

Wage Schedule #: 044

SUBJECT: NAF Wage Schedules for the Arapahoe-Denver, Colorado (DEN) 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 2022-24, dated 29 December 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	*17.29	*18.01	*18.73	*19.45	*20.17	*19.02	*19.81	*20.60	*21.39	*22.19	*21.96	*22.87	*23.78	*24.70	*25.61
2	*18.15	*18.91	*19.67	*20.42	*21.18	*19.97	*20.80	*21.63	*22.46	*23.30	*22.82	*23.77	*24.72	*25.67	*26.62
3	*19.02	*19.81	*20.60	*21.39	*22.19	*20.92	*21.79	*22.66	*23.53	*24.40	*23.68	*24.67	*25.66	*26.64	*27.63
4	*19.88	*20.71	*21.54	*22.37	*23.20	*21.87	*22.78	*23.69	*24.60	*25.51	*24.55	*25.57	*26.59	*27.62	*28.64
5	*20.75	*21.61	*22.47	*23.34	*24.20	*22.82	*23.77	*24.72	*25.67	*26.62	*25.41	*26.47	*27.53	*28.59	*29.65
6	*21.61	*22.51	*23.41	*24.31	*25.21	*23.77	*24.76	*25.75	*26.74	*27.73	*26.28	*27.37	*28.46	*29.56	*30.65
7	*22.47	*23.41	*24.35	*25.28	*26.22	*24.72	*25.75	*26.78	*27.81	*28.84	*27.14	*28.27	*29.40	*30.53	*31.66
8	*23.34	*24.31	*25.28	*26.25	*27.23	*25.67	*26.74	*27.81	*28.88	*29.95	*28.00	*29.17	*30.34	*31.50	*32.67
9	*24.20	*25.21	*26.22	*27.23	*28.24	*26.62	*27.73	*28.84	*29.95	*31.06	*29.04	*30.25	*31.46	*32.67	*33.88
10	*25.07	*26.11	*27.15	*28.20	*29.24	*27.57	*28.72	*29.87	*31.02	*32.17	*30.08	*31.33	*32.58	*33.84	*35.09
11	*25.93	*27.01	*28.09	*29.17	*30.25	*28.52	*29.71	*30.90	*32.09	*33.28	*31.11	*32.41	*33.71	*35.00	*36.30
12	*26.79	*27.91	*29.03	*30.14	*31.26	*29.47	*30.70	*31.93	*33.16	*34.38	*32.15	*33.49	*34.83	*36.17	*37.51
13	*27.66	*28.81	*29.96	*31.11	*32.27	*30.42	*31.69	*32.96	*34.23	*35.49	*33.19	*34.57	*35.95	*37.34	*38.72
14	*28.52	*29.71	*30.90	*32.09	*33.28	*31.37	*32.68	*33.99	*35.29	*36.60	*34.22	*35.65	*37.08	*38.50	*39.93
15	*29.39	*30.61	*31.83	*33.06	*34.28	*32.32	*33.67	*35.02	*36.36	*37.71	*35.26	*36.73	*38.20	*39.67	*41.14

\* Rates adjusted to comply with the new minimum wage  
 for the State of Colorado and localities in the wage area

NS-16	*36.73	*38.26	*39.79	*41.32	*42.85
NS-17	*38.20	*39.79	*41.38	*42.97	*44.56
NS-18	*39.67	*41.32	*42.97	*44.63	*46.28
NS-19	*41.14	*42.85	*44.56	*46.28	*47.99

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 Wage and Salary Division

Order Date: 11 July 2022  
 Effective Date: 1 January 2023