

AC- 117

Defense Civilian Personnel Advisory Service

Alexandria, Virginia 22350-1100

Pay Schedule # 038-76

Issue Date: 27 September 2024

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 October 1, 2015, and DoD Instruction 1400.25-V1405, dated June 26, 2014, incorporating Change 1, effective March 31, 2022. This schedule is to be applied to all NAF Pay System (NF) employees whose official duty station is located within the geographic boundary of the wage area definition shown on the NAF Schedule Back.

PAY RANGES

| NF LEVELS | MINIMUM | | MAXIMUM | |
|-----------|---|----------|----------|----------|
| | PER YEAR | PER HOUR | PER YEAR | PER HOUR |
| 1 | 15,130 | (7.25) | 44,790 | (21.46) |
| 2 | 28,880 | (13.84) | 55,790 | (26.73) |
| 3 | 38,130 | (18.27) | 77,000 | (36.90) |
| 4 | 51,332 | (24.60) | 121,000 | (57.98) |
| 5 | 88,520 | (42.41) | 191,900 | (91.95) |
| 6 | Please see DoDI 1400.25, Volume 1405, Appendix 1 to Enclosure 3, 2a(3)(a)&(b) for NF-6 pay. | | | |

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 : 10 Jun 2024
Effective Date: The first day of the first pay period
beginning on or after 17 Aug 2024.