

Wage Schedule #: 040

SUBJECT: NAF Wage Schedules for the Wayne, North Carolina (RA) 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 2023-22, dated 21 December 2023.

| NA<br>NL-NS<br>Grade | NA - Rates |       |       |       |       | NL - Rates |       |       |       |       | NS - Rates |       |       |       |       |
|----------------------|------------|-------|-------|-------|-------|------------|-------|-------|-------|-------|------------|-------|-------|-------|-------|
|                      | 1          | 2     | 3     | 4     | 5     | 1          | 2     | 3     | 4     | 5     | 1          | 2     | 3     | 4     | 5     |
| 1                    | 10.38      | 10.81 | 11.23 | 11.68 | 12.12 | 11.41      | 11.88 | 12.33 | 12.81 | 13.28 | 13.31      | 13.86 | 14.39 | 14.96 | 15.52 |
| 2                    | 10.99      | 11.44 | 11.90 | 12.34 | 12.81 | 12.10      | 12.58 | 13.12 | 13.58 | 14.13 | 13.93      | 14.54 | 15.11 | 15.72 | 16.27 |
| 3                    | 11.63      | 12.13 | 12.59 | 13.10 | 13.55 | 12.78      | 13.32 | 13.87 | 14.37 | 14.91 | 14.66      | 15.28 | 15.87 | 16.48 | 17.09 |
| 4                    | 12.34      | 12.81 | 13.35 | 13.84 | 14.37 | 13.56      | 14.12 | 14.67 | 15.27 | 15.82 | 15.31      | 15.93 | 16.55 | 17.24 | 17.85 |
| 5                    | 12.94      | 13.51 | 14.03 | 14.59 | 15.12 | 14.26      | 14.83 | 15.41 | 16.02 | 16.62 | 15.92      | 16.55 | 17.25 | 17.89 | 18.58 |
| 6                    | 13.59      | 14.13 | 14.69 | 15.28 | 15.84 | 14.93      | 15.54 | 16.17 | 16.75 | 17.39 | 16.52      | 17.24 | 17.89 | 18.60 | 19.25 |
| 7                    | 14.21      | 14.78 | 15.38 | 15.96 | 16.54 | 15.62      | 16.29 | 16.93 | 17.58 | 18.25 | 17.22      | 17.89 | 18.62 | 19.34 | 20.06 |
| 8                    | 14.84      | 15.46 | 16.12 | 16.69 | 17.34 | 16.35      | 17.05 | 17.70 | 18.39 | 19.07 | 17.85      | 18.57 | 19.27 | 20.07 | 20.82 |
| 9                    | 15.47      | 16.14 | 16.75 | 17.43 | 18.06 | 17.06      | 17.75 | 18.46 | 19.17 | 19.88 | 18.59      | 19.37 | 20.15 | 20.95 | 21.70 |
| 10                   | 16.15      | 16.84 | 17.50 | 18.15 | 18.85 | 17.75      | 18.48 | 19.23 | 19.99 | 20.72 | 19.37      | 20.17 | 21.00 | 21.79 | 22.63 |
| 11                   | 16.75      | 17.50 | 18.17 | 18.89 | 19.60 | 18.45      | 19.22 | 20.04 | 20.77 | 21.55 | 20.13      | 20.99 | 21.82 | 22.66 | 23.53 |
| 12                   | 17.43      | 18.13 | 18.89 | 19.64 | 20.31 | 19.15      | 19.97 | 20.77 | 21.57 | 22.38 | 20.92      | 21.75 | 22.66 | 23.54 | 24.40 |
| 13                   | 18.03      | 18.82 | 19.53 | 20.29 | 21.04 | 19.84      | 20.66 | 21.53 | 22.36 | 23.18 | 21.63      | 22.57 | 23.49 | 24.36 | 25.28 |
| 14                   | 18.72      | 19.49 | 20.28 | 21.05 | 21.82 | 20.57      | 21.43 | 22.30 | 23.15 | 24.00 | 22.47      | 23.39 | 24.33 | 25.27 | 26.18 |
| 15                   | 19.40      | 20.19 | 21.03 | 21.83 | 22.65 | 21.33      | 22.23 | 23.12 | 24.04 | 24.91 | 23.28      | 24.24 | 25.25 | 26.18 | 27.18 |

\*\* This schedule is impacted by CPM 2022-02. Please reference the corresponding special rate schedule to determine the appropriate payable rates.

|       |       |       |       |       |       |
|-------|-------|-------|-------|-------|-------|
| NS-16 | 24.24 | 25.28 | 26.30 | 27.30 | 28.29 |
| NS-17 | 25.25 | 26.30 | 27.34 | 28.39 | 29.44 |
| NS-18 | 26.22 | 27.30 | 28.37 | 29.46 | 30.55 |
| NS-19 | 27.20 | 28.29 | 29.43 | 30.56 | 31.72 |

KARL H. FENDT  
 Chief  
 Wage and Salary Division

Order Date: 4 March 2024  
 Effective Date: 11 May 2024