



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

DEC 23 2009

The Director

MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM:

**JOHN BERRY
DIRECTOR**

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Subject:

2009 Annual Review of Special Rates

The U.S. Office of Personnel Management (OPM) has completed the 2009 annual review of special rates authorized under 5 U.S.C. 5305. As a result, we will increase all title 5 special rate pay tables in tandem with the 1.5 percent across-the-board General Schedule (GS) base pay increase effective on the first day of the first applicable pay period beginning on or after January 1, 2010 (January 3, 2010). These pay increases will result in a corresponding adjustment in each employee's special rate, as provided by 5 CFR 530.321-322. In January 2010, 252 special rate tables will cover approximately 33,300 employees. Special rate tables for 2010 will be posted on the OPM website at <http://www.opm.gov/oca/10tables/index.asp>.

2009 Annual Review of Special Rates

OPM conducted the 2009 annual review of special rates under 5 CFR 530.307 to determine the amounts by which special rate pay tables will be adjusted in January 2010. In conducting the review, we relied on the reviews agencies conducted in response to OPM Compensation Policy Memorandum 2009-12 (which is posted on the Chief Human Capital Officers website at: <http://www.chcoc.gov/Transmittals/TransmittalDetails.aspx?TransmittalID=2388>).

Special Rates in Nonforeign Areas

The title 5 special rate tables listed in Attachment 1 are applicable in nonforeign areas. Employees who are paid from these pay tables are affected by subtitle B of title XIX of the National Defense Authorization Act (NDAA) for Fiscal Year 2010 (Public Law 111-84, October 28, 2009), the Non-Foreign Area Retirement Equity Assurance Act of 2009. The Act provides—

- A 3-year phase in of locality pay under 5 U.S.C. 5304 for employees in nonforeign areas identified in 5 CFR 591.205, and
- During the locality pay phase-in period, a minimum increase in special rates linked to the increase in locality pay.

In 2010, GS non-special rate employees in nonforeign areas will receive a locality payment of 4.72 percent, one third of the 14.16 percent locality pay percentage authorized for the Rest of U.S. locality pay area in 2010. OPM is computing the special rate for employees in nonforeign areas by—

- (1) applying a 1.5 percent general increase (based on OPM's special rate annual review), subject to the EX-IV statutory cap on special rates under 5 U.S.C. 5305(a)(1); and
- (2) adding an additional increase at each grade and step equal to the dollar increase in locality pay for a non-special rate employee at the same grade and step. (These additional increases or supplements are shown in Attachment 2.)

OPM is issuing additional information on this new law by separate memorandum.

Terminated Special Rate Tables and Special Rates

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 rate tables will terminate effective January 3, 2010, because higher locality rates apply at all steps of each covered grade. Attachment 3 lists the 10 special rate tables that have been terminated because higher locality rates apply at all steps of each covered grade.

In addition, some special rate tables will not entirely terminate, but will have one or more pay rates terminate when corresponding 2010 locality rates 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, in some special rate tables that cover multiple geographic areas, certain geographic areas will be removed from coverage because the 2010 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.

Also, in order to implement the special rate provisions in the Non-Foreign Area Retirement Equity Assurance Act of 2009 of Public Law 111-84, OPM terminated one special rate table, modified the geographic coverage of one special rate table, and established four new special rate tables. These changes are shown in detail in Attachment 4.

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 (\$155,500 in 2010). As a result, some GS-15 special pay rates for 2010 are capped. Capped special rate tables are listed in Attachment 5.

Additional Information

For additional information, agency Chief Human Capital Officers and/or Human Resources Directors should contact their assigned OPM Human Capital Officer. Employees should contact their agency human resources offices for assistance.

