




UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

DEC 18 2015

MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM: BETH F. COBERT
ACTING DIRECTOR 

Subject: 2015 Annual Review of Special Rates (Results)

The U.S. Office of Personnel Management (OPM) conducts an annual review of special rates established under 5 U.S.C. 5305 to determine the disposition of special rate schedules when General Schedule (GS) pay is adjusted under 5 U.S.C. 5303. Based on OPM's annual review, special rate tables may be terminated, decreased, or increased. (See OPM's [data call memorandum \(CPM 2015-07\)](#) for further information.)

Based on the 2015 annual review of GS special rates, I have approved a 1-percent increase for all title 5 special rate tables equal to the 1-percent increase in GS base rates. Both the increased GS base rates and the increased GS special rates will be effective on the first day of the first applicable pay period beginning on or after January 1, 2016 (January 10, 2016, based on the standard payroll cycle). All 275 title 5 special rate tables can be found on the OPM website at <http://apps.opm.gov/SpecialRates/index.aspx>. These special rates cover about 40,000 employees.

Amount of 2016 Pay Adjustments

In OPM's August 5, 2015, data call memorandum, the anticipated increase in GS base rates in January 2016 was 1.8 percent, absent any other action. However, the amount of the 2016 increase in GS base rates was reduced to 1 percent in the President's [alternative plan](#) issued under the authority of 5 U.S.C. 5303(b) on August 28, 2015.

Results of 2015 Annual Review

Pursuant to OPM's instructions, each agency conducted a review of its special rates schedules. Special rates were to be adjusted at the same time and in the same amount as the base General Schedule, unless an agency requested (1) an adjustment for a special rate schedule different from any 2016 increase in GS base rates or (2) the reduction or termination of a special rate schedule. We received no such requests, so OPM will increase all title 5 special rate pay tables in tandem with the 1-percent across-the-board GS base rate increase effective on the first day of the first applicable pay period beginning after January 1, 2016 (January 10, 2016, based on the standard payroll cycle.).

Terminated Special Rates

Special rates are terminated based on OPM's annual review of special rates when covered agencies report to OPM that applicable special rates are no longer necessary, or when GS locality rates of pay exceed special rates at the same grade and step. Agencies did not request termination of any special rate tables.

Under 5 U.S.C. 5305(h), an employee's entitlement to a special rate ends if the employee is entitled to a higher rate of basic pay, such as a locality rate of pay under 5 U.S.C. 5304. Certain special rates will terminate effective January 10, 2016, because higher locality rates will apply. While no special tables will be entirely terminated in 2016 as a result of higher locality pay, some special rate tables will have one or more pay rates that terminate when applicable 2016 locality rates of pay are higher. In such cases, the special rate tables will not show a special rate at the affected grades and steps. If a special rate is no longer shown at certain grades and steps, this means higher locality pay rates now apply. Also, for some special rate tables that cover multiple geographic areas, certain geographic areas will be removed from coverage because the 2016 locality rates in those areas are higher than the special rates at all grades and steps. The termination of special rates in these situations will not result in a loss of pay for covered employees because they will receive a higher locality rate.

Special Rates in Nonforeign Areas

For the 2015 annual review, we reminded agencies of the results of our analysis of special rates in nonforeign areas during the 2012 annual review, and that special rates in nonforeign areas would be reexamined yearly as part of our overall annual review of special rates. During the 2015 annual review, no agencies requested termination of special rates or a pay adjustment different from the base GS increase for special rates in nonforeign areas. Accordingly, special rates in nonforeign areas will receive a 1-percent increase and will include the Nonforeign Area Retirement Equity Assurance Act of 2009 additional adjustments shown in Attachment 1.

Capped Special Rates

Under 5 U.S.C. 5305(a)(1), the maximum special rate is the rate payable for level IV of the Executive Schedule (EX-IV). (The EX-IV rate will be increased to \$160,300 effective the first day of the first pay period beginning on or after January 1, 2016.) Because of the EX-IV cap, some GS-14 and GS-15 special pay rates for 2016 are capped. See Attachment 2 for a list of capped special rates.

Additional Information

Agency headquarters-level human resources offices may contact OPM at pay-leave-policy@opm.gov. Employees should contact their agency human resources office for further information on this memo.

