

## Attachment 1—2021 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 (\$172,500 in 2021). 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](#).

2021 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	5,856	6,053	6,247	6,441	6,636	6,750	6,942	7,136	7,144	7,326
2	6,585	6,742	6,960	7,144	7,224	7,437	7,649	7,862	8,074	8,287
3	7,185	7,424	7,664	7,903	8,143	8,382	8,622	8,861	9,100	9,340
4	8,065	8,334	8,603	8,872	9,141	9,410	9,678	9,947	10,216	10,485
5	9,024	9,325	9,626	9,926	10,227	10,528	10,829	11,130	11,431	11,732
6	10,059	10,394	10,730	11,065	11,400	11,735	12,071	12,406	12,741	13,076
7	11,178	11,551	11,923	12,296	12,668	13,041	13,414	13,786	14,159	14,532
8	12,379	12,792	13,205	13,617	14,030	14,443	14,855	15,268	15,681	16,094
9	13,673	14,129	14,584	15,040	15,496	15,951	16,407	16,863	17,319	17,774
10	15,057	15,559	16,061	16,563	17,065	17,567	18,069	18,571	19,073	19,575
11	16,543	17,094	17,646	18,198	18,749	19,301	19,852	20,404	20,955	21,507
12	19,828	20,489	21,150	21,811	22,472	23,133	23,794	24,455	25,117	25,778
13	23,578	24,364	25,150	25,936	26,722	27,508	28,294	29,080	29,866	30,652
14	27,862	28,791	29,720	30,648	31,577	32,506	33,434	34,363	35,292	36,220
15	32,773	33,866	34,958	36,051	37,143	38,236	39,328	40,421	41,513	42,606

2021 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	3,861	3,990	4,119	4,246	4,375	4,450	4,577	4,705	4,710	4,829
2	4,341	4,444	4,588	4,710	4,763	4,903	5,043	5,183	5,323	5,463
3	4,737	4,894	5,052	5,210	5,368	5,526	5,684	5,842	5,999	6,157
4	5,317	5,494	5,672	5,849	6,026	6,203	6,380	6,558	6,735	6,912
5	5,949	6,147	6,346	6,544	6,742	6,941	7,139	7,337	7,536	7,734
6	6,631	6,852	7,073	7,295	7,516	7,737	7,958	8,179	8,400	8,621
7	7,369	7,615	7,860	8,106	8,352	8,597	8,843	9,089	9,334	9,580
8	8,161	8,433	8,705	8,977	9,249	9,521	9,793	10,066	10,338	10,610
9	9,014	9,314	9,615	9,915	10,216	10,516	10,816	11,117	11,417	11,718
10	9,926	10,257	10,588	10,919	11,250	11,581	11,912	12,243	12,574	12,905
11	10,906	11,269	11,633	11,997	12,360	12,724	13,088	13,451	13,815	14,178
12	13,072	13,508	13,943	14,379	14,815	15,251	15,687	16,122	16,558	16,994
13	15,544	16,062	16,580	17,098	17,617	18,135	18,653	19,171	19,689	20,207
14	18,368	18,980	19,593	20,205	20,817	21,429	22,042	22,654	23,266	23,878
15	21,606	22,326	23,046	23,767	24,487	25,207	25,927	26,647	27,368	28,088

**Attachment 1—2021 Additional Adjustments for Special Rate Tables in Nonforeign Areas**

<b>2021 Additional Adjustments for Special Rate Tables in Other Nonforeign Areas as Defined in 5 CFR Part 591 (Annual Amounts in Dollars)</b>										
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	3,148	3,254	3,358	3,463	3,567	3,628	3,732	3,836	3,840	3,938
2	3,540	3,624	3,741	3,840	3,884	3,998	4,112	4,226	4,340	4,455
3	3,862	3,991	4,120	4,249	4,377	4,506	4,635	4,763	4,892	5,021
4	4,336	4,480	4,625	4,769	4,914	5,058	5,203	5,347	5,492	5,636
5	4,851	5,013	5,174	5,336	5,498	5,660	5,821	5,983	6,145	6,307
6	5,408	5,588	5,768	5,948	6,128	6,309	6,489	6,669	6,849	7,030
7	6,009	6,209	6,410	6,610	6,810	7,011	7,211	7,411	7,612	7,812
8	6,655	6,877	7,099	7,320	7,542	7,764	7,986	8,208	8,430	8,652
9	7,350	7,595	7,840	8,085	8,330	8,575	8,820	9,065	9,310	9,555
10	8,094	8,364	8,634	8,904	9,174	9,444	9,714	9,983	10,253	10,523
11	8,893	9,190	9,486	9,783	10,079	10,376	10,672	10,969	11,265	11,562
12	10,659	11,015	11,370	11,725	12,081	12,436	12,791	13,147	13,502	13,858
13	12,675	13,098	13,520	13,943	14,365	14,788	15,210	15,633	16,055	16,478
14	14,978	15,477	15,977	16,476	16,975	17,474	17,974	18,473	18,972	19,471
15	17,618	18,206	18,793	19,380	19,967	20,555	21,142	21,729	22,317	22,904