Attachments

cc: Chief Human Capital Officers
Human Resources Directors

Attachment 1—Special Rate Tables in Nonforeign Areas in 2010

Special Rate Table Code	County Code	State Code	City Code	State Abbreviation	Location Description
0001	000	02	0000	AK	ALASKA
0159	110	02	1130	AK	JUNEAU
0168	050	02	0270	AK	BETHEL
0206	003	15	0000	HI	HONOLULU
0218	003	15	0000	HI	HONOLULU
0225	003	15	0000	HI	HONOLULU
0230	003	15	0000	HI	HONOLULU
0233	003	15	0000	HI	HONOLULU
0258	003	15	8725	HI	SCHOFIELD BARRACKS
0258	003	15	8803	HI	TRIPLER ARMY MEDICAL CENTER
0336	003	15	2400	HI	HONOLULU
0467	000	02	0000	AK	ALASKA
0473	000	02	0000	AK	ALASKA
0476	003	15	0000	HI	HONOLULU
0514	003	15	0585	HI	FORT SHAFTER
0514	003	15	8803	HI	TRIPLER ARMY MEDICAL CENTER
0536	000	02	0000	AK	ALASKA
0568	240	02	0795	AK	FORT GREELY
0570	000	RQ	0000		PUERTO RICO
0577	001	15	9991	HI	HAWAII ISLAND
0577	003	15	9998	HI	OAHU ISLAND
0577	007	15	9993	HI	KAUAI ISLAND
0577	009	15	9995	HI	MAUI ISLAND
0591	003	15	8205	HI	PEARL HARBOR
290A	000	02	0000	AK	ALASKA
290H	000	15	0000	HI	HAWAII
290P	000	RQ	0000		PUERTO RICO
305A	000	02	0000	AK	ALASKA
305G	000	GQ	0000		GUAM
305H	000	15	0000	HI	HAWAII
305P	000	RQ	0000		PUERTO RICO
316A	000	02	0000	AK	ALASKA
316H	000	15	0000	HI	HAWAII
316P	000	RQ	0000		PUERTO RICO
372A	000	02	0000	AK	ALASKA
414A	000	02	0000	AK	ALASKA
414G	000	GQ	0000		GUAM
414H	000	15	0000	HI	HAWAII
414N	000	CQ	0000		NORTHERN MARIANA IS
414P	000	RQ	0000		PUERTO RICO

Attachment 1—Special Rate Tables in Nonforeign Areas in 2010

Special Rate Table Code	County Code	State Code	City Code	State Abbreviation	Location Description
415A	000	02	0000	AK	ALASKA
422A	000	02	0000	AK	ALASKA
422G	000	GQ	0000		GUAM
422H	000	15	0000	HI	HAWAII
422P	000	RQ	0000		PUERTO RICO
422S	000	AQ	0000		AMERICAN SAMOA
487A	000	02	0000	AK	ALASKA
499A	000	02	0000	AK	ALASKA
499H	000	15	0000	HI	HAWAII
499P	000	RQ	0000		PUERTO RICO
558A	000	02	0000	AK	ALASKA
558H	000	15	0000	HI	HAWAII
558P	000	RQ	0000		PUERTO RICO
565A	000	02	0000	AK	ALASKA
565H	000	15	0000	HI	HAWAII
566A	000	02	0000	AK	ALASKA
566H	000	15	0000	HI	HAWAII
600H	003	15	2400	HI	HONOLULU
600P	000	RQ	0450		GUAYNABO, PUERTO RICO
606H	003	15	2400	HI	HONOLULU
606P	000	RQ	0450		GUAYNABO, PUERTO RICO
612H	003	15	2400	HI	HONOLULU
612P	000	RQ	0450		GUAYNABO, PUERTO RICO
622H	003	15	2400	HI	HONOLULU
622P	000	RQ	0450		GUAYNABO, PUERTO RICO
99AA	000	02	0000	AK	ALASKA
99AG	000	GQ	0000		GUAM
99AH	000	15	0000	HI	HAWAII
99AP	000	RQ	0000		PUERTO RICO
99AV	000	VQ	0000		VIRGIN ISLANDS

