

SUBJECT: NAF Pay Ranges for the Guam 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 1 October 2015, and are to be applied to all employees whose official duty station is located within the geographic boundary of the wage area definition shown on the NAF SCHEDULE BACK. This pay schedule is for NAF pay system employees only.

NF LEVELS	PAY RANGES			
	MINIMUM		MAXIMUM	
	PER YEAR	PER HOUR	PER YEAR	PER HOUR
**1	19,300	(9.25)	30,260	(14.50)
**2	23,170	(11.10)	40,970	(19.63)
3	26,500	(12.70)	69,500	(33.30)
4	37,000	(17.73)	109,000	(52.23)
5	72,500	(34.74)	172,500	(82.65)
6	*		*	

\* Please see [www.dcpas.osd.mil/content/Documents/DOD-Instruction.pdf](http://www.dcpas.osd.mil/content/Documents/DOD-Instruction.pdf)

\*\* Adjusted to comply with the new minimum wage for the Territory of Guam.

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