

Wage Schedule #: 039

SUBJECT: NAF Wage Schedules for the El Paso, Texas (RUS) Wage Area

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

The Crafts and Trades schedules shown below have been established under authority of DoD Instruction 5120.39 "Department of Defense Wage Fixing Authority-Appropriated Fund and Nonappropriated Fund Compensation Programs", 1 October 2015, and are to be applied in accordance with the provisions of 5 CFR Part 532 to installations listed on the NAF Schedule Back. These schedules also conform with the limitations contained in CPM 2022-07, dated 29 March 2022.*

| 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 | 8.61 | 8.96 | 9.31 | 9.67 | 10.03 | 9.48 | 9.86 | 10.25 | 10.66 | 11.04 | 11.22 | 11.69 | 12.14 | 12.61 | 13.09 |
| 2 | 9.12 | 9.55 | 9.90 | 10.27 | 10.67 | 10.03 | 10.46 | 10.89 | 11.30 | 11.73 | 11.66 | 12.13 | 12.61 | 13.11 | 13.62 |
| 3 | 9.60 | 9.97 | 10.37 | 10.76 | 11.17 | 10.53 | 10.98 | 11.40 | 11.87 | 12.30 | 12.09 | 12.59 | 13.10 | 13.63 | 14.11 |
| 4 | 10.07 | 10.49 | 10.92 | 11.32 | 11.75 | 11.09 | 11.56 | 12.03 | 12.47 | 12.93 | 12.59 | 13.11 | 13.64 | 14.18 | 14.68 |
| 5 | 10.71 | 11.17 | 11.61 | 12.06 | 12.49 | 11.77 | 12.27 | 12.75 | 13.25 | 13.74 | 13.24 | 13.80 | 14.33 | 14.87 | 15.43 |
| 6 | 11.33 | 11.82 | 12.30 | 12.77 | 13.24 | 12.48 | 13.01 | 13.51 | 14.01 | 14.57 | 13.87 | 14.44 | 15.01 | 15.59 | 16.16 |
| 7 | 11.99 | 12.48 | 13.00 | 13.49 | 13.96 | 13.20 | 13.74 | 14.29 | 14.84 | 15.39 | 14.53 | 15.10 | 15.73 | 16.32 | 16.96 |
| 8 | 12.65 | 13.19 | 13.71 | 14.24 | 14.74 | 13.91 | 14.51 | 15.06 | 15.65 | 16.24 | 15.16 | 15.81 | 16.45 | 17.08 | 17.72 |
| 9 | 13.33 | 13.89 | 14.44 | 14.98 | 15.56 | 14.67 | 15.28 | 15.89 | 16.50 | 17.12 | 16.00 | 16.67 | 17.32 | 18.01 | 18.67 |
| 10 | 13.99 | 14.59 | 15.14 | 15.75 | 16.31 | 15.41 | 16.04 | 16.68 | 17.30 | 17.97 | 16.80 | 17.49 | 18.18 | 18.91 | 19.59 |
| 11 | 14.68 | 15.29 | 15.90 | 16.53 | 17.13 | 16.15 | 16.82 | 17.49 | 18.16 | 18.85 | 17.61 | 18.34 | 19.09 | 19.80 | 20.54 |
| 12 | 15.36 | 15.98 | 16.63 | 17.25 | 17.92 | 16.89 | 17.58 | 18.30 | 18.99 | 19.69 | 18.40 | 19.18 | 19.95 | 20.72 | 21.48 |
| 13 | 16.02 | 16.69 | 17.35 | 18.03 | 18.70 | 17.63 | 18.36 | 19.11 | 19.83 | 20.56 | 19.22 | 20.02 | 20.83 | 21.63 | 22.43 |
| 14 | 16.69 | 17.38 | 18.09 | 18.79 | 19.48 | 18.36 | 19.14 | 19.91 | 20.66 | 21.44 | 20.02 | 20.86 | 21.71 | 22.55 | 23.37 |
| 15 | 17.37 | 18.10 | 18.83 | 19.54 | 20.27 | 19.12 | 19.92 | 20.72 | 21.50 | 22.30 | 20.84 | 21.72 | 22.59 | 23.44 | 24.30 |

* DUE TO COVID-19 RESTRICTIONS, THE FY22 WAGE SURVEY COULD NOT BE CONDUCTED IN CONFORMANCE WITH 5 CFR 532 REQUIREMENTS. PER OPM GUIDANCE, ONLY THE FY22 PAY FLOOR INCREASE PROVISION IDENTIFIED IN CPM 2022-07 HAS BEEN APPLIED TO THESE SCHEDULES.

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| NS-16 | 21.72 | 22.62 | 23.53 | 24.43 | 25.34 |
| NS-17 | 22.59 | 23.53 | 24.47 | 25.43 | 26.37 |
| NS-18 | 23.44 | 24.42 | 25.42 | 26.39 | 27.37 |
| NS-19 | 24.30 | 25.34 | 26.36 | 27.37 | 28.39 |

KARL H. FENDT
 Chief
 Wage and Salary Division

Order Date: 11 February 2022
 Effective Date: 16 April 2022