



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

January 15, 2021

**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 the State of Massachusetts increased to \$13.50 per hour effective January 1, 2021. The enclosed AC-268 (RUS) wage schedule reflects minimum wage adjustments to corresponding AC-268 (RUS) survey-based held schedule issued on January 11, 2021.

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

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Date: 2021.01.15 13:50:05  
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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 2021-02, dated 1 January 2021. 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	14.00	14.58	15.19	15.77	16.33	15.38	16.02	16.67	17.30	17.95	22.65	23.63	24.56	25.50	26.44	
2	15.71	16.41	17.04	17.69	18.34	17.30	18.02	18.73	19.45	20.17	24.27	25.28	26.29	27.26	28.27	
3	17.35	18.07	18.79	19.54	20.24	19.06	19.86	20.68	21.46	22.26	25.83	26.90	27.97	29.02	30.10	1
4	18.92	19.72	20.49	21.27	22.07	20.82	21.65	22.53	23.39	24.27	27.39	28.54	29.66	30.78	31.93	2
5	20.46	21.32	22.17	23.02	23.90	22.53	23.47	24.40	25.34	26.29	28.80	30.00	31.24	32.42	33.64	3
6	21.87	22.86	23.78	24.72	25.63	24.16	25.23	26.14	27.21	28.17	30.04	31.31	32.57	33.88	35.10	4
7	23.07	24.00	24.96	25.97	26.91	25.40	26.46	27.55	28.58	29.59	31.06	32.40	33.71	34.92	36.29	5 1
8	24.22	25.25	26.25	27.26	28.24	26.63	27.74	28.89	29.97	31.03	32.20	33.61	34.89	36.26	37.61	6 2
9	25.42	26.40	27.51	28.60	29.62	27.94	29.15	30.29	31.52	32.66	33.41	34.86	36.16	37.60	39.05	7 3
10	26.43	27.55	28.67	29.76	30.85	29.15	30.30	31.57	32.78	33.96	34.43	35.88	37.30	38.75	40.15	8 4
11	27.51	28.58	29.80	30.92	32.09	30.25	31.56	32.78	34.04	35.25	35.53	37.02	38.44	39.97	41.45	9 5
12	28.48	29.76	30.91	32.09	33.28	31.31	32.63	33.94	35.23	36.54	36.94	38.44	40.03	41.58	43.10	10 6
13	29.44	30.70	31.90	33.19	34.45	32.42	33.78	35.18	36.54	37.93	38.72	40.27	41.95	43.55	45.18	11 7
14	30.54	31.76	33.06	34.30	35.55	33.59	34.90	36.34	37.71	39.12	40.76	42.47	44.13	45.84	47.58	8
15	31.53	32.79	34.07	35.49	36.79	34.76	36.13	37.60	39.07	40.48	42.40	44.17	45.92	47.70	49.44	9
											WS-16	44.02	45.87	47.73	49.56	51.37
											WS-17	46.00	47.92	49.85	51.75	53.67
											WS-18	48.16	50.18	52.20	54.19	56.20
											WS-19	45.62	47.52	49.42	51.32	53.22

\* Rates adjusted to comply with  
 minimum wage for the State of Massachusetts

KARL H. FENDT  
 Chief  
 Wage and Salary Division

Order Date: 11 August 2020  
 Effective Date: 1 January 2021  
 Supersedes Schedule Issued 11 January 2021