>Commissioned Officers</u>			
O-10	24,711.56	5,766.03	823.72
O-9	24,711.56	5,766.03	823.72
O-8	24,711.56	5,766.03	823.72
O-7	22,733.46	5,304.47	757.78
O-6	19,831.53	4,627.36	661.05
O-5	16,753.62	3,909.18	558.45
O-4	14,373.12	3,353.73	479.10
O-3	11,368.79	2,652.72	378.96
O-2	9,224.27	2,152.33	307.48
O-1	7,130.62	1,663.81	237.69
2. <u>Commissioned Officers With Over 4 Years Active Duty As An Enlisted Member or Warrant Officer</u>			
O-3 E	13,301.20	3,103.61	443.37
O-2 E	11,023.26	2,572.09	367.44
O-1 E	9,605.77	2,241.35	320.19
3. <u>Warrant Officer</u>			
W-5	15,581.57	3,635.70	519.39
W-4	14,030.91	3,273.88	467.70
W-3	12,005.99	2,801.40	400.20
W-2	10,298.33	2,402.94	343.28
W-1	8,708.22	2,031.92	290.27
4. <u>Enlisted Personnel</u>			
E-9	13,140.81	3,066.19	438.03
E-8	10,809.61	2,522.24	360.32
E-7	9,648.02	2,251.21	321.60
E-6	8,473.63	1,977.18	282.45
E-5	7,428.96	1,733.42	247.63
E-4	6,382.78	1,489.32	212.76
E-3	5,771.62	1,346.71	192.39
E-2	5,479.80	1,278.62	182.66
E-1	5,146.43	1,200.83	171.55

The Federal Schedule includes columns reflecting derived weekly and daily rates. This revised Federal Schedule of Remuneration is effective for UCX “first claims” filed beginning with the first day of the first week which begins on or after January 1, 2026, pursuant to 20 C.F.R. 614.12(c).