

Wage Schedule #: 034

SUBJECT: NAF Wage Schedules for the Snohomish, Washington (RUS) 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 2024-25, dated 23 December 2024.

NA NL-NS Grade	NA - Rates					NL - Rates					NS - Rates				
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
1	*21.65	*22.55	*23.45	*24.35	*25.26	*23.82	*24.81	*25.80	*26.79	*27.79	*27.49	*28.64	*29.79	*30.93	*32.08
2	*22.73	*23.68	*24.63	*25.57	*26.52	*25.01	*26.05	*27.09	*28.13	*29.18	*28.58	*29.77	*30.96	*32.15	*33.34
3	*23.82	*24.81	*25.80	*26.79	*27.79	*26.20	*27.29	*28.38	*29.47	*30.56	*29.66	*30.90	*32.14	*33.37	*34.61
4	*24.90	*25.94	*26.98	*28.02	*29.05	*27.39	*28.53	*29.67	*30.81	*31.95	*30.75	*32.03	*33.31	*34.59	*35.87
5	*25.99	*27.07	*28.15	*29.24	*30.32	*28.59	*29.78	*30.97	*32.16	*33.35	*31.83	*33.16	*34.49	*35.81	*37.14
6	*27.07	*28.20	*29.33	*30.46	*31.58	*29.78	*31.02	*32.26	*33.50	*34.74	*32.92	*34.29	*35.66	*37.03	*38.40
7	*28.16	*29.33	*30.50	*31.68	*32.85	*30.97	*32.26	*33.55	*34.84	*36.13	*34.00	*35.42	*36.84	*38.25	*39.67
8	*29.24	*30.46	*31.68	*32.90	*34.12	*32.17	*33.51	*34.85	*36.19	*37.53	*35.09	*36.55	*38.01	*39.47	*40.94
9	*30.33	*31.59	*32.85	*34.12	*35.38	*33.36	*34.75	*36.14	*37.53	*38.92	*36.39	*37.91	*39.43	*40.94	*42.46
10	*31.41	*32.72	*34.03	*35.34	*36.65	*34.55	*35.99	*37.43	*38.87	*40.31	*37.69	*39.26	*40.83	*42.40	*43.97
11	*32.50	*33.85	*35.20	*36.56	*37.91	*35.75	*37.24	*38.73	*40.22	*41.71	*39.00	*40.62	*42.24	*43.87	*45.49
12	*33.58	*34.98	*36.38	*37.78	*39.18	*36.94	*38.48	*40.02	*41.56	*43.10	*40.30	*41.98	*43.66	*45.34	*47.02
13	*34.67	*36.11	*37.55	*39.00	*40.44	*38.13	*39.72	*41.31	*42.90	*44.49	*41.60	*43.33	*45.06	*46.80	*48.53
14	*35.75	*37.24	*38.73	*40.22	*41.71	*39.32	*40.96	*42.60	*44.24	*45.88	*42.90	*44.69	*46.48	*48.27	*50.05
15	*36.84	*38.37	*39.90	*41.44	*42.97	*40.52	*42.21	*43.90	*45.59	*47.28	*44.20	*46.04	*47.88	*49.72	*51.56

\*Rates adjusted to comply with the new minimum wage  
for the State of Washington & localities in the wage area

NS-16	*46.04	*47.96	*49.88	*51.80	*53.72
NS-17	*47.88	*49.88	*51.88	*53.87	*55.87
NS-18	*49.73	*51.80	*53.87	*55.94	*58.02
NS-19	*51.57	*53.72	*55.87	*58.02	*60.17

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Order Date: 11 July 2025  
Effective Date: 1 January 2026