



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

CPM 2024-24
December 23, 2024

Memorandum for Heads of Executive Departments and Agencies

From: Robert H. Shriver, III
Acting Director

Subject: 2024 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 September 20, 2024, data call memorandum [\(CPM 2024-19\)](#) for further information.)

Agencies were informed in the September 2024 data call memorandum that the default January 2025 adjustment for special rates would be equal to the January 2025 across-the-board adjustment for GS base rates. That memorandum also noted that the across-the-board adjustment for GS base rates would be 1.7 percent, as specified in the [President's alternative plan for January 2025 pay adjustments](#).

Further, pursuant to OPM's instructions, each agency conducted a review of its special rate schedules. No agency requested a January 2025 adjustment for special rates different from the default amount. Accordingly, based on the 2024 annual review of special rates, I have determined that the January 2025 adjustment for existing special rates will be 1.7 percent. The effective date for the January 2025 pay adjustment is the first day of the first applicable pay period beginning on or after January 1, 2025 (January 12, 2025, based on the standard biweekly payroll cycle).

Please note that agencies having existing or likely staffing problems can submit special rate requests any time throughout a calendar year. Information on how agencies can make special rate requests is posted on [the OPM website](#). Additional information regarding the 2024 annual review and January 2025 special rates is provided below.

Special Rates in Nonforeign Areas

For the 2024 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 2024 Annual Review, no agencies requested termination of special rates or a pay adjustment different from the base GS increase for positions in nonforeign areas.

Accordingly, special rates in nonforeign areas will receive the 1.7-percent increase. Also, special rate tables currently receiving Nonforeign Area Retirement Equity Assurance Act of 2009 (NAREAA) additional adjustments will receive the NAREAA 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), which is \$195,200 in 2025. Some special rates for 2025 are capped at that EX-IV rate. Attachment 2 lists capped special rates by table, grade, and step.

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 special rates no longer exceed GS locality rates of pay at the same grade and step due to increases in locality pay. (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.)

No agencies reported to OPM in response to the annual review that any special rate tables would no longer be necessary in 2025. However, some special rates will terminate effective January 12, 2025, due to special rates no longer exceeding applicable locality pay.

Five special rate tables will terminate effective January 12, 2025, because as of that date none of the authorized special rates would exceed applicable locality pay. Those five special rate tables are Tables 0425, 0433, 0644, 0713, and 0716. In addition, some special rates tables will remain in effect but have one or more pay rates that terminate effective January 12, 2025, because those special rates no longer exceed applicable

locality pay due to January 2025 increases in locality pay percentages. In such cases, the special rate tables will not show a special rate at affected grades and steps because equal or higher locality pay rates apply. Also, for some special rate tables that cover multiple locations, certain locations will be removed from coverage because the 2025 locality rates in those locations equal or exceed the special rates at all grades and steps. Termination of special rates in these situations will not result in a loss of pay for covered employees because they will receive an equal or higher locality rate of pay.

Additional Information

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

Attachment 1: 2025 Additional Adjustments for Special Rate Tables in Nonforeign Areas

Attachment 2: Capped Special Rates in 2025

cc: Chief Human Capital Officers (CHCOs)

Deputy CHCOs Human Resources Directors

Attachment 1

2025 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 (\$195,200 in 2025). The EX-IV cap will be reflected in published special rate schedules.

**2025 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	7,236	7,478	7,719	7,959	8,199	8,339	8,577	8,817	8,827	9,051
2	8,136	8,329	8,599	8,827	8,926	9,188	9,451	9,713	9,976	10,238
3	8,878	9,173	9,469	9,765	10,061	10,356	10,652	10,948	11,244	11,540
4	9,965	10,298	10,630	10,962	11,295	11,627	11,959	12,292	12,624	12,956
5	11,149	11,521	11,892	12,264	12,635	13,007	13,378	13,750	14,121	14,493
6	12,429	12,843	13,257	13,671	14,085	14,500	14,914	15,328	15,742	16,156
7	13,811	14,271	14,732	15,192	15,653	16,113	16,574	17,034	17,495	17,955
8	15,295	15,805	16,315	16,825	17,335	17,845	18,355	18,865	19,375	19,885
9	16,894	17,457	18,020	18,583	19,146	19,709	20,272	20,835	21,398	21,961
10	18,603	19,223	19,843	20,463	21,084	21,704	22,324	22,944	23,564	24,184
11	20,440	21,121	21,802	22,483	23,164	23,845	24,527	25,208	25,889	26,570
12	24,498	25,315	26,132	26,949	27,766	28,582	29,399	30,216	31,033	31,849
13	29,132	30,103	31,074	32,045	33,017	33,988	34,959	35,930	36,901	37,872
14	34,425	35,573	36,720	37,868	39,015	40,163	41,310	42,458	43,605	44,753
15	40,493	41,843	43,193	44,542	45,892	47,242	48,591	49,941	51,291	52,641

