AC- 117

Defense Civilian Personnel Advisory Service
Alexandria, Virginia 22350-1100

Pay Schedule # 040-80

Issue Date: 24 August 2026

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 2, effective June 11, 2026. 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

	MINIMUM		MAXIMUM	
NF LEVELS	PER YEAR	PER HOUR	PER YEAR	PER HOUR
1	15,130	(7.25)	48,880	(23.42)
2	30,720	(14.72)	59,690	(28.60)
3	39,740	(19.04)	79,000	(37.85)
4	52,727	(25.26)	124,500	(59.66)
5	90,925	(43.57)	197,200	(94.49)
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 : 08 Jun 2026
Effective Date: The first day of the first pay period beginning on or after 15 Aug 2026.