

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	36740	37682	38624	39566	40508	41450	42392	43334	44276	45218	8478	942
07	45512	46679	47846	49013	50180	51347	52514	53681	54848	56015	10503	1167
09	55666	57093	58520	59947	61374	62801	64228	65655	67082	68509	12843	1427

EFFECTIVE DATE: FIRST DAY OF THE FIRST APPLICABLE PAY PERIOD BEGINNING AFTER 01/01/2016.

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 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	BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-CT-ME LOCALITY PAY AREA
X	X	X	BUFFALO-CHEEKTOWAGA, NY 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	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	HOUSTON-THE WOODLANDS, TX 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	LOS ANGELES-LONG BEACH, CA 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	NEW YORK-NEWARK, NY-NJ-CT-PA 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 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	WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA 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

GS GENERAL SERVICES ADMINISTRATION
HD U.S. HOLOCAUST MEMORIAL COUNCIL
HE DEPARTMENT OF HEALTH AND HUMAN SERVICES
HS DEPARTMENT OF HOMELAND SECURITY
HU DEPARTMENT 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 PERCENT JANUARY 2016 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).