**2025 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	4,966	5,133	5,298	5,462	5,627	5,724	5,887	6,052	6,058	6,212
2	5,584	5,717	5,902	6,058	6,126	6,306	6,486	6,667	6,847	7,027
3	6,093	6,296	6,499	6,702	6,905	7,108	7,311	7,514	7,717	7,920
4	6,840	7,068	7,296	7,524	7,752	7,980	8,208	8,436	8,664	8,892
5	7,652	7,907	8,162	8,417	8,672	8,927	9,182	9,437	9,692	9,947
6	8,530	8,814	9,099	9,383	9,667	9,952	10,236	10,520	10,804	11,089
7	9,479	9,795	10,111	10,427	10,743	11,059	11,375	11,691	12,007	12,323
8	10,498	10,848	11,198	11,548	11,898	12,248	12,598	12,948	13,298	13,648
9	11,595	11,981	12,368	12,754	13,141	13,527	13,913	14,300	14,686	15,073
10	12,768	13,194	13,619	14,045	14,470	14,896	15,322	15,747	16,173	16,598
11	14,029	14,496	14,964	15,431	15,899	16,366	16,834	17,301	17,769	18,236
12	16,814	17,375	17,935	18,496	19,057	19,617	20,178	20,738	21,299	21,860
13	19,995	20,661	21,328	21,994	22,661	23,327	23,994	24,660	25,327	25,993
14	23,627	24,415	25,203	25,990	26,778	27,565	28,353	29,140	29,928	30,716
15	27,792	28,718	29,645	30,571	31,498	32,424	33,350	34,277	35,203	36,129

**2025 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	3,815	3,943	4,069	4,196	4,322	4,396	4,522	4,648	4,653	4,772
2	4,289	4,391	4,533	4,653	4,706	4,844	4,982	5,121	5,259	5,397
3	4,680	4,836	4,992	5,148	5,304	5,460	5,616	5,772	5,928	6,084
4	5,254	5,429	5,604	5,779	5,954	6,130	6,305	6,480	6,655	6,830
5	5,878	6,074	6,270	6,465	6,661	6,857	7,053	7,249	7,445	7,640
6	6,552	6,771	6,989	7,207	7,426	7,644	7,862	8,081	8,299	8,518
7	7,281	7,524	7,767	8,009	8,252	8,495	8,738	8,980	9,223	9,466
8	8,063	8,332	8,601	8,870	9,139	9,408	9,677	9,945	10,214	10,483
9	8,906	9,203	9,500	9,797	10,094	10,390	10,687	10,984	11,281	11,578
10	9,808	10,134	10,461	10,788	11,115	11,442	11,769	12,096	12,423	12,749
11	10,776	11,135	11,494	11,853	12,212	12,571	12,930	13,289	13,649	14,008
12	12,915	13,346	13,777	14,207	14,638	15,068	15,499	15,930	16,360	16,791
13	15,358	15,870	16,382	16,894	17,406	17,918	18,430	18,942	19,454	19,966
14	18,149	18,754	19,359	19,964	20,569	21,174	21,778	22,383	22,988	23,593
15	21,348	22,059	22,771	23,482	24,194	24,906	25,617	26,329	27,040	27,752

Attachment 2

Capped Special Rates in 2025

Under 5 U.S.C. 5305(a)(1), the maximum special rate is the rate payable for level IV of the Executive Schedule (\$195,200 in 2025).

A total of 540 special rates are capped in 2025 and these are shown in the table below by special rate table code, grade, and step.

Special Rate Table Code	Grade	Capped Steps
0565	15	7-10
0566	15	9-10
0571	15	6-10
0576	14	9-10
0576	15	4-10
0701	15	7-10
0702	15	5-10
0703	15	5-10
0704	15	5-10
0705	15	6-10
0706	15	5-10
0710	15	6-10
0711	15	6-10
0712	15	6-10
0714	15	6-10
0715	15	6-10
0717	15	6-10
0718	15	6-10
0719	15	6-10
0720	15	6-10
0721	15	6-10
0722	15	6-10
0734	15	8-10
0735	15	8-10
0736	15	8-10
0737	15	7-10
0738	15	7-10
0739	15	7-10
0740	15	7-10
0741	15	6-10
0742	15	6-10
0743	15	6-10
0744	15	6-10
0745	15	5-10
0746	15	5-10
0747	15	5-10
0748	14	10
0748	15	4-10

Special Rate Table Code	Grade	Capped Steps
0749	14	10
0749	15	4-10
0750	14	8-10
0750	15	2-10
0752	15	5-10
0759	13	10
0759	14	6-10
0759	15	3-10
0760	14	8-10
0760	15	4-10
0761	14	8-10
0761	15	5-10
0762	14	9-10
0762	15	6-10
0763	14	10
0763	15	6-10
0764	14	10
0764	15	7-10
0765	15	8-10
0766	15	8-10
0767	15	9-10
0771	14	9-10
0777	14	8-10
0777	15	2-10
0778	14	8-10
0785	14	9-10
0788	14	6-10
0788	15	1-10
0789	14	8-10
0789	15	3-10
0790	14	9-10
0790	15	3-10
0791	14	10
0791	15	4-10
0792	15	5-10
0793	15	6-10
0794	15	6-10
0795	15	7-10
0796	15	7-10
0797	14	9-10
0797	15	4-10
0798	15	7-10
0799	15	5-10
0804	14	8-10
0804	15	5-10
0805	15	8-10
0806	14	9-10
0806	15	6-10
0807	14	10

Special Rate Table Code	Grade	Capped Steps
0807	15	6-10
0808	14	10
0808	15	7-10
0809	15	8-10
0810	15	9-10
0811	15	5-10
0812	15	6-10
290A	14	8-10
290A	15	4-10
290H	15	7-10
290P	15	8-10
499A	14	10
499A	15	5-10
499H	15	8-10
499P	15	10
558A	14	8-10
558A	15	4-10
558H	14	10
558H	15	7-10
558P	15	8-10
565A	14	5-10
565A	15	1-10
565F	15	7-10
565H	14	8-10
565H	15	2-10
566A	14	6-10
566A	15	1-10
566F	15	9-10
566H	14	9-10
566H	15	3-10
700H	14	10
700H	15	4-10
811F	15	5-10
812F	15	6-10