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U.S. OFFICE OF PERSONNEL MANAGEMENT

- RECRUITING, RETAINING AND HONORING A WORLD-CLASS WORKFORCE TO SERVE THE AMERICAN PEOPLE

This page can be found on the web at the following url:

<https://apps.opm.gov/SpecialRates/2020/Table041401012020.aspx>

SPECIAL RATES

SPECIAL RATE TABLE Number 0414

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	SUPPLEMENT	WITHIN GRADE INCREASE
05	39149	40153	41157	42161	43165	44169	45173	46177	47181	48185	9036	1004
07	48488	49731	50974	52217	53460	54703	55946	57189	58432	59675	11187	1243
09	59316	60837	62358	63879	65400	66921	68442	69963	71484	73005	13689	1521

EFFECTIVE DATE: FIRST DAY OF THE FIRST APPLICABLE PAY PERIOD BEGINNING AFTER 01/01/2020.

SERIES	OCCUPATION NAME
0801	GENERAL ENGINEER
0803	SAFETY ENGINEER
0804	FIRE PROTECTION ENGINEER
0806	MATERIALS ENGINEER
0807	LANDSCAPE ARCHITECT
0808	ARCHITECT
0810	CIVIL ENGINEER
0819	ENVIRONMENTAL ENGINEER
0830	MECHANICAL ENGINEER
0858	BIOMEDICAL ENGINEER

0861	AEROSPACE ENGINEER
0871	NAVAL ARCHITECT
0890	AGRICULTURAL ENGINEER
0892	CERAMIC ENGINEER
0893	CHEMICAL ENGINEER
0894	WELDING ENGINEER
0896	INDUSTRIAL ENGINEER

STATE CODE	COUNTY CODE	CITY CODE	LOCATION
X	X	X	ALBANY-SCHENECTADY, NY-MA LOCALITY PAY AREA
X	X	X	ALBUQUERQUE-SANTA FE-LAS VEGAS, NM LOCALITY PAY AREA
X	X	X	ALL PORTIONS OF THE REST OF U.S. LOCALITY PAY AREA WITHIN THE CONTIGUOUS U.S.
X	X	X	ATLANTA--ATHENS-CLARKE COUNTY--SANDY SPRINGS, GA-AL LOCALITY PAY AREA
X	X	X	AUSTIN-ROUND ROCK, TX LOCALITY PAY AREA
X	X	X	BIRMINGHAM-HOOVER-TALLADEGA, AL LOCALITY PAY AREA
X	X	X	BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-ME LOCALITY PAY AREA
X	X	X	BUFFALO-CHEEKTOWAGA, NY LOCALITY PAY AREA
X	X	X	BURLINGTON-SOUTH BURLINGTON, VT LOCALITY PAY AREA
X	X	X	CHARLOTTE-CONCORD, NC-SC LOCALITY PAY AREA
X	X	X	CHICAGO-NAPERVILLE, IL-IN-WI LOCALITY PAY AREA
X	X	X	CINCINNATI-WILMINGTON-MAYSVILLE, OH-KY-IN LOCALITY PAY AREA
X	X	X	CLEVELAND-AKRON-CANTON, OH LOCALITY PAY AREA
X	X	X	COLORADO SPRINGS, CO LOCALITY PAY AREA
X	X	X	COLUMBUS-MARION-ZANESVILLE, OH LOCALITY PAY AREA
X	X	X	CORPUS CHRISTI-KINGSVILLE-ALICE, TX LOCALITY PAY AREA
X	X	X	DALLAS-FORT WORTH, TX-OK LOCALITY PAY AREA
X	X	X	DAVENPORT-MOLINE, IA-IL LOCALITY PAY AREA
X	X	X	DAYTON-SPRINGFIELD-SIDNEY, OH LOCALITY PAY AREA
X	X	X	DENVER-AURORA, CO LOCALITY PAY AREA
X	X	X	DETROIT-WARREN-ANN ARBOR, MI LOCALITY PAY AREA
X	X	X	HARRISBURG-LEBANON, PA LOCALITY PAY AREA
X	X	X	HARTFORD-WEST HARTFORD, CT-MA LOCALITY PAY AREA

