



DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
4800 Mark Center Drive
ALEXANDRIA, VA 22350-1100

July 11, 2012

**MEMORANDUM FOR COMMANDING OFFICERS OF MILITARY DEPARTMENTS AND
DOD COMPONENT INSTALLATIONS IN THE NORFOLK/
PORTSMOUTH/VIRGINIA BEACH, VIRGINIA WAGE AREA**

**SUBJECT: Nonappropriated Fund (NAF) Special Wage Rates – Norfolk/Portsmouth/Virginia
Beach, Virginia [Wage Area #111]**

Enclosed are amendments for the regular Wage Schedule #028 for the Norfolk/
Portsmouth/Virginia Beach, Virginia wage area. Enclosure 1 applies to Motor Vehicle Operator.
Enclosure 2 applies to Automotive Mechanic. Enclosure 3 applies to Skilled Trades positions.

James R. Brady
Chief
Wage and Salary Branch



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This letter amends the regular Wage Schedule #028 for the Norfolk/Portsmouth/Virginia Beach, Virginia wage area in accordance with the Office of Personnel Management letter, dated December 28, 2006, which authorized the extension of the special rates in place for the Motor Vehicle Operator position in the Hampton/Newport News, Virginia wage area to the Norfolk/Portsmouth/Virginia Beach, Virginia wage area. The special rates shown below have been established under the authority of DoD Instruction 5120.39 "Department of Defense Wage Fixing Authority – Appropriated and Nonappropriated Fund Compensation Programs," and 5 CFR 532.251 and 532.253.

| <u>OCCUPATION</u> | <u>SERIES/GRADE</u> | <u>SPECIAL RATE</u> |
|------------------------|---------------------|---------------------|
| Motor Vehicle Operator | NA-5703-08 | 20.08 |
| Motor Vehicle Operator | NS-5703-08 | 23.12 |

These special rates conform with limitations contained in CPM 2011-15, dated October 5, 2011.

The effective date is July 13, 2012. The special rates amendment will expire when the next survey-based regular schedule is issued. Affected components should verify that special rates are still needed prior to the scheduled expiration. Absent a request to discontinue, it will be assumed that the staffing situation remains unchanged, and the special rates authorization will be renewed.



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Enclosure 1

This letter amends the regular Wage Schedule #028 for the Norfolk/Portsmouth/Virginia Beach, Virginia wage area in accordance with the Office of Personnel Management letter, dated April 15, 2009, which authorized the extension of the special rates in place for the Automotive Mechanic position in the Hampton/Newport News, Virginia wage area to the Norfolk/Portsmouth/Virginia Beach, Virginia wage area. The special rates shown below have been established under the authority of DoD Instruction 5120.39 "Department of Defense Wage Fixing Authority – Appropriated Fund and Nonappropriated Fund Compensation Programs," and 5 CFR 532.251 and 532.253.

| <u>OCCUPATION</u> | <u>SERIES/GRADE</u> | <u>SPECIAL RATE</u> |
|--|---------------------|---------------------|
| Automotive Mechanic (Non-Commissioned Only) | NA-5823-10 | 20.48 |
| Automotive Mechanic (Non-Commissioned Only) | NL-5823-10 | 22.17 |
| Automotive Mechanic (Non-Commissioned Only) | NS-5823-10 | 23.86 |

These special rates conform with limitations contained in CPM 2011-15, dated October 5, 2011.

The effective date is July 13, 2012. The special rates amendment will expire when the next survey-based regular schedule is issued. Affected components should verify that special rates are still needed prior to the scheduled expiration. Absent a request to discontinue, it will be assumed that the staffing situation remains unchanged, and the special rates authorization will be renewed.



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Enclosure 2

This letter amends the regular Wage Schedule #028 for the Norfolk/Portsmouth/Virginia Beach, Virginia wage area in accordance with Office of Personnel Management letters dated August 23, 2004 and September 24, 2004, which authorize special rate ranges for certain skilled trades positions. The special rate ranges shown below have been established under the authority of DoD Instruction 5120.39 "Department of Defense Wage Fixing Authority – Appropriated Fund and Nonappropriated Fund Compensation Programs," and 5 CFR 532.251 and 532.253.

| | | | | | |
|-----------|---------------|---------------|---------------|---------------|---------------|
| <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 | 13.82 | 14.38 | 14.96 | 15.54 | 16.11 |
| Grade 9 | 16.21 | 16.90 | 17.57 | 18.24 | 18.93 |
| Grade 10 | 18.60 | 19.38 | 20.15 | 20.93 | 21.71 |
| <u>NL</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
| Grade 8 | 15.19 | 15.82 | 16.46 | 17.09 | 17.73 |
| Grade 9 | 17.85 | 18.58 | 19.33 | 20.07 | 20.82 |
| Grade 10 | 20.46 | 21.31 | 22.17 | 23.01 | 23.87 |
| <u>NS</u> | <u>Step 1</u> | <u>Step 2</u> | <u>Step 3</u> | <u>Step 4</u> | <u>Step 5</u> |
| Grade 8 | 16.58 | 17.26 | 17.95 | 18.65 | 19.34 |
| Grade 9 | 19.46 | 20.28 | 21.09 | 21.89 | 22.71 |
| Grade 10 | 22.33 | 23.26 | 24.19 | 25.12 | 26.05 |

These special rate ranges are authorized for the entire wage area for grades NA-08, NA-09, and NA-10 in the following occupational series: Carpenter, 4607; Electrician, 2805; Floor Covering Installer, 3609; Maintenance Mechanic, 4749; Painter, 4102; Plumber, 4206. Special rates are also authorized for the corresponding leader and supervisory positions.

These special rates conform with limitations contained in CPM 2011-15, dated October 5, 2011.

These special rates are effective July 13, 2012. The special rates amendment will expire when the next survey-based regular schedule is issued. In order to continue the authorization, affected components are required to comply with the provisions of Subchapter S12-6b of the OPM Operating Manual – Federal Wage System, Nonappropriated Fund.



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Enclosure 3