Attachment 1 - NAREAA Additional Adjustments in 2016

Attachment 2 - Capped Special Rates in 2016

cc: Chief Human Capital Officers

Human Resources Directors

Attachment 1—2016 Additional Adjustments for Special Rate Tables in Nonforeign Areas

Under section 1915(b) of the Nonforeign Area Retirement Equity Assurance Act of 2009 (NAREAA), during the January 2010-January 2012 transition period, special “additional adjustments” were added to the special rates that would have otherwise been payable in nonforeign areas. These additional adjustments were designed to provide special rate increases equal to the locality pay increases received by non-special rate employees during the transition period. They are added to the special rate supplement that would have otherwise applied. Special rate supplements and additional adjustments are payable only to the extent they do not cause the employee’s special rate to exceed the statutory EX-IV cap on special rates (\$160,300 in 2016). The EX-IV cap will be reflected in published special rate schedules. For additional information on NAREAA additional adjustments, see Attachment 2 of [CPM 2009-27](#) and Attachment 1 of [CPM 2011-22](#).

2016 Additional Adjustments for Special Rate Tables in the State of Alaska (Annual Amounts in Dollars)										
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	4,615	4,769	4,923	5,076	5,229	5,319	5,471	5,624	5,630	5,772
2	5,189	5,312	5,484	5,630	5,693	5,861	6,029	6,196	6,364	6,531
3	5,662	5,850	6,039	6,228	6,416	6,605	6,794	6,982	7,171	7,360
4	6,356	6,568	6,779	6,991	7,203	7,415	7,627	7,839	8,050	8,262
5	7,111	7,348	7,585	7,822	8,059	8,296	8,533	8,770	9,007	9,244
6	7,926	8,191	8,455	8,719	8,983	9,247	9,511	9,776	10,040	10,304
7	8,808	9,102	9,395	9,689	9,983	10,276	10,570	10,864	11,157	11,451
8	9,755	10,080	10,405	10,730	11,055	11,380	11,705	12,030	12,355	12,680
9	10,774	11,133	11,492	11,851	12,210	12,569	12,928	13,287	13,647	14,006
10	11,865	12,260	12,656	13,051	13,447	13,843	14,238	14,634	15,029	15,425
11	13,036	13,470	13,905	14,339	14,774	15,208	15,643	16,077	16,512	16,946
12	15,625	16,145	16,666	17,187	17,708	18,229	18,749	19,270	19,791	20,312
13	18,580	19,199	19,819	20,438	21,057	21,677	22,296	22,916	23,535	24,155
14	21,955	22,687	23,419	24,151	24,883	25,615	26,347	27,079	27,811	28,543
15	25,826	26,687	27,548	28,409	29,270	30,131	30,992	31,853	32,714	33,575

2016 Additional Adjustments for Special Rate Tables in the State of Hawaii (Annual Amounts in Dollars)										
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	3,083	3,187	3,289	3,391	3,494	3,554	3,655	3,757	3,761	3,856
2	3,467	3,549	3,664	3,761	3,804	3,916	4,028	4,140	4,252	4,364
3	3,783	3,909	4,035	4,161	4,287	4,413	4,539	4,665	4,791	4,917
4	4,246	4,388	4,529	4,671	4,813	4,954	5,096	5,237	5,379	5,520
5	4,751	4,909	5,068	5,226	5,384	5,543	5,701	5,859	6,018	6,176
6	5,296	5,472	5,649	5,825	6,002	6,178	6,355	6,531	6,708	6,884
7	5,885	6,081	6,277	6,474	6,670	6,866	7,062	7,258	7,454	7,651
8	6,517	6,735	6,952	7,169	7,386	7,603	7,821	8,038	8,255	8,472
9	7,199	7,438	7,678	7,918	8,158	8,398	8,638	8,878	9,118	9,357
10	7,927	8,192	8,456	8,720	8,984	9,249	9,513	9,777	10,041	10,306
11	8,709	9,000	9,290	9,580	9,871	10,161	10,451	10,742	11,032	11,322
12	10,439	10,787	11,135	11,483	11,831	12,179	12,527	12,875	13,223	13,571
13	12,414	12,827	13,241	13,655	14,069	14,483	14,897	15,311	15,724	16,138
14	14,669	15,158	15,647	16,136	16,625	17,114	17,603	18,092	18,581	19,070
15	17,255	17,830	18,405	18,981	19,556	20,131	20,706	21,281	21,857	22,432

