



**DEPARTMENT OF DEFENSE**  
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
4800 MARK CENTER DRIVE  
ALEXANDRIA, VA 22350-1100

January 5, 2023

MEMORANDUM FOR COMMANDING OFFICERS OF MILITARY DEPARTMENTS AND  
DOD COMPONENT INSTALLATIONS IN THE BOSTON,  
MASSACHUSETTS WAGE AREA

SUBJECT: Minimum Wage Adjustment for Boston, Massachusetts Wage Area #068

The minimum wage for localities in the wage area increased to \$15.00 per hour effective January 1, 2023. The enclosed AC-268 (RUS) wage schedule reflects minimum wage adjustments to corresponding AC-268 (RUS) survey-based held schedule issued on January 4, 2023.

AC-068 (BOS) wage schedule did not require any pay changes. However, this schedule is being reissued (enclosed) to maintain proper alignment of schedules.

2023.01.0

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Karl H. Fendt  
Chief  
Wage and Salary Division

Enclosure:  
As stated

SUBJECT: Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the  
 Boston, Massachusetts (BOS) Wage Area

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

The schedules shown below have been established under authority of DoD Instruction 5120.39, dated October 1, 2015, subject to the limitations contained in CPM 2022-24, dated 29 December 2022. Rates are established as required by 5 USC 5343(d), if applicable, and are to be applied in accordance with the provisions of 5 CFR Part 532 to all employees whose official duty station is located within the geographic boundary of the wage area definition shown on the reverse side.

WG WL-WS Grade	WG - Rates					WL - Rates					WS - WD - WN Rates					WD-WN Pay Level
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	15.13	15.76	16.42	17.04	17.64	16.62	17.31	18.01	18.69	19.40	24.47	25.53	26.54	27.54	28.56	
2	16.97	17.73	18.41	19.11	19.81	18.69	19.47	20.23	21.01	21.80	26.22	27.31	28.40	29.45	30.54	
3	18.75	19.52	20.30	21.12	21.87	20.59	21.46	22.34	23.18	24.05	27.90	29.06	30.22	31.35	32.51	1
4	20.44	21.30	22.14	22.98	23.84	22.50	23.39	24.35	25.27	26.22	29.59	30.84	32.04	33.25	34.50	2
5	22.10	23.03	23.96	24.87	25.82	24.35	25.35	26.36	27.38	28.40	31.11	32.41	33.75	35.02	36.34	3
6	23.63	24.70	25.69	26.70	27.69	26.10	27.26	28.24	29.40	30.43	32.45	33.83	35.19	36.59	37.92	4
7	24.92	25.93	26.97	28.06	29.07	27.44	28.58	29.77	30.88	31.97	33.55	35.00	36.42	37.73	39.21	5 1
8	26.17	27.28	28.36	29.45	30.51	28.77	29.97	31.21	32.38	33.52	34.78	36.31	37.68	39.17	40.63	6 2
9	27.46	28.52	29.71	30.90	32.00	30.19	31.49	32.72	34.05	35.28	36.09	37.65	39.06	40.62	42.18	7 3
10	28.55	29.77	30.97	32.15	33.32	31.49	32.73	34.11	35.41	36.69	37.19	38.75	40.30	41.86	43.37	8 4
11	29.71	30.88	32.19	33.41	34.66	32.68	34.10	35.41	36.77	38.08	38.38	39.99	41.52	43.18	44.77	9 5
12	30.76	32.15	33.40	34.66	35.95	33.83	35.25	36.67	38.05	39.47	39.91	41.52	43.24	44.91	46.56	10 6
13	31.80	33.16	34.47	35.85	37.21	35.02	36.49	38.00	39.47	40.98	41.83	43.51	45.32	47.04	48.80	11 7
14	33.00	34.31	35.71	37.06	38.40	36.29	37.71	39.26	40.74	42.26	44.03	45.88	47.67	49.51	51.39	8
15	34.06	35.42	36.80	38.33	39.74	37.55	39.03	40.62	42.20	43.73	45.80	47.71	49.60	51.53	53.40	9
											WS-16	47.55	49.55	51.56	53.53	55.49
											WS-17	49.69	51.76	53.85	55.90	57.97
											WS-18	52.02	54.20	56.38	58.53	60.70
											WS-19	47.09	49.05	51.01	52.97	54.94

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: 9 August 2022  
 Effective Date: 1 January 2023  
 Supersedes Schedule Issued 4 January 2023