



DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
WAGE AND SALARY DIVISION
NONAPPROPRIATED FUND PAY SYSTEMS BRANCH
4800 MARK CENTER DRIVE, BOX 15, SUITE #05G21
ALEXANDRIA, VA 22350-1100

August 26, 2024

**MEMORANDUM FOR COMMANDING OFFICERS OF MILITARY DEPARTMENTS AND
DOD COMPONENT INSTALLATIONS IN THE HONOLULU,
HAWAII WAGE AREA**

SUBJECT: Nonappropriated Fund (NAF) Schedule of Special Rates – The Department of the Army, Fort DeRussy, the Department of the Air Force, Bellows Air Force Station and Navy Exchange Service Command, Joint Base Pearl Harbor-Hickam, Honolulu, Hawaii [Wage Area #106]

This letter amends the regular Crafts and Trades Wage Schedule #038 for the Honolulu, Hawaii wage area in accordance with the Office of Personnel Management (OPM) letters dated May 23, 2016, October 22, 2018 and December 22, 2020, which authorizes a schedule of special rates for certain occupations at the Department of the Army, Hale Koa Hotel, Fort DeRussy, the Department of the Air Force, Bellows Air Force Station (AFS) and extends partial coverage to the Navy Exchange at Joint Base Pearl Harbor-Hickam (JBPHH). Please note that the specific occupational coverage for each component is shown on the reverse side of the schedule.

This special rates amendment expires with the implementation of the next survey-based regular schedule. In order to continue the authorization for special rates, the affected components are required to comply with the provisions of S12-6b of the Operating Manual, Federal Wage System, Nonappropriated Fund.

Karl H. Fendt
Chief
Wage and Salary Division

Enclosure:
As stated

Amendment to Wage Schedule #038

SUBJECT: NAF Schedule of Special Rates for the Department of the Army, Fort DeRussy, the Department of the Air Force, Bellows Air Force Station, and Navy Exchange Service Command, Joint Base Pearl Harbor-Hickam, Honolulu, Hawaii. Occupational coverage is shown on the reverse side.

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

The special rate ranges below have been established under the authority of DoD Instruction 5120.39 “Department of Defense Wage Fixing Authority - Appropriated Fund and Nonappropriated Fund Compensation Programs”, title 5 CFR (Code of Federal Regulations), Paragraphs 532.251 and 532.253. These rates conform with limitations contained in CPM 2023-22, dated 21 December 2023.

NA NL-NS Grade	NA-Rates					NL-Rates					NS-Rates					
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	20.70	21.56	22.42	23.28	24.15	22.77	23.72	24.66	25.61	26.56	26.04	27.13	28.22	29.28	30.38	
2	21.32	22.20	23.08	23.98	24.86	23.44	24.42	25.40	26.38	27.35	27.26	28.40	29.52	30.67	31.80	
3	22.49	23.45	24.37	25.33	26.24	24.74	25.79	26.81	27.84	28.87	28.56	29.75	30.92	32.11	33.31	
4	23.86	24.85	25.85	26.86	27.84	26.24	27.36	28.45	29.52	30.62	29.92	31.18	32.43	33.67	34.90	
5	25.34	26.40	27.43	28.49	29.56	27.87	29.02	30.19	31.36	32.51	31.39	32.69	34.02	35.30	36.63	
6	26.88	28.01	29.12	30.25	31.37	29.57	30.82	32.04	33.26	34.50	32.93	34.32	35.68	37.08	38.42	
7	28.53	29.71	30.90	32.08	33.30	31.39	32.69	34.02	35.30	36.63	34.59	36.03	37.47	38.91	40.34	
8	30.27	31.53	32.79	34.06	35.32	33.31	34.69	36.08	37.47	38.86	36.33	37.84	39.38	40.87	42.40	
9	32.13	33.48	34.83	36.14	37.50	35.34	36.82	38.30	39.75	41.25	38.58	40.18	41.79	43.41	44.98	
10	34.09	35.52	36.95	38.35	39.79	37.52	39.09	40.65	42.21	43.77	40.91	42.63	44.33	46.04	47.73	
11	36.19	37.70	39.21	40.72	42.24	41.72	43.45	45.20	46.95	48.67	43.45	45.26	47.06	48.88	50.68	
12	38.41	40.02	41.64	43.22	44.83	44.27	46.13	47.98	49.82	51.66	46.09	48.02	49.93	51.85	53.77	
13	40.75	42.47	44.17	45.86	47.56	46.99	48.94	50.90	52.87	54.82	48.91	50.97	53.00	55.01	57.06	
14	43.26	45.05	46.87	48.68	50.49	49.86	51.93	54.01	56.09	58.15	51.90	54.08	56.25	58.39	60.56	
15	45.92	47.83	49.73	51.66	53.56	52.92	55.12	57.32	59.55	61.72	55.11	57.39	59.69	61.99	64.29	
											NS-16	57.39	59.79	62.18	64.58	66.96
											NS-17	59.69	62.17	64.65	67.15	69.63
											NS-18	61.99	64.58	67.16	69.74	72.34
											NS-19	64.29	66.95	69.63	72.33	74.99

Karl H. Fendt
 Chief
 Wage and Salary Division

Order Date: 6 May 2024
 Effective Date: 14 July 2024

Covered Occupations for the Schedule of Special Rates - Honolulu, Hawaii [Wage Area #106]
The Department of the Army, Fort DeRussy and the Department of the Air Force, Bellows Air Force Station

Job/Series # *	Family	Occupation
NA - 2805	Electrical Installation & Maintenance	Electrician**
NA - 3111	Fabric & Leather Work	Sewing Machine Operating
NA - 3502	General Services & Support Work	Laboring
NA - 3566	General Services & Support Work	Custodial Working
NA - 3911	Motion Picture, Radio, TV, & Sound Equipment Operating	Sound Recording Equipment Operating
NA - 4102	Painting & Paper Hanging	Painting
NA - 4206	Plumbing & Pipefitting	Plumbing
NA - 4607	Wood Work	Carpentry
NA - 4749	General Maintenance & Operations Work	Maintenance Mechanic
NA - 4804	General Equipment Maintenance	Locksmithing
NA - 5003	Plant & Animal Work	Gardening
NA - 5306	Industrial Equipment Maintenance	Air Conditioning Equipment Mechanic
NA - 5703	Transportation/Mobile Equipment Operation	Motor Vehicle Operating
NA - 5823	Automotive Working	Automotive Mechanic
NA - 6907	Warehousing & Stock Handling	Warehouse Working
NA - 7304	Laundry, Dry Cleaning & Pressing	Laundry Working
NA - 7305	Laundry, Dry Cleaning & Pressing	Laundry Machine Operating
NA - 7401	Food Preparation & Serving	General Food Preparation and Serving
NA - 7402	Food Preparation & Serving	Baking
NA - 7404	Food Preparation & Serving	Cooking
NA - 7405	Food Preparation & Serving	Bartending
NA - 7407	Food Preparation & Serving	Meatcutting
NA - 7408	Food Preparation & Serving	Food Service Working
NA - 7420	Food Preparation & Serving	Waiter (applies if not defined as tipped employee)

* Includes NL and NS in these series

Wage Schedule #038

**The Special Rates occupation NA-2805-10 is also extended to Navy
Exchange Service Command at Joint Base Pearl Harbor-Hickam