

## Attachment 1—2020 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 (\$170,800 in 2020). 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](#).

2020 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	5,798	5,993	6,186	6,377	6,570	6,683	6,873	7,066	7,073	7,254
2	6,520	6,675	6,891	7,073	7,153	7,363	7,574	7,784	7,994	8,205
3	7,114	7,351	7,588	7,825	8,062	8,299	8,536	8,773	9,010	9,247
4	7,986	8,252	8,518	8,784	9,050	9,316	9,583	9,849	10,115	10,381
5	8,935	9,232	9,530	9,828	10,126	10,424	10,722	11,020	11,318	11,616
6	9,959	10,291	10,623	10,955	11,287	11,619	11,951	12,283	12,615	12,947
7	11,067	11,436	11,805	12,174	12,542	12,911	13,280	13,649	14,018	14,386
8	12,257	12,665	13,074	13,482	13,891	14,299	14,708	15,117	15,525	15,934
9	13,538	13,989	14,440	14,891	15,343	15,794	16,245	16,696	17,148	17,599
10	14,908	15,405	15,902	16,399	16,896	17,393	17,890	18,387	18,884	19,381
11	16,379	16,925	17,471	18,017	18,563	19,109	19,655	20,201	20,746	21,292
12	19,632	20,286	20,941	21,595	22,250	22,904	23,559	24,213	24,868	25,522
13	23,345	24,123	24,901	25,679	26,458	27,236	28,014	28,792	29,571	30,349
14	27,586	28,506	29,425	30,345	31,264	32,184	33,103	34,023	34,942	35,862
15	32,449	33,531	34,612	35,694	36,776	37,858	38,940	40,021	41,103	42,185

2020 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	3,823	3,951	4,078	4,204	4,331	4,406	4,531	4,658	4,663	4,782
2	4,298	4,400	4,543	4,663	4,716	4,854	4,993	5,132	5,270	5,409
3	4,690	4,846	5,002	5,159	5,315	5,471	5,627	5,784	5,940	6,096
4	5,265	5,440	5,615	5,791	5,966	6,142	6,317	6,493	6,668	6,844
5	5,890	6,086	6,283	6,479	6,676	6,872	7,068	7,265	7,461	7,658
6	6,566	6,785	7,003	7,222	7,441	7,660	7,879	8,098	8,317	8,536
7	7,296	7,539	7,782	8,025	8,269	8,512	8,755	8,998	9,241	9,484
8	8,080	8,350	8,619	8,888	9,158	9,427	9,696	9,966	10,235	10,504
9	8,925	9,222	9,520	9,817	10,115	10,412	10,710	11,007	11,305	11,602
10	9,828	10,156	10,483	10,811	11,139	11,466	11,794	12,122	12,449	12,777
11	10,798	11,158	11,518	11,878	12,238	12,597	12,957	13,317	13,677	14,037
12	12,942	13,374	13,805	14,237	14,668	15,100	15,531	15,963	16,394	16,826
13	15,390	15,903	16,416	16,929	17,442	17,955	18,468	18,981	19,494	20,008
14	18,186	18,792	19,399	20,005	20,611	21,217	21,823	22,429	23,036	23,642
15	21,392	22,105	22,818	23,531	24,245	24,958	25,671	26,384	27,097	27,810

**Attachment 1—2020 Additional Adjustments for Special Rate Tables in Nonforeign Areas**

<b>2020 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	3,117	3,222	3,325	3,428	3,532	3,593	3,695	3,798	3,802	3,899
2	3,505	3,588	3,704	3,802	3,845	3,958	4,071	4,184	4,298	4,411
3	3,824	3,952	4,079	4,206	4,334	4,461	4,589	4,716	4,844	4,971
4	4,293	4,436	4,579	4,722	4,865	5,008	5,151	5,294	5,438	5,581
5	4,803	4,963	5,123	5,283	5,444	5,604	5,764	5,924	6,084	6,244
6	5,354	5,532	5,711	5,889	6,068	6,246	6,425	6,603	6,782	6,960
7	5,950	6,148	6,346	6,544	6,743	6,941	7,139	7,337	7,536	7,734
8	6,589	6,809	7,028	7,248	7,467	7,687	7,907	8,126	8,346	8,566
9	7,278	7,520	7,763	8,005	8,248	8,491	8,733	8,976	9,218	9,461
10	8,014	8,281	8,549	8,816	9,083	9,350	9,617	9,884	10,152	10,419
11	8,805	9,099	9,392	9,685	9,979	10,272	10,566	10,859	11,153	11,446
12	10,554	10,905	11,257	11,609	11,961	12,313	12,665	13,017	13,368	13,720
13	12,550	12,968	13,386	13,805	14,223	14,641	15,060	15,478	15,897	16,315
14	14,830	15,324	15,818	16,313	16,807	17,301	17,796	18,290	18,784	19,278
15	17,444	18,025	18,607	19,188	19,770	20,352	20,933	21,515	22,096	22,678