



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

February 24, 2023

**MEMORANDUM FOR COMMANDING OFFICERS OF MILITARY DEPARTMENTS AND
DOD COMPONENT INSTALLATIONS IN AFFECTED WAGE
AREAS**

**SUBJECT: Cancellation of Nonappropriated Fund (NAF) Special Rates – Cumberland, North
Carolina [Wage Area #108]**

Due to the implementation of Office of Personnel Management Compensation Policy Memorandum 2022-02, "Achieving a \$15 Per Hour Minimum Pay Rate for Federal Employees", dated January 21, 2022, the resultant \$15 Schedule of Special Rates exceeded the previously established Special Rates authorization for this wage area. A review of the pre-existing Special Rates has been conducted and that amendment is officially cancelled.

This cancellation is effective on the first day of the first applicable pay period on or after January 30, 2022, when affected employees were transferred to the higher \$15 Schedule of Special Rates. No action is required at this time. Agencies that continue to experience recruitment or retention difficulties should contact us for further guidance.

Karl H. Fendt
Chief
Wage and Salary Division