



**DEPARTMENT OF DEFENSE**  
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
WAGE AND SALARY DIVISION  
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May 13, 2026

MEMORANDUM FOR COMMANDING OFFICERS OF MILITARY DEPARTMENTS AND  
DOD COMPONENT INSTALLATIONS IN THE ANCHORAGE,  
ALASKA WAGE AREA

SUBJECT: Nonappropriated Fund (NAF) Special Wage Rate Ranges – Anchorage, Alaska  
Wage Area #118

This letter amends regular Wage Schedule #038 for the Anchorage, Alaska wage area in accordance with Office of Personnel Management letters dated June 7, 1996 and September 13, 2002, which authorized special rate ranges for Small Craft Operator and Marine Engine Mechanic. 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>OCCUPATION(S)</u>	<u>GRADE</u>	<u>STEP</u> 1	<u>STEP</u> 2	<u>STEP</u> 3	<u>STEP</u> 4	<u>STEP</u> 5
NA-5786 Small Craft Operator	9	37.69	39.23	40.78	42.32	43.95
NA-8610 Marine Engine Mechanic	10	33.48	34.88	36.27	37.67	39.07

These rates conform with limitations contained in CPM 2024-25, dated December 23, 2024. The effective date is August 16, 2025. The order date for the 2025 wage survey was June 9, 2025.

This special rates amendment will expire when the next survey-based regular schedule is issued. In order to continue the authorization, the 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