

## NF Pay Ranges

Pay Schedule # 025-51

Issue Date: 07 Dec 2011

Order Date: 03 Oct 2011

Effective Date: First day of the first  
PP beginning on or after 10 Dec 2011

SUBJECT: NAF Pay Ranges for the Maricopa, AZ Wage Area

TO: DoD Component Installations in the Area

The NAF Pay Ranges shown below have been established under authority of DoD Instruction 5120.39 "Department of Defense Wage Fixing Authority Fund and Nonappropriated Fund Compensation Programs," dated 10 September 2008, and are to be applied to all employees whose official duty station is located within the geographic boundary of the wage area definition shown on the reverse side. This Wage Area includes the counties of Maricopa, Coconino, Yavapai, and Navajo. This pay schedule is for NAF pay system employees only.

NF LEVELS	MINIMUM		MAXIMUM	
	PER YEAR	PER HOUR	PER YEAR	PER HOUR
1	15,130	( 7.25)	29,640	(14.20)
2	18,410	( 8.82)	39,490	(18.92)
3	26,670	(12.78)	62,500	(29.95)
4	34,500	(16.53)	98,000	(46.96)
5	66,000	(31.62)	155,500	(74.51)
6	111,500	(53.43)		

All performance based pay adjustments must be approved by Flight Chief and Commander or Deputy Commander. All pay band (NF) level 1 and level 2 positions are entitled to receive a 7.5% and 10% shift differential. All pay band (NF) level 3 and above positions are entitled to receive a 10% night pay differential.

### Standardized CY Pay Schedule for CY 2011

IAW Executive 13483, dated 18 December 2008, the minimum hourly rates for pay band I (CY-01 and CY-02) is GS-02, step 1 (\$11.20PH). The minimum hourly rate for pay band II (CY-03 and above) is GS-04, step 1 (\$13.72PH). Effective 10 Dec 2011, the following standardized fee scale for starting hourly wages is for all employees in the CY pay plan:

CY-01/02 (Pay band I)	Min \$11.20PH
CY-03 and above (Pay band II)	Min \$13.72PH

All child care (CY) positions are entitled to a 10% night pay differential.

### Crafts and Trades Schedule

The most current NAF Wage Schedules for the Crafts and Trades (NA, NL, NS) positions in the Maricopa, Arizona (PHOENIX area-wage area #012) and the Coconino County (Rest of US-wage area #212) Wage Areas were issued on 06 December 2011, order date 03 October 2011, effective 10 December 2011. Rates of pay for these positions are adjusted based upon DOD local wage survey results in the amount reflected on the wage schedule issued. All crafts and trades positions are entitled to receive a 7.5% and 10% shift differential.