

AC- 117

Defense Civilian Personnel Advisory Service

Alexandria, Virginia 22350-1100

Pay Schedule # 035-71

Issue Date: 14 March 2022

SUBJECT: NAF Pay Ranges for the Bexar, Texas Wage Area

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

The NAF Pay Ranges shown below have been established under authority of DoD Instruction 5120.39 "Department of Defense Wage Fixing Authority-Appropriated Fund and Nonappropriated Fund Compensation Programs", dated 1 October 2015, and are to be applied to all employees whose official duty station is located within the geographic boundary of the wage area definition shown on the NAF SCHEDULE BACK. This pay schedule is for NAF pay system employees only.

PAY RANGES

NF LEVELS	MINIMUM		MAXIMUM	
	PER YEAR	PER HOUR	PER YEAR	PER HOUR
1	15,130	(7.25)	37,340	(17.89)
2	21,700	(10.40)	49,960	(23.94)
3	31,660	(15.17)	71,000	(34.02)
4	37,500	(17.97)	111,500	(53.43)
5	74,000	(35.46)	176,300	(84.48)

6 \* Please see <https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/140025/1400.25-V1405.pdf>

Please reference USD(P&R) Memorandum, "Implementation of a \$15 Per Hour Minimum Pay Rate for Nonappropriated Fund Employees," dated March 9, 2022, for guidance.

KARL H. FENDT  
Chief  
Wage and Salary Division

Order Date : 14 Jun 2021  
Effective Date: The first day of the first pay period  
beginning on or after 30 Jan 2022.