DEPARTMENT OF THE NAVY
COMMANDER, NAVY INSTALLATIONS COMMAND
MILLINGTON DETACHMENT
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28 Dec 06

MEMORANDUM

From: Commander, Navy Installations Command Millington Detachment

Subj: 2007 PAY ADJUSTMENT FOR NONAPPROPRIATED FUND EMPLOYEES UNDER THE COGNIZANCE OF COMMANDER, NAVY INSTALLATIONS COMMAND

Ref: (a) DODINST 1400.25-M
(b) DODWFA Pay Administration

1. Per references (a) and (b), paybands for NF-03 through NF-05 NAF employees have been adjusted to reflect an average of 1.70 percent cost of living adjustment (COLA) and an increase in locality pay effective the first day of the first full pay period on or after 1 January 2007.

2. COLA and locality pay shall be combined as one "net" increase.

3. The following are the 2007 NAF payband ranges:

	MINIMUM		MAXIMUM	
NF LEVELS	Per Year	Per Hour	Per Year	Per Hour
1	*	*	*	*
2	*	*	*	*
3	*	*	$ 58,500	$28.03
4	$33,000	$15.81	$ 92,000	$44.08
5	$61,500	$29.47	$ 145,400	$69.67

* Survey adjustment - varies by geographical area

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4. Locality pay and COLA are not mandatory for NAF payband employees. Regional Commanders have the option of implementing pay raises up to the maximum amount of the combined "**net**" increase (i.e., COLA + locality pay increase) for their respective wage area for NF-03 through NF-05 payband employees. (For example, upon approval, NAF payband employees in the San Diego wage area would receive a net pay increase up to a maximum of 2.68 percent.)

a. If granted, the combined net increase must be applied uniformly to all NF-03 through NF-05 employees (i.e., increase must be given to all eligible NAF employees or none at all).

b. Application of the net increase may not bring the employee's salary beyond the top of his/her assigned payband. Additionally, if an employee's pay falls below the new minimum rate for the payband, the salary must be adjusted to at least the beginning of the payband.

c. Listed below are the net increases for the 32 wage areas in the Continental United States:

GEOGRAPHICAL AREA		COMBINED COLA & LOCALITY NET INCREASE %
[1]	ATLANTA-SANDY SPRINGS-GAINESVILLE, GA-AL	2.40
[2]	BOSTON-WORCESTER-MANCHESTER MA-NH-ME-RI	2.53
[3]	BUFFALO-NIAGARA-CATTARAUGUS, NY	2.26
[4]	CHICAGO-NAPERVILLE-MICHIGAN CITY, IL-IN-WI	2.24
[5]	CINCINNATI-MIDDLETOWN-WILMINGTON, OH-KY-IN	1.96
[6]	CLEVELAND-AKRON-ELYRIA, OH	2.18
[7]	COLUMBUS-MARION-CHILLICOTHE, OH	1.83
[8]	DALLAS-FORT WORTH, TX	2.53
[9]	DAYTON-SPRINGFIELD-GREENVILLE, OH	2.09
[10]	DENVER-AURORA-BOULDER, CO	2.15
[11]	DETRIOT-WARREN-FLINT MI	2.15
[12]	HARTFORD-WEST HARTFORD-WILLIMANTIC, CT-MA	2.66
[13]	HOUSTON-BAYTOWN-HUNTSVILLE, TX	1.93
[14]	HUNTSVILLE-DECATUR, AL	1.92

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GEOGRAPHICAL AREA		COMBINED COLA AND LOCALITY NET INCREASE %
[15]	INDIANAPOLIS-ANDERSON-COLUMBUS, IN	1.84
[16]	LOS ANGELES-LONG BEACH-RIVERSIDE, CA	2.40
[17]	MIAMI-FORT LAUDERDALE-MIAMI BEACH, FL	2.10
[18]	MILWAUKEE-RACINE-WAUKESHA, WI	2.41
[19]	MINNEAPOLIS-ST. PAUL-ST. CLOUD, MN-WI	2.45
[20]	NEW YORK-NEWARK-BRIDGEPORT, NY-NJ-CT-PA	3.02
[21]	PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD	2.40
[22]	PHOENIX-MESA-SCOTTSDALE, AZ	2.21
[23]	PITTSBURGH-NEW CASTLE, PA	2.01
[24]	PORTLAND-VANCOUVER-BEAVERTON, OR-WA	2.11
[25]	RALEIGH-DURHAM-CARY, NC	2.24
[26]	RICHMOND, VA	1.93
[27]	SACRAMENTO-ARDEN-ARCADE-TRUCKEE, CA-NV	2.63
[28]	SAN DIEGO-CARLSBAD-SAN MARCOS, CA	2.68
[29]	SAN FRANCISCO-OAKLAND-SAN JOSE, CA	3.00
[30]	SEATTLE-TACOMA-OLYMPIA, WA	2.26
[31]	WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-PA-VA-WV	2.64
[32]	REST OF US (RUS)	1.81

5. Craft and Trade (i.e., NA, NL and NS), and Paybands NF-01 and NF-02 employees are not authorized the net pay increase because their pay is set based on local wage survey information. Pay increases for Craft and Trade, paybands NF-01, NF-02 and the minimum of NF-03 employees will be in accordance with wage schedules issued by the DoD Salary and Wage Fixing Authority. These schedules are issued separately based on local wage surveys and can be found on the Civilian Personnel Management web page at: www.cpms.osd.mil (select wage schedules, then the geographical area, then click on appropriate county or AC number and select the desired wage schedule, e.g., NF, CT, etc.).

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6. GSE (Child Caregivers CC-1 and CC-2) employees must receive the same net increase given to APF (GS) employees, i.e., pay shall be adjusted in accordance with corresponding rates on the new GS schedules for the geographical area in which the CC job is located.

7. The pay schedules for U.S. citizens employed in overseas foreign areas will be issued by separate correspondence.

8. Regions continue to have the option of making whatever other pay adjustments they deem appropriate within existing paybands and personnel procedures.

9. CNIC points of contact are Sandy New at DSN 882-4876, © 901-874-4876, e-mail: sandy.new@navy.mil or Josie Austin at DSN 882-6707, © 901-874-6707, e-mail: josie.austin@navy.mil.

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