



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

AC – 141; Wage Schedule #031

Issue Date: September 13, 2024

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

SUBJECT: Nonappropriated Fund (NAF) Automotive Pay Plan Flat Rates – Snohomish,  
Washington [Wage Area #141]

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 Snohomish, Washington 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:**

<b>Grade 8</b>	<b>26.13</b>
<b>Grade 9</b>	<b>31.35</b>
<b>Grade 10</b>	<b>36.56</b>

For purposes of paid leave, employees are paid at their current grade and step from the regular AC #141 Snohomish, Washington (SEA) schedule #031:

<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	28.59	29.77	30.96	32.15	33.34
Grade 9	29.64	30.88	32.11	33.34	34.58
Grade 10	30.70	31.98	33.26	34.53	35.81

The effective date is September 14, 2024. The order date for the 2024 Automotive Pay Plan survey was July 12, 2024.

Karl H. Fendt  
Chief  
Wage and Salary Division