



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

March 1, 2023

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

**SUBJECT: Cancellation of Nonappropriated Fund (NAF) Special Rates – Norfolk/Portsmouth/  
Virginia Beach, Virginia [Wage Area #111]**

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 authorizations for this wage area. A review of the pre-existing Special Rates has been conducted and those amendments are officially cancelled.

These cancellations are 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