

AC- 147

Defense Civilian Personnel Advisory Service  
Alexandria, Virginia 22350-1100

Pay Schedule # 050-81

Issue Date: 04 November 2025

SUBJECT: NAF Pay Ranges for the Anne Arundel, Maryland 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	31,310	(15.00)	45,350	(21.73)
2	37,570	(18.00)	55,310	(26.50)
3	41,180	(19.73)	78,500	(37.61)
4	52,205	(25.01)	123,000	(58.94)
5	90,025	(43.14)	195,200	(93.53)

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.

*Rebecca L. Chaves*  
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for KARL H. FENDT  
Chief  
Wage and Salary Division

Order Date : 11 Aug 2025  
Effective Date: The first day of the first pay period  
beginning on or after 16 Oct 2025.

*NAF Wage Area Definition for Anne Arundel, MD - Area Number :  
147 , Schedule Number : 050*

*Army & Air Force Exchange Service*

FT DETRICK	AC	147	DCB
FT GEORGE G MEADE	AC	147	DCB

*Department of the Army*

FT DETRICK	AC	147	DCB
FT GEORGE G MEADE	AC	147	DCB
NATIONAL SECURITY AGENCY	AC	147	DCB

*Department of the Navy*

NAVAL SUPPORT ACTIVITY ANNAPOLIS	AC	147	DCB
US NAVAL ACADEMY	AC	147	DCB

*Department of the Navy - Nexcom*

NAVAL SUPPORT ACTIVITY ANNAPOLIS	AC	147	DCB
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***Pay schedules also apply to all installations not listed above but located in any of the counties shown below.***

County and State	Applicable Schedule - Crafts and Trades			NPS
Anne Arundel County, MD	AC	147	DCB	147
Baltimore City, MD	AC	147	DCB	147
Baltimore County, MD	AC	147	DCB	147
Frederick County, MD	AC	147	DCB	147

**NAF PAY SYSTEM**

**PAY REPORT**

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after October 16, 2025, are as follows: Average increases of \$0.19 (1.2%) for Level 1 and \$0.43 (2.2%) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2025.

**SURVEY SUMMARY BY PAY LEVEL**

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
<b>NF - 1</b>				
SALES ASSOCIATE	541	16.12	21.85	15.00
CASHIER-CHECKER	496	16.85	31.55	15.00
CUSTOMER SERVICE ASSISTANT	62	16.62	21.85	15.30
RECREATION ATTENDANT	43	16.05	17.50	15.00
DESK CLERK	394	16.23	18.00	15.00
<b>NF - 2</b>				
HEAD SALES PERSON	56	17.65	18.22	16.73
STORE DETECTIVE	35	19.40	20.34	18.45
HEAD CUSTOMER SERVICE ASSISTANT	49	23.15	26.75	20.50
ACCOUNTING TECHNICIAN	6	26.08	32.02	20.02
<b>NF - 3</b>				
DEPARTMENT SUPERVISOR	49	22.69	29.69	19.38

**WAGE AREA : #147 Anne Arundel, Maryland**  
**ORDER DATE : August 11, 2025**  
**SURVEY : #041/050-81**

Please note that while used for data analysis, survey jobs for which data was obtained from less than three establishments have been omitted from the pay report to maintain the confidentiality of data sources.