X	X	X	HUNTSVILLE-DECATUR-ALBERTVILLE, AL LOCALITY PAY AREA
X	X	X	INDIANAPOLIS-CARMEL-MUNCIE, IN LOCALITY PAY AREA
X	X	X	KANSAS CITY-OVERLAND PARK-KANSAS CITY, MO-KS LOCALITY PAY AREA
X	X	X	LAREDO, TX LOCALITY PAY AREA
X	X	X	LAS VEGAS-HENDERSON, NV-AZ LOCALITY PAY AREA
X	X	X	MIAMI-FORT LAUDERDALE-PORT ST. LUCIE, FL LOCALITY PAY AREA
X	X	X	MILWAUKEE-RACINE-WAUKESHA, WI LOCALITY PAY AREA
X	X	X	MINNEAPOLIS-ST. PAUL, MN-WI LOCALITY PAY AREA
X	X	X	OMAHA-COUNCIL BLUFFS-FREMONT, NE-IA LOCALITY PAY AREA
X	X	X	PALM BAY-MELBOURNE-TITUSVILLE, FL LOCALITY PAY AREA
X	X	X	PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD LOCALITY PAY AREA
X	X	X	PHOENIX-MESA-SCOTTSDALE, AZ LOCALITY PAY AREA
X	X	X	PITTSBURGH-NEW CASTLE-WEIRTON, PA-OH-WV LOCALITY PAY AREA
X	X	X	PORTLAND-VANCOUVER-SALEM, OR-WA LOCALITY PAY AREA
X	X	X	RALEIGH-DURHAM-CHAPEL HILL, NC LOCALITY PAY AREA
X	X	X	RICHMOND, VA LOCALITY PAY AREA
X	X	X	SACRAMENTO-ROSEVILLE, CA-NV LOCALITY PAY AREA
X	X	X	SAN ANTONIO-NEW BRAUNFELS-PEARSALL, TX LOCALITY PAY AREA
X	X	X	SAN DIEGO-CARLSBAD, CA LOCALITY PAY AREA
X	X	X	SEATTLE-TACOMA, WA LOCALITY PAY AREA
X	X	X	ST. LOUIS-ST. CHARLES-FARMINGTON, MO-IL LOCALITY PAY AREA
X	X	X	TUCSON-NOGALES, AZ LOCALITY PAY AREA
X	X	X	VIRGINIA BEACH-NORFOLK, VA-NC LOCALITY PAY AREA

AGENCY/SUBELEMENT
AB AMERICAN BATTLE MONUMENTS COMMISSION
AF DEPARTMENT OF THE AIR FORCE
AG DEPARTMENT OF AGRICULTURE
AR DEPARTMENT OF THE ARMY
CM DEPARTMENT OF COMMERCE
DD DEPARTMENT OF DEFENSE (EXCL MIL DEPTS)
DJ DEPARTMENT OF JUSTICE

DL DEPARTMENT OF LABOR
DN DEPARTMENT OF ENERGY
EP ENVIRONMENTAL PROTECTION AGENCY
FJ00 CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD
GS GENERAL SERVICES ADMINISTRATION
HD U.S. HOLOCAUST MEMORIAL COUNCIL
HE DEPARTMENT OF HEALTH AND HUMAN SERVICES
HS DEPARTMENT OF HOMELAND SECURITY
HU DEPTMENT OF HOUSING & URBAN DEVELOPMENT
IB BROADCASTING BOARD OF GOVERNORS
IN DEPARTMENT OF THE INTERIOR
LA ARCHITECT OF THE CAPITOL
NF NATIONAL SCIENCE FOUNDATION
NN NATIONAL AERONAUTICS AND SPACE ADMIN
NQ NATIONAL ARCHIVES AND RECORDS ADMIN
NV DEPARTMENT OF THE NAVY
RH02 ARMED FORCES RETIREMENT HOME-WASHINGTON
SB SMALL BUSINESS ADMINISTRATION
SK CONSUMER PRODUCT SAFETY COMMISSION
SM SMITHSONIAN INSTITUTION
SM01 NATIONAL GALLERY OF ART
ST DEPARTMENT OF STATE
SZ SOCIAL SECURITY ADMINISTRATION
TB NATIONAL TRANSPORTATION SAFETY BOARD
TD DEPARTMENT OF TRANSPORTATION
TR DEPARTMENT OF THE TREASURY
VA DEPARTMENT OF VETERANS AFFAIRS

NOTES: INCORPORATING THE 2.6 PERCENT JANUARY 2020 GENERAL SCHEDULE INCREASE.

THE CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD REQUESTED BEING ADDED TO THIS SPECIAL RATE TABLE, AND THAT REQUEST WAS APPROVED ON 07/20/2016.

THIS SPECIAL RATE TABLE INCLUDES LOCATIONS WHERE APPLICABLE GENERAL SCHEDULE LOCALITY RATES OF PAY EXCEED THE SPECIAL RATES OF PAY AT CERTAIN GRADES AND STEPS. EMPLOYEES WHO ARE COVERED BY A SPECIAL RATE SCHEDULE ARE ENTITLED TO THE APPLICABLE SPECIAL RATE WITHIN THAT SCHEDULE UNLESS THEY ARE ENTITLED TO A HIGHER RATE OF BASIC PAY UNDER OTHER AUTHORITY (E.G., A HIGHER LOCALITY RATE OR A RETAINED RATE).

LOCATIONS THAT ARE PART OF THE WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA LOCALITY PAY AREA THAT WERE PREVIOUSLY COVERED BY THIS TABLE HAVE BEEN REMOVED DUE TO HIGHER LOCALITY PAY.

U.S. Office of Personnel Management

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