

SUBJECT: NAF Pay Ranges for the Guaynabo-San Juan, Puerto Rico 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	21,910	(10.50)	44,490	(21.32)
2	27,590	(13.22)	53,110	(25.45)
3	34,730	(16.64)	79,000	(37.85)
4	52,727	(25.26)	124,500	(59.66)
5	90,925	(43.57)	197,200	(94.49)
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.

KARL H. FENDT
Chief
Wage and Salary Division

Order Date : 02 Feb 2026
Effective Date: The first day of the first pay period
beginning on or after 11 Apr 2026.