

NEXCOM PAY RANGES

2024 SALARY CODE LEVELS AND PAY RANGES Effective April 14, 2024					
Salary Level Code	Minimum	Q2	(Midpt.) Q3	Q4	Maximum
3A*	16.35	18.15	20.55	23.00	25.45
3B*	17.32	20.33	23.29	26.23	29.24
3C	40,056	47,252	54,452	61,655	68,856
3D	47,591	55,016	62,440	69,869	77,000
DoD Max: \$77,000					
4A	51,752	60,752	69,753	78,753	87,753
4B	61,878	70,878	79,879	88,878	97,879
4C	70,878	80,441	90,004	99,566	109,129
4D	78,753	89,357	99,961	110,566	121,000
DoD Max: \$121,000					
5A**	88,520	100,692	113,629	126,568	139,505
5B	99,003	113,067	127,130	141,193	155,255
5C	110,255	125,443	140,631	155,818	171,007
5D	121,505	137,255	153,006	168,757	184,508
5E	131,631	146,763	161,894	177,027	191,900
DoD Max: \$191,900					

Applicable to all CONUS and Overseas areas unless otherwise stated

**Applicable to nonexempt NF-3 positions only. Check local DoD Wage Schedule for actual NF-3 minimum rate.
NF3 nonexempt associates may not earn less than a minimum pay rate of \$15 p/hr. in compliance with Executive Order.*

Pay range maximums are DoD authorized Maximums.