



Vandenberg Air Force Base Santa Barbara - Payscales for 2024

Vandenberg Air Force Base Pay

- GS (General Schedule) Employees
- Worker, Administrative Support
- Worker, Craft and Trade
- Leader, Craft and Trade
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- Leader, Patron Services

Vandenberg Air Force Base is the primary United States government installation in the Santa Barbara, California area. This page lists the pay rates for various civilian government employees based at Vandenberg Air Force Base.

Civilian government employees are paid either on the General Schedule (GS) payscale, which applies to salaried employees, or the Federal Wage System (FWS), which applies to hourly employees.

Employees paid under the FWS are paid based on their **grade** and **step**, as well as their status a worker, leader, or supervisor. Wage tables for all levels of FWS workers in Santa Barbara are listed below.

GS: General Schedule (GS) Employees - Vandenberg Air Force Base

General Schedule employees who work at Vandenberg Air Force Base, Santa Barbara are paid based on the General Schedule base pay table, modified with the Locality Pay Adjustment for the Vandenberg Air Force Base area. We do not currently have the Locality Pay Adjustment amount for this location, so the table below represents Base Pay only. For more information about General Schedule pay, visit the 2024 California GS payscale page.

GS Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GS-1	\$21,986	\$22,724	\$23,454	\$24,183	\$24,912	\$25,339	\$26,063	\$26,792	\$26,821	\$27,502
GS-2	\$24,722	\$25,310	\$26,129	\$26,821	\$27,124	\$27,922	\$28,720	\$29,518	\$30,316	\$31,114
GS-3	\$26,975	\$27,874	\$28,773	\$29,672	\$30,571	\$31,470	\$32,369	\$33,268	\$34,167	\$35,066
GS-4	\$30,280	\$31,289	\$32,298	\$33,307	\$34,316	\$35,325	\$36,334	\$37,343	\$38,352	\$39,361
GS-5	\$33,878	\$35,007	\$36,136	\$37,265	\$38,394	\$39,523	\$40,652	\$41,781	\$42,910	\$44,039
GS-6	\$37,765	\$39,024	\$40,283	\$41,542	\$42,801	\$44,060	\$45,319	\$46,578	\$47,837	\$49,096
GS-7	\$41,966	\$43,365	\$44,764	\$46,163	\$47,562	\$48,961	\$50,360	\$51,759	\$53,158	\$54,557
GS-8	\$46,475	\$48,024	\$49,573	\$51,122	\$52,671	\$54,220	\$55,769	\$57,318	\$58,867	\$60,416
GS-9	\$51,332	\$53,043	\$54,754	\$56,465	\$58,176	\$59,887	\$61,598	\$63,309	\$65,020	\$66,731
GS-10	\$56,528	\$58,412	\$60,296	\$62,180	\$64,064	\$65,948	\$67,832	\$69,716	\$71,600	\$73,484
GS-11	\$62,107	\$64,177	\$66,247	\$68,317	\$70,387	\$72,457	\$74,527	\$76,597	\$78,667	\$80,737
GS-12	\$74,441	\$76,922	\$79,403	\$81,884	\$84,365	\$86,846	\$89,327	\$91,808	\$94,289	\$96,770
GS-13	\$88,520	\$91,471	\$94,422	\$97,373	\$100,324	\$103,275	\$106,226	\$109,177	\$112,128	\$115,079
GS-14	\$104,604	\$108,091	\$111,578	\$115,065	\$118,552	\$122,039	\$125,526	\$129,013	\$132,500	\$135,987
GS-15	\$123,041	\$127,142	\$131,243	\$135,344	\$139,445	\$143,546	\$147,647	\$151,748	\$155,849	\$159,950

FWS: Administrative Support Worker, Non-Appropriated Funds

This 2024 FWS payscale applies to Worker-level employees at **Vandenberg Air Force Base** who are classified as 'Administrative Support' employees. For information on how long it takes to advance between steps, hover over any pay step.

FWS Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Grade 1	\$9.20 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$9.58 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$9.95 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$10.36 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$10.75 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 2	\$9.93 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$10.33 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$10.79 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$11.21 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$11.57 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 3	\$10.81 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$11.23 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$11.67 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$12.11 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$12.59 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 4	\$11.62 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$12.11 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$12.63 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$13.11 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$13.67 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 5	\$12.65 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$13.19 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$13.73 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$14.27 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$14.81 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 6	\$13.33 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$13.88 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$14.38 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$14.97 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$15.52 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 7	\$14.17 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$14.72 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$15.38 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$15.96 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$16.54 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)

FWS: Craft and Trade Worker, Non-Appropriated Funds

This 2024 FWS payscale applies to Worker-level employees at **Vandenberg Air Force Base** who are classified as 'Craft and Trade' employees. For information on how long it takes to advance between steps, hover over any pay step.

FWS Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Grade 1	\$8.94 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$9.30 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$9.68 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$10.05 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$10.42 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 2	\$9.45 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$9.85 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$10.23 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$10.60 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$11.00 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)

This 2024 FWS payscale applies to Leader-level employees at **Vandenberg Air Force Base** who are classified as 'Craft and Trade' employees. For information on how long it takes to advance between steps, hover over any pay step.

