



DEPARTMENT OF DEFENSE
CIVILIAN PERSONNEL ADVISORY SERVICE
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May 8, 2026

MEMORANDUM FOR COMMANDING OFFICERS OF MILITARY DEPARTMENTS AND
DOD COMPONENT INSTALLATIONS IN THE SAN DIEGO,
CALIFORNIA WAGE AREA

SUBJECT: Nonappropriated Fund (NAF) Special Wage Rate Ranges – San Diego, California
Wage Area #054

This letter amends the regular Wage Schedule #051 for the San Diego, California wage area in accordance with the U.S. Office of Personnel Management (OPM) letter dated April 29, 2005, which authorized 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	23.99	24.99	25.99	26.98	27.98
Grade 9	24.89	25.92	26.95	27.98	29.02
Grade 10	26.92	28.07	29.18	30.29	31.41
Grade 11	29.87	31.08	32.31	33.55	34.81
<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	26.39	27.49	28.59	29.69	30.78
Grade 9	27.37	28.52	29.66	30.78	31.93
Grade 10	29.59	30.86	32.07	33.29	34.53
Grade 11	32.81	34.15	35.55	36.87	38.27
<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	28.79	29.99	31.18	32.40	33.59
Grade 9	29.86	31.10	32.35	33.59	34.83
Grade 10	32.30	33.66	35.00	36.30	37.67
Grade 11	35.81	37.32	38.76	40.28	41.74

These special rate ranges are authorized for **Navy Exchange Service Center, Naval Station San Diego, Naval Base Coronado, Marine Corps Air Station Miramar, and Marine Corps Recruit Depot San Diego** for grades NA-8, NA-9, NA-10, and NA-11 in the following occupational series: Air Conditioning Equipment Mechanic, 5306; Carpenter, 4607; Electrician, 2805; Maintenance Mechanic, 4749; Painter, 4102; Plumber, 4206. Special rates are also authorized for the corresponding leader and supervisory positions.

These special rate ranges conform with limitations contained in CPM 2026-05, dated February 23, 2026. The effective date is November 16, 2025. The order date for the 2025 wage survey was September 8, 2025.

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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Chief
Wage and Salary Division