

Wage Schedule #: 044

SUBJECT: NAF Wage Schedules for the Guaynabo-San Juan, Puerto Rico (RUS) Wage Area

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

The Crafts and Trades schedules 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", 1 October 2015, and are to be applied in accordance with the provisions of 5 CFR Part 532 to installations listed on the NAF Schedule Back. These schedules also conform with the limitations contained in CPM 2026-05, dated 23 February 2026.

NA NL-NS Grade	NA - Rates					NL - Rates					NS - Rates				
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
1	10.93	11.38	11.83	12.30	12.73	12.03	12.51	13.02	13.51	13.99	13.63	14.17	14.73	15.34	15.90
2	11.31	11.77	12.26	12.72	13.19	12.43	12.94	13.48	13.96	14.52	14.06	14.66	15.25	15.82	16.42
3	11.72	12.23	12.70	13.19	13.68	12.90	13.44	13.96	14.53	15.05	14.50	15.08	15.63	16.28	16.86
4	12.20	12.64	13.15	13.66	14.16	13.38	13.91	14.46	15.01	15.55	14.83	15.50	16.06	16.74	17.35
5	12.52	13.03	13.56	14.06	14.61	13.77	14.33	14.95	15.50	16.04	15.22	15.90	16.47	17.13	17.77
6	12.92	13.47	13.95	14.54	15.06	14.17	14.77	15.38	15.97	16.51	15.59	16.27	16.88	17.57	18.24
7	13.31	13.85	14.40	14.97	15.52	14.62	15.23	15.84	16.45	17.05	16.04	16.74	17.41	18.06	18.73
8	13.84	14.41	14.99	15.57	16.15	15.22	15.85	16.48	17.12	17.77	16.61	17.29	17.99	18.67	19.38
9	14.29	14.87	15.45	16.03	16.68	15.75	16.38	17.02	17.67	18.33	17.13	17.85	18.58	19.28	19.96
10	14.69	15.28	15.88	16.53	17.12	16.18	16.80	17.50	18.17	18.82	17.60	18.33	19.09	19.78	20.53
11	15.06	15.73	16.32	16.94	17.56	16.57	17.21	17.92	18.62	19.30	18.04	18.81	19.57	20.35	21.05
12	15.44	16.05	16.74	17.40	18.00	16.99	17.70	18.40	19.11	19.82	18.52	19.30	20.06	20.81	21.62
13	15.91	16.59	17.22	17.91	18.57	17.51	18.24	18.95	19.69	20.44	19.09	19.88	20.69	21.50	22.27
14	16.33	17.00	17.70	18.37	19.04	17.96	18.71	19.48	20.24	20.95	19.58	20.44	21.23	22.02	22.85
15	16.76	17.45	18.13	18.85	19.52	18.42	19.18	19.93	20.75	21.50	20.09	20.93	21.80	22.61	23.46

** This schedule is impacted by CPM 2022-02. Please reference the corresponding special rate schedule to determine the appropriate payable rates.

NS-16	20.92	21.81	22.70	23.56	24.41
NS-17	21.79	22.70	23.59	24.50	25.40
NS-18	22.61	23.57	24.50	25.45	26.39
NS-19	23.44	24.41	25.40	26.38	27.36

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Order Date: 2 February 2026
 Effective Date: 11 April 2026