AC-117

Defense Civilian Personnel Advisory Service
Alexandria, Virginia 22350-1100

Issue Date: 14 August 2026

Wage Schedule #: 040

SUBJECT: NAF Wage Schedules for the Bexar, Texas (SO) Wage Area

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

The Crafts and Trades schedules 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", 1 October 2015, and are to be applied in accordance with the provisions of 5 CFR Part 532 to installations listed on the NAF Schedule Back. These schedules also conform with the limitations contained in CPM 2026-05, dated 23 February 2026.

NA NL-NS Grade	NA - Rates 1	2	3	4	5	NL - Rates 1	2	3	4	5	NS - Rates 1	2	3	4	5
1	10.64	11.11	11.56	12.02	12.46	11.77	12.23	12.75	13.24	13.74	13.99	14.55	15.20	15.78	16.36
2	11.35	11.84	12.27	12.77	13.27	12.53	12.94	13.52	14.03	14.55	14.78	15.37	15.95	16.62	17.20
3	12.34	12.82	13.36	13.85	14.37	13.57	14.12	14.68	15.25	15.81	15.52	16.20	16.81	17.47	18.09
4	13.05	13.62	14.16	14.69	15.24	14.37	14.98	15.57	16.20	16.77	16.30	16.94	17.61	18.30	19.01
5	13.82	14.37	14.97	15.52	16.08	15.20	15.81	16.42	17.05	17.67	16.99	17.70	18.40	19.13	19.84
6	14.55	15.18	15.79	16.39	16.98	15.96	16.71	17.39	18.00	18.68	17.77	18.46	19.24	19.95	20.72
7	15.29	15.92	16.59	17.20	17.85	16.82	17.54	18.25	18.88	19.61	18.46	19.27	20.03	20.78	21.61
8	16.02	16.74	17.41	18.03	18.71	17.63	18.37	19.13	19.85	20.60	19.24	20.03	20.80	21.67	22.42
9	16.80	17.51	18.23	18.86	19.58	18.44	19.24	19.98	20.76	21.56	20.16	20.99	21.83	22.65	23.52
10	17.56	18.28	19.02	19.71	20.47	19.29	20.08	20.89	21.71	22.51	21.04	21.90	22.79	23.65	24.52
11	18.30	19.05	19.79	20.59	21.30	20.09	20.93	21.79	22.61	23.45	21.92	22.85	23.73	24.66	25.59
12	19.05	19.84	20.63	21.41	22.21	20.93	21.81	22.67	23.55	24.41	22.84	23.76	24.72	25.67	26.64
13	19.78	20.61	21.43	22.25	23.06	21.75	22.63	23.55	24.47	25.34	23.69	24.71	25.68	26.69	27.66
14	20.51	21.38	22.24	23.07	23.91	22.57	23.52	24.42	25.35	26.35	24.60	25.63	26.66	27.67	28.72
15	21.26	22.13	23.05	23.91	24.82	23.42	24.38	25.33	26.35	27.31	25.52	26.58	27.64	28.72	29.76
NS-16											26.58	27.67	28.79	29.92	30.99
NS-17											27.61	28.79	29.96	31.11	32.22
NS-18											28.72	29.92	31.12	32.30	33.50
NS-19											29.76	30.99	32.22	33.50	34.73

** This schedule is impacted by CPM 2022-02. Please reference the corresponding special rate schedule to determine the appropriate payable rates.

KARL H. FENDT
Chief
Wage and Salary Division

Order Date: 8 June 2026
Effective Date: 15 August 2026