

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 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.

NF LEVELS	PAY RANGES					
	MINIMUM		MAXIMUM		MID-POINT	
	PER YEAR	PER HOUR	PER YEAR	PER HOUR	PER YEAR	PER HOUR
1	19,300	(9.25)	34,830	(16.69)	27,068	(12.97)
2	23,170	(11.10)	46,810	(22.43)	34,999	(16.77)
3	29,590	(14.18)*** (16.52)	73,500	(35.22)	51,549	(24.70)
4	49,028	(23.49)*** (27.37)	116,000	(55.58)	82,520	(39.54)
5	84,546	(40.51)*** (47.19)	183,500	(87.93)	134,027	(64.22)
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 : 06 Sep 2022
 Effective Date: The first day of the first pay period
 beginning on or after 01 Jan 2023.

-EFFECTIVE 01/01/2023

-Guam Locality Pay - 16.50% (hourly rate includes locality)**

-Guam Cost of Living Allowance (COLA) - 12.25% (Applies to NF3 & above/CY pay grades)

-Guam Non-Foreign Post Differential (NFPD) - 12.75% (Applies to employees on a transportation agreement)