Attachment 2—2010 Additional Dollar Supplements for Special Rate Tables in Nonforeign Areas

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	840	868	896	924	952	968	996	1024	1025	1051
2	945	967	999	1025	1037	1067	1098	1128	1159	1189
3	1031	1065	1100	1134	1168	1203	1237	1271	1306	1340
4	1157	1196	1234	1273	1311	1350	1389	1427	1466	1504
5	1295	1338	1381	1424	1467	1510	1554	1597	1640	1683
6	1443	1491	1539	1588	1636	1684	1732	1780	1828	1876
7	1604	1657	1711	1764	1818	1871	1925	1978	2032	2085
8	1776	1835	1895	1954	2013	2072	2131	2191	2250	2309
9	1962	2027	2093	2158	2223	2289	2354	2419	2485	2550
10	2160	2232	2304	2376	2449	2521	2593	2665	2737	2809
11	2374	2453	2532	2611	2690	2769	2848	2927	3006	3086
12	2845	2940	3035	3129	3224	3319	3414	3509	3604	3698
13	3383	3496	3609	3721	3834	3947	4060	4172	4285	4398
14	3998	4131	4264	4397	4531	4664	4797	4930	5064	5197
15	4702	4859	5016	5173	5329	5486	5643	5800	5956	6113

NOTE: The additional dollar supplements for 2010 are equal to the dollar value of the locality pay increase provided to non-special rate employees at the same grade and step--i.e., 4.72 percent of the General Schedule base rate for that grade and step.

Attachment 3—Special Rate Tables Terminated Due to Higher Locality Pay

Special Rate Table Code	Occ Series Code	Occupation Name	Location Description
0029	XXX	MISCELLANEOUS CLERICAL	WASHINGTON, DC, AREA
0057	XXX	MISCELLANEOUS CLERICAL	DALLAS, TX, AREA
0070	XXX	MISCELLANEOUS CLERICAL	LOS ANGELES, CA
0071	XXX	MISCELLANEOUS CLERICAL	ORANGE COUNTY, CA
0138	1510	ACTUARY MISCELLANEOUS	WOODLAWN, MD
0282	XXX	CLERICAL	ANNAPOLIS JUNCTION & FORT MEADE, MD
0303	0620	PRACTICAL NURSE	WASHINGTON, DC, AREA
0350	1310	PHYSICIST PHYSICAL SCIENCE	WASHINGTON, DC, AREA
0424	1311	TECHNICIAN	WASHINGTON, DC, AREA
0428	0681	DENTAL ASSISTANT	WASHINGTON, DC, AREA

**Attachment 4—Changes in Special Rate Table Coverage as a Result of Extending Locality
Pay to Nonforeign Areas in 2010**

Table	Action
011A	Established as new table.
0011	Moved Clear AFB, AK, to new table 011A.
0259	Terminated and moved nonforeign locations to new tables 259A, 259H, and 259O.
259A	Established as new table to cover employees located in the State of Alaska formerly covered by table 0259.
259H	Established as new table to cover employees located in the State of Hawaii formerly covered by table 0259.
259O	Established as new table to cover employees located in Puerto Rico formerly covered by table 0259.

Attachment 5—Capped Special Rates in 2010

Under 5 U.S.C. 5305(a)(1), the maximum special rate is the rate payable for level IV of the Executive Schedule (\$155,500 in 2010).

There are a total of 50 capped special rates in 2010, and these are shown below by special rate table, grade, and step.

Special Rate Table Number	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
565A	15	8, 9, and 10*
565F	15	8, 9, and 10*
565H	15	8, 9, and 10*
565N	15	8, 9, and 10*
566A	15	9 and 10*
566F	15	9 and 10*
566H	15	9 and 10*
600H	15	10*
600P	15	10*

*Covered employees will receive an additional dollar supplement for special rates in nonforeign areas on top of their capped special rate. See Attachment 2 for the additional dollar supplements that apply to special rates in nonforeign areas.