

SUBJECT: NAF Pay Ranges for the Middlesex, Massachusetts 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)	49,650	(23.79)
**2	37,570	(18.00)	61,300	(29.37)
**3	40,700	(19.50)	73,500	(35.22)
4	49,028	(23.49)	116,000	(55.58)
5	84,546	(40.51)	183,500	(87.93)
6	Please see DoDI 1400.25, Volume 1405, Appendix 1 to Enclosure 3, 2a(3)(a)&(b) for NF-6 pay.			

\*\* Adjusted to comply with the new minimum wage for the State of Massachusetts.

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.

KARL H. FENDT  
Chief  
Wage and Salary Division

Order Date : 03 Oct 2022  
Effective Date: The minimum rates for NF levels 1, 2 and 3 are effective on 01 Jan 2023. All other rates are effective the first day of the first pay period beginning on or after 01 Jan 2023.