**Attachment 1 (Continued)—2016 Additional Adjustments for Special Rate Tables
in Other Nonforeign Areas**

Additional Adjustments for Special Rate Tables in Other Nonforeign Areas as Defined in 5 CFR Part 591 (Annual Amounts in Dollars)										
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	2,632	2,720	2,808	2,895	2,982	3,034	3,120	3,207	3,211	3,292
2	2,959	3,030	3,128	3,211	3,247	3,343	3,438	3,534	3,630	3,725
3	3,229	3,337	3,444	3,552	3,660	3,767	3,875	3,982	4,090	4,198
4	3,625	3,746	3,867	3,987	4,108	4,229	4,350	4,471	4,592	4,712
5	4,056	4,191	4,326	4,461	4,596	4,731	4,867	5,002	5,137	5,272
6	4,521	4,671	4,822	4,973	5,124	5,274	5,425	5,576	5,726	5,877
7	5,024	5,191	5,359	5,526	5,694	5,861	6,029	6,196	6,364	6,531
8	5,564	5,749	5,934	6,120	6,305	6,491	6,676	6,861	7,047	7,232
9	6,145	6,350	6,555	6,759	6,964	7,169	7,374	7,579	7,783	7,988
10	6,767	6,993	7,218	7,444	7,670	7,895	8,121	8,346	8,572	8,797
11	7,435	7,683	7,931	8,178	8,426	8,674	8,922	9,170	9,417	9,665
12	8,911	9,209	9,506	9,803	10,100	10,397	10,694	10,991	11,288	11,585
13	10,597	10,950	11,303	11,657	12,010	12,363	12,717	13,070	13,423	13,777
14	12,522	12,940	13,357	13,775	14,192	14,609	15,027	15,444	15,862	16,279
15	14,730	15,221	15,712	16,203	16,694	17,185	17,676	18,167	18,658	19,149

Attachment 2—Capped Special Rates in 2016

Under 5 U.S.C. 5305(a)(1), the maximum special rate is the rate payable for level IV of the Executive Schedule (\$160,300 in 2016).

A total of 200 special rates are capped in 2016 and these are shown in the table below by special rate table, grade, and step.

Special Rate Table	Grade	Capped Steps
0565	15	8, 9, and 10
0566	15	9 and 10
0576	15	7, 8, 9, and 10
0600	15	10
0601	15	9 and 10
0602	15	8, 9, and 10
0603	15	7, 8, 9, and 10
0604	15	6, 7, 8, 9, and 10
0605	15	5, 6, 7, 8, 9, and 10
0630	15	8, 9, and 10
0631	15	6, 7, 8, 9, and 10
0701	15	8, 9, and 10
0702	15	5, 6, 7, 8, 9, and 10
0703	15	5, 6, 7, 8, 9, and 10
0704	15	5, 6, 7, 8, 9, and 10
0705	15	6, 7, 8, 9, and 10
0706	15	5, 6, 7, 8, 9, and 10
0707	15	6, 7, 8, 9, and 10
0708	15	5, 6, 7, 8, 9, and 10
0710	15	6, 7, 8, 9, and 10
0711	15	6, 7, 8, 9, and 10
0712	15	6, 7, 8, 9, and 10
0713	15	6, 7, 8, 9, and 10
0714	15	6, 7, 8, 9, and 10
290A	14	10
290A	15	6, 7, 8, 9, and 10
290H	15	8, 9, and 10
290P	15	9 and 10
499A	15	7, 8, 9, and 10
499H	15	10
558A	14	9 and 10
558A	15	6, 7, 8, 9, and 10
558H	15	8, 9, and 10
558P	15	9 and 10
565A	14	7, 8, 9, and 10
565A	15	2, 3, 4, 5, 6, 7, 8, 9, and 10
565F	15	8, 9, and 10
565H	14	9 and 10
565H	15	3, 4, 5, 6, 7, 8, 9, and 10
565N	15	8, 9, and 10
566A	14	8, 9, and 10
566A	15	3, 4, 5, 6, 7, 8, 9, and 10
566F	15	9 and 10
566H	14	10
566H	15	5, 6, 7, 8, 9, and 10
600H	14	10
600H	15	5, 6, 7, 8, 9, and 10
600P	15	6, 7, 8, 9, and 10
700H	15	6, 7, 8, 9, and 10