FWS Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Grade 1	\$9.82 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$10.23 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$10.64 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$11.05 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$11.46 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 2	\$10.38 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$10.83 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$11.22 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$11.69 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$12.12 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 3	\$11.11 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$11.54 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$12.00 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$12.47 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$12.95 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 4	\$11.94 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$12.47 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$12.97 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$13.52 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$13.98 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 5	\$12.81 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$13.33 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$13.87 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$14.40 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$14.92 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 6	\$13.56 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$14.14 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$14.69 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$15.26 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$15.81 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 7	\$14.33 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$14.92 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$15.53 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$16.11 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$16.72 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 8	\$15.09 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$15.73 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$16.36 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$16.98 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$17.61 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 9	\$15.86 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$16.51 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$17.20 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$17.86 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$18.51 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 10	\$16.64 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$17.32 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$18.00 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$18.71 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$19.40 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 11	\$17.40 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$18.13 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$18.85 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$19.56 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$20.30 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 12	\$18.15 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$18.91 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$19.66 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$20.42 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$21.17 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 13	\$18.88 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$19.66 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$20.45 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$21.24 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$22.01 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 14	\$19.59 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$20.43 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$21.26 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$22.06 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$22.88 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)

FWS Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Grade 15	\$20.36 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$21.18 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$22.04 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$22.88 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$23.70 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)

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FWS: Craft and Trade Supervisory, Non-Appropriated Funds

This 2024 FWS payscale applies to Supervisory-level employees at **Vandenberg Air Force Base** who are classified as 'Craft and Trade' employees. For information on how long it takes to advance between steps, hover over any pay step.

FWS Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Grade 1	\$11.67 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$12.14 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$12.64 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$13.12 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$13.59 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 2	\$12.27 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$12.79 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$13.31 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$13.81 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$14.30 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 3	\$12.97 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$13.53 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$14.07 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$14.59 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$15.14 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 4	\$13.69 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$14.26 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$14.83 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$15.40 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$15.98 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 5	\$14.37 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$14.95 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$15.56 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$16.15 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$16.76 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 6	\$15.07 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$15.71 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$16.34 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$16.96 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$17.59 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 7	\$15.76 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$16.42 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$17.07 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$17.72 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$18.38 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 8	\$16.45 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$17.13 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$17.85 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$18.52 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$19.19 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 9	\$17.30 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$18.01 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$18.77 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$19.46 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$20.17 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 10	\$18.14 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$18.88 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$19.63 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$20.40 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$21.16 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)

FWS Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Grade 11	\$18.96 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$19.77 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$20.54 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$21.34 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$22.12 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 12	\$19.81 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$20.62 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$21.44 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$22.27 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$23.08 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 13	\$20.58 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$21.45 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$22.31 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$23.17 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$24.00 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 14	\$21.40 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$22.28 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$23.16 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$24.07 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$24.94 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 15	\$22.20 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$23.11 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$24.01 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$24.95 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$25.87 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 16	\$23.11 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$24.08 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$25.03 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$26.00 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$26.95 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 17	\$24.01 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$25.03 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$26.03 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$27.03 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$28.01 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 18	\$24.95 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$26.00 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$27.03 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$28.05 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$29.10 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 19	\$25.87 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$26.95 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$28.01 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$29.10 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$30.17 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)

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FWS: Patron Services Leader, Non-Appropriated Funds

This 2024 FWS payscale applies to Leader-level employees at **Vandenberg Air Force Base** who are classified as 'Patron Services' employees. For information on how long it takes to advance between steps, hover over any pay step.

FWS Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Grade 1	\$8.94 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$9.29 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$9.67 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$10.05 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$10.41 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 2	\$9.58 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$9.97 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$10.39 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$10.78 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$11.18 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)

FWS Grade	Step 1	Step 2	Step 3	Step 4	Step 5
Grade 3	\$10.27 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$10.66 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$11.09 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$11.51 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$11.97 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 4	\$10.99 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$11.45 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$11.92 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$12.45 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$12.81 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 5	\$11.69 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$12.12 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$12.64 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$13.18 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$13.68 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 6	\$12.45 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$12.97 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$13.49 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$13.99 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$14.52 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)
Grade 7	\$13.16 / hour (A Step 1 employee is eligible for an increase to Step 2 after 26 weeks)	\$13.68 / hour (A Step 2 employee is eligible for an increase to Step 3 after 78 weeks)	\$14.23 / hour (A Step 3 employee is eligible for an increase to Step 4 after 104 weeks)	\$14.77 / hour (A Step 4 employee is eligible for an increase to Step 5 after 104 weeks)	\$15.31 / hour (Step 5 is the maximum step that can be achieved until a paygrade increase)



Vandenberg Air Force Base is a government installation in California primarily managed by the Department of Defense. Civilian government employees at this location may be paid under the Federal Wage System or General Schedule payscales shown on this page.

Since this is a DoD installation, servicemembers from the military may operate at this location as well. Military servicemembers are paid under the Military Basic Pay Scale.

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