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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/2021/Table041401012021.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	39540	40554	41568	42582	43596	44610	45624	46638	47652	48666	9126	1014
07	48978	50234	51490	52746	54002	55258	56514	57770	59026	60282	11304	1256
09	59907	61443	62979	64515	66051	67587	69123	70659	72195	73731	13824	1536

EFFECTIVE DATE: FIRST DAY OF THE FIRST APPLICABLE PAY PERIOD BEGINNING AFTER 01/01/2021.

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	DES MOINES-AMES-WEST DES MOINES, IA 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 1.0 PERCENT JANUARY 2021 GENERAL SCHEDULE INCREASE.

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).

U.S. Office of Personnel Management

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