



DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
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January 14, 2026

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

SUBJECT: Nonappropriated Fund (NAF) Special Wage Rate Ranges - Middlesex,
Massachusetts [Wage Area #138]

This letter amends the regular Wage Schedule #049 for the Middlesex, Massachusetts wage area in accordance with the Office of Personnel Management letter dated February 12, 2002, which authorized special rate ranges for Aircraft Mechanic (NA-8852-10) and Aircraft Equipment Repair Inspector (NA-8852-11). The special rate ranges shown below have been established under the authority of DoD Instruction 5120.39 "Department of Defense Wage Fixing Authority – Appropriated Fund and Nonappropriated Fund Compensation Programs", and 5 CFR 532.251 and 532.253.

<u>OCCUPATION (S)</u>	<u>GRADE</u>	<u>STEP</u> 1	<u>STEP</u> 2	<u>STEP</u> 3	<u>STEP</u> 4	<u>STEP</u> 5
NA-8852 Aircraft Mechanic	10	31.36	32.66	34.00	35.29	36.56
NA-8852 Aircraft Equipment Repair Inspector	11	36.31	37.81	39.32	40.85	42.32

These special rates conform with limitations contained in CPM 2025-20, dated December 18, 2025. These rates are authorized for the Aero Club, Hanscom Air Force Base. The effective date is December 20, 2025. The order date for the 2025 wage survey was October 14, 2025.

The special rates amendment will expire when the next survey-based regular schedule is issued. In order to continue the authorization, the affected components are required to comply with the provisions of Subchapter S12-6b of the OPM Operating Manual – Federal Wage System, Nonappropriated Fund.

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Chief
Wage and Salary Division