



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

January 30, 2022

**MEMORANDUM FOR COMMANDING OFFICERS OF MILITARY DEPARTMENTS AND  
DOD COMPONENT INSTALLATIONS IN AFFECTED WAGE  
AREAS**

**SUBJECT: Cancellation of Nonappropriated Fund (NAF) Increased Minimum Rates – U.S.  
Citizens in Foreign Areas [Wage Area #170]**

Due to the implementation of Office of Personnel Management Compensation Policy Memorandum 2022-02, "Achieving a \$15 Per Hour Minimum Pay Rate for Federal Employees", dated January 21, 2022, the enclosed Increased Minimum Rates authorization amending the regular Crafts and Trades (CT) wage schedule is hereby cancelled.

This cancellation is effective on the first day of the first applicable pay period on or after the issue date of this letter. Agencies that continue to experience recruitment or retention difficulties should contact us for further guidance.

Karl H. Fendt  
Chief  
Wage and Salary Division

Enclosure:  
As Stated

In accordance with 5 CFR 532.249, the regular Wage Schedule #039 for US Citizens in Foreign Areas is amended to authorize the following steps as the minimum step rates for the agencies, locations, and jobs listed below:

JOB TITLE	SERIES	GRADE	STEP	EMPLOYER/LOCATION
All Jobs	NA-xxxx	1-15	3	Air Force / Ramstein and Spangdahlem Air Bases
All Jobs	NL-xxxx	1-15	3	Air Force / Ramstein and Spangdahlem Air Bases
All Jobs	NS-xxxx	1-19	3	Air Force / Ramstein and Spangdahlem Air Bases
Animal Caretaker	NA-5048	3	3	Marine Corps / MCAS Iwakuni
Bartender	NA-7405	3	5	Marine Corps / MCAS Iwakuni
Cook	NA-7404	4	5	Marine Corps / MCAS Iwakuni
Custodial Worker	NA-3566	1	3	Marine Corps / MCAS Iwakuni
Custodial Worker (All Titles)	NA-3566	2	5	Marine Corps / MCAS Iwakuni
Food Service Worker	NA-7408	1 – 3	5	Marine Corps / MCAS Iwakuni
Food Service Worker	NA-7408	2	5	Air Force / Misawa Air Base
Food Service Worker	NA-7408	2	3	AAFES / Misawa AB, Spangdahlem AB, & Camp Zama; NEX / Atsugi NAF
Food Service Worker Leader	NL-7408	2	3	Navy Exchange /Atsugi Naval Air Facility
Food Service Worker Leader	NL-7408	2	5	Marine Corps / MCAS Iwakuni
Food Service Worker Supervisor	NS-7408	2	3	AAFES / Camp Zama; Navy Exchange / Atsugi Naval Air Facility
Housekeeper Supervisor	NS-3566	2	5	Marine Corps / MCAS Iwakuni
Laundry Worker	NA-7304	2	5	Marine Corps / MCAS Iwakuni
Maintenance Worker	NA-4749	7	5	Marine Corps / MCAS Iwakuni
Materials Handler	NA-6907	5	3	Marine Corps / MCAS Iwakuni
Materials Handler Supervisor	NS-6907	4	3	Marine Corps / MCAS Iwakuni
Sewing Machine Operator	NA-3111	6	3	Marine Corps / MCAS Iwakuni
Store Worker	NA-6914	2	3	Marine Corps / MCAS Iwakuni
Store Worker	NA-6914	2	5	Navy Exchange / Naval Support Activity Naples
Store Worker Leader	NL-6914	2	3	Marine Corps / MCAS Iwakuni
Waiter	NA-7420	3	5	Marine Corps / MCAS Iwakuni
Waiter Leader	NL-7420	3	5	Marine Corps / MCAS Iwakuni
Warehouse Worker	NA-6907	4	5	Navy Exchange / Naval Support Activity Naples
Warehouse Worker	NA-6907	5	5	Navy Exchange / Naval Support Activity Naples
Warehouse Worker Supervisor	NS-6907	4	5	Navy Exchange / Naval Support Activity Naples
Warehouse Worker Supervisor	NS-6907	5	5	Navy Exchange / Naval Support Activity Naples