

NEXCOM PAY RANGES

2025 SALARY CODE LEVELS AND PAY RANGES Effective April 13, 2025					
Salary Level Code	Minimum	Q2	(Midpt.) Q3	Q4	Maximum
3A*	16.63	18.46	20.90	23.39	25.88
3B*	17.61	20.68	23.69	26.68	29.74
3C	40,737	48,055	55,378	62,703	70,027
3D	48,400	55,951	63,501	71,057	78,500
					DoD Max: \$78,500
4A	52,632	61,785	70,939	80,092	89,245
4B	62,930	72,083	81,237	90,389	99,543
4C	72,083	81,808	91,534	101,259	110,984
4D	80,092	90,876	101,660	112,446	123,000
					DoD Max: \$123,000
5A**	90,025	102,404	115,561	128,720	141,877
5B	100,686	114,989	129,291	143,593	157,894
5C	112,129	127,576	143,022	158,467	173,914
5D	123,571	139,588	155,607	171,626	187,645
5E	133,869	149,258	164,646	180,036	195,200
					DoD Max: \$195,200

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.*

Pay range maximums are DoD authorized Maximums.