



DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
4800 MARK CENTER DRIVE
ALEXANDRIA, VA 22350-1100

AC – 003; Wage Schedule #046

Issue Date: May 20, 2025

TO: Commanding Officers of Military Departments and DoD Component Installations in the Monterey, California Wage Area

SUBJECT: Nonappropriated Fund (NAF) Automotive Pay Plan Flat Rates – Monterey, California [Wage Area #003]

This special pay plan schedule is issued in accordance with the Office of Personnel Management's Final Rule, published in the Federal Register, Vol. 79, No. 79, on April 24, 2014 for the Department of Defense's Nonappropriated Fund Automotive Mechanics in the Monterey, California wage area. The flat rates listed below are to be used for the computation of revenue generating hours in NAF retail automotive repair activities for employees classified as XW-5823, grades 8 - 10.

Flat Rates:

Grade 8	25.48
Grade 9	31.26
Grade 10	37.05

For purposes of paid leave, employees are paid at their current grade and step from the regular AC #003 Monterey, California (SF) schedule #046:

<u>NA</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Grade 8	26.53	27.64	28.74	29.85	30.96
Grade 9	27.53	28.66	29.81	30.96	32.10
Grade 10	28.51	29.70	30.88	32.07	33.26

The effective date is November 17, 2024. The order date for the 2024 Automotive Pay Plan survey was September 13, 2024.

Karl H. Fendt
Chief
Wage and Salary Division