DoD Civilian Personnel Advisory Service
Alexandria, Virginia 22350-1100

Issue Date: 7 August 2026

SUBJECT: NAF Schedule of Special Rates for the Bexar, Texas (SO) Wage Area

Wage Schedule #040

TO: Commanding Officers of Military Departments and DoD Component Installations in the Wage Area

The special rate ranges listed below amend the subject regular Crafts and Trades wage schedule in accordance with the following references:

a) Office of Personnel Management Compensation Policy Memorandum 2022-02, "Achieving a $15 Per Hour Minimum Pay Rate for Federal Employees", dated January 21, 2022. The rates also conform with the limitations contained in CPM 2026-05, dated 23 February 2026.
b) Office of Personnel Management letter, dated January 27, 2022, which authorized the establishment of special rates for employees under all FWS regular and special wage schedules, where necessary, to achieve a $15 per hour minimum hourly rate of pay.
c) Operating Manual, Federal Wage System - Nonappropriated Fund, Subchapter S12, Special Rates or Rate Ranges Under the Federal Wage System
d) 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.

NA/NL/NS	NA-Rates					NL-Rates					NS-Rates				
Grade	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
1	17.49	18.22	18.94	19.68	20.40	19.24	20.02	20.83	21.63	22.43	22.21	23.12	24.04	24.98	25.89
2	18.36	19.12	19.89	20.65	21.42	20.19	21.03	21.87	22.70	23.56	23.07	24.03	25.00	25.96	26.92
3	19.24	20.02	20.83	21.63	22.43	21.15	22.03	22.91	23.79	24.68	23.94	24.95	25.95	26.93	27.93
4	20.11	20.94	21.79	22.62	23.47	22.11	23.04	23.96	24.87	25.79	24.81	25.84	26.89	27.92	28.95
5	20.97	21.85	22.71	23.59	24.47	23.07	24.03	25.00	25.96	26.92	25.69	26.75	27.82	28.89	29.96
6	21.85	22.76	23.66	24.57	25.48	24.02	25.02	26.03	27.02	28.02	26.56	27.68	28.77	29.88	30.97
7	22.71	23.66	24.60	25.56	26.51	24.99	26.03	27.06	28.12	29.15	27.43	28.58	29.71	30.86	31.99
8	23.59	24.57	25.56	26.54	27.52	25.95	27.02	28.12	29.19	30.26	28.31	29.48	30.67	31.83	33.02
9	24.47	25.48	26.50	27.52	28.54	26.91	28.02	29.15	30.26	31.39	29.36	30.56	31.79	33.01	34.23
10	25.32	26.40	27.44	28.49	29.54	27.86	29.02	30.20	31.35	32.52	30.39	31.65	32.92	34.17	35.46
11	26.20	27.30	28.39	29.47	30.56	28.81	30.01	31.21	32.42	33.62	31.44	32.77	34.06	35.37	36.68
12	27.07	28.20	29.33	30.46	31.59	29.78	31.00	32.26	33.50	34.74	32.48	33.84	35.18	36.54	37.90
13	27.94	29.11	30.27	31.43	32.60	30.74	32.02	33.30	34.58	35.85	33.53	34.94	36.32	37.72	39.13
14	28.81	30.01	31.21	32.42	33.62	31.71	33.02	34.32	35.65	36.98	34.57	36.01	37.46	38.89	40.33
15	29.69	30.92	32.15	33.40	34.64	32.65	34.03	35.38	36.75	38.10	35.62	37.10	38.58	40.07	41.55
										NS-16	37.10	38.66	40.20	41.75	43.28
										NS-17	38.59	40.20	41.82	43.41	45.02
										NS-18	40.07	41.74	43.40	45.08	46.74
										NS-19	41.55	43.28	45.02	46.74	48.47

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