

Wage Schedule #: 043

SUBJECT: NAF Wage Schedules for US Citizens in Foreign Areas

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 532.257. These schedules also conform with the limitations contained in CPM 2025-20, dated 18 December 2025.

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	10.88	11.31	11.77	12.23	12.68	11.94	12.45	12.94	13.47	13.95	14.36	15.00	15.58	16.19	16.77	
2	11.78	12.27	12.76	13.25	13.76	12.96	13.53	14.04	14.59	15.13	15.29	15.92	16.59	17.20	17.86	
3	12.73	13.26	13.83	14.34	14.86	14.02	14.62	15.21	15.79	16.39	16.27	16.96	17.61	18.31	19.01	
4	13.74	14.32	14.86	15.47	15.99	15.12	15.77	16.38	17.01	17.63	17.22	17.95	18.66	19.41	20.11	
5	14.72	15.29	15.92	16.57	17.13	16.20	16.83	17.53	18.23	18.90	18.24	19.01	19.73	20.50	21.26	
6	15.63	16.33	16.99	17.61	18.30	17.21	17.94	18.65	19.40	20.09	19.18	19.96	20.77	21.60	22.37	
7	16.62	17.27	17.97	18.66	19.38	18.30	19.04	19.77	20.56	21.32	20.10	20.94	21.80	22.65	23.49	
8	17.57	18.30	19.02	19.74	20.49	19.31	20.10	20.92	21.71	22.53	21.05	21.93	22.82	23.69	24.57	
9	18.49	19.29	20.03	20.80	21.60	20.37	21.18	22.03	22.91	23.75	22.21	23.14	24.06	24.98	25.92	
10	19.47	20.30	21.06	21.89	22.71	21.43	22.30	23.18	24.09	24.97	23.36	24.33	25.30	26.30	27.25	
11	20.41	21.23	22.09	22.95	23.80	22.42	23.39	24.32	25.23	26.16	24.48	25.49	26.49	27.54	28.57	
12	21.32	22.21	23.12	23.99	24.88	23.46	24.46	25.44	26.41	27.40	25.60	26.68	27.71	28.79	29.91	
13	22.26	23.18	24.13	25.05	26.01	24.50	25.52	26.51	27.57	28.59	26.72	27.83	28.96	30.07	31.20	
14	23.20	24.20	25.14	26.11	27.09	25.54	26.59	27.65	28.74	29.78	27.86	29.03	30.18	31.36	32.52	
15	24.16	25.14	26.13	27.15	28.16	26.54	27.65	28.76	29.92	30.99	28.98	30.18	31.40	32.60	33.84	
											NS-16	30.18	31.46	32.70	33.97	35.23
											NS-17	31.42	32.70	34.04	35.35	36.64
											NS-18	32.60	33.97	35.32	36.69	38.07
											NS-19	33.84	35.23	36.66	38.07	39.49

** 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: 1 November 2025
 Effective Date: 4 January 2026