



DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
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January 14, 2025

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

**SUBJECT: Nonappropriated Fund (NAF) Special Wage Rate Ranges – Washington, DC
Wage Area #124**

This letter amends the regular Wage Schedule #046 for the Washington, DC wage area in accordance with the U.S. Office of Personnel Management (OPM) letters dated or signed as follows: April 28, 2003, which authorized a special rate range for Custodial Worker, NA-3566-01; August 18, 2003, which authorized a special rate range for Custodial Worker, NA-3566-02, and expanded the geographic coverage of the special range for Custodial Worker, NA-3566-01; and December 30, 2024, which granted a blanket waiver to the FY 2025 pay limitation pertaining to NAF Federal Wage System special rates as stated in CPM 2024-25, dated December 23, 2024. The waiver is for use when warranted and necessary to satisfy requirements specified in 5 CFR 532.251(h). The special rate ranges shown 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”, and 5 CFR 532.251 and 532.253.

<u>OCCUPATION (S)</u>	<u>GRADE</u>	<u>STEP</u> 1	<u>STEP</u> 2	<u>STEP</u> 3	<u>STEP</u> 4	<u>STEP</u> 5
NA-3566 Custodial Wkr	1	21.02	21.90	22.78	23.65	24.53
NL-3566 Custodial Wkr	1	23.13	24.09	25.05	26.02	26.98
NS-3566 Custodial Wkr	1	25.81	26.89	27.97	29.04	30.12

Grade 1 special ranges are authorized for NEXCOM lodging facilities at Washington Navy Yard.

<u>OCCUPATION (S)</u>	<u>GRADE</u>	<u>STEP</u> 1	<u>STEP</u> 2	<u>STEP</u> 3	<u>STEP</u> 4	<u>STEP</u> 5
NA-3566 Custodial Wkr	2	21.45	22.34	23.23	24.13	25.02
NL-3566 Custodial Wkr	2	23.59	24.57	25.55	26.54	27.52
NS-3566 Custodial Wkr	2	26.24	27.33	28.42	29.52	30.61

Grade 2 special ranges are authorized for NEXCOM lodging facilities at Joint Base Anacostia-Bolling and Washington Navy Yard, and for all Army MWR facilities at Fort McNair.

The above-mentioned waiver applies to all grades and steps of this authorization. The effective date is October 12, 2024. The order date for the 2024 wage survey was August 9, 2024.

The special rates amendment will expire when the next survey-based regular schedule is issued. In order to continue the authorization, affected components are required to comply with the provisions of Subchapter S12-6b of the OPM Operating Manual – Federal Wage System, Nonappropriated Fund.

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Wage and Salary Division