

## Attachment 1—2016 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 (\$160,300 in 2016). 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](#).

2016 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	4,615	4,769	4,923	5,076	5,229	5,319	5,471	5,624	5,630	5,772
2	5,189	5,312	5,484	5,630	5,693	5,861	6,029	6,196	6,364	6,531
3	5,662	5,850	6,039	6,228	6,416	6,605	6,794	6,982	7,171	7,360
4	6,356	6,568	6,779	6,991	7,203	7,415	7,627	7,839	8,050	8,262
5	7,111	7,348	7,585	7,822	8,059	8,296	8,533	8,770	9,007	9,244
6	7,926	8,191	8,455	8,719	8,983	9,247	9,511	9,776	10,040	10,304
7	8,808	9,102	9,395	9,689	9,983	10,276	10,570	10,864	11,157	11,451
8	9,755	10,080	10,405	10,730	11,055	11,380	11,705	12,030	12,355	12,680
9	10,774	11,133	11,492	11,851	12,210	12,569	12,928	13,287	13,647	14,006
10	11,865	12,260	12,656	13,051	13,447	13,843	14,238	14,634	15,029	15,425
11	13,036	13,470	13,905	14,339	14,774	15,208	15,643	16,077	16,512	16,946
12	15,625	16,145	16,666	17,187	17,708	18,229	18,749	19,270	19,791	20,312
13	18,580	19,199	19,819	20,438	21,057	21,677	22,296	22,916	23,535	24,155
14	21,955	22,687	23,419	24,151	24,883	25,615	26,347	27,079	27,811	28,543
15	25,826	26,687	27,548	28,409	29,270	30,131	30,992	31,853	32,714	33,575

2016 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	3,083	3,187	3,289	3,391	3,494	3,554	3,655	3,757	3,761	3,856
2	3,467	3,549	3,664	3,761	3,804	3,916	4,028	4,140	4,252	4,364
3	3,783	3,909	4,035	4,161	4,287	4,413	4,539	4,665	4,791	4,917
4	4,246	4,388	4,529	4,671	4,813	4,954	5,096	5,237	5,379	5,520
5	4,751	4,909	5,068	5,226	5,384	5,543	5,701	5,859	6,018	6,176
6	5,296	5,472	5,649	5,825	6,002	6,178	6,355	6,531	6,708	6,884
7	5,885	6,081	6,277	6,474	6,670	6,866	7,062	7,258	7,454	7,651
8	6,517	6,735	6,952	7,169	7,386	7,603	7,821	8,038	8,255	8,472
9	7,199	7,438	7,678	7,918	8,158	8,398	8,638	8,878	9,118	9,357
10	7,927	8,192	8,456	8,720	8,984	9,249	9,513	9,777	10,041	10,306
11	8,709	9,000	9,290	9,580	9,871	10,161	10,451	10,742	11,032	11,322
12	10,439	10,787	11,135	11,483	11,831	12,179	12,527	12,875	13,223	13,571
13	12,414	12,827	13,241	13,655	14,069	14,483	14,897	15,311	15,724	16,138
14	14,669	15,158	15,647	16,136	16,625	17,114	17,603	18,092	18,581	19,070
15	17,255	17,830	18,405	18,981	19,556	20,131	20,706	21,281	21,857	22,432

**Attachment 1 (Continued)—2016 Additional Adjustments for Special Rate Tables  
in Other Nonforeign Areas**

<b>Additional Adjustments for Special Rate Tables in Other Nonforeign Areas as Defined in 5 CFR Part 591 (Annual Amounts in Dollars)</b>										
<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>
1	2,632	2,720	2,808	2,895	2,982	3,034	3,120	3,207	3,211	3,292
2	2,959	3,030	3,128	3,211	3,247	3,343	3,438	3,534	3,630	3,725
3	3,229	3,337	3,444	3,552	3,660	3,767	3,875	3,982	4,090	4,198
4	3,625	3,746	3,867	3,987	4,108	4,229	4,350	4,471	4,592	4,712
5	4,056	4,191	4,326	4,461	4,596	4,731	4,867	5,002	5,137	5,272
6	4,521	4,671	4,822	4,973	5,124	5,274	5,425	5,576	5,726	5,877
7	5,024	5,191	5,359	5,526	5,694	5,861	6,029	6,196	6,364	6,531
8	5,564	5,749	5,934	6,120	6,305	6,491	6,676	6,861	7,047	7,232
9	6,145	6,350	6,555	6,759	6,964	7,169	7,374	7,579	7,783	7,988
10	6,767	6,993	7,218	7,444	7,670	7,895	8,121	8,346	8,572	8,797
11	7,435	7,683	7,931	8,178	8,426	8,674	8,922	9,170	9,417	9,665
12	8,911	9,209	9,506	9,803	10,100	10,397	10,694	10,991	11,288	11,585
13	10,597	10,950	11,303	11,657	12,010	12,363	12,717	13,070	13,423	13,777
14	12,522	12,940	13,357	13,775	14,192	14,609	15,027	15,444	15,862	16,279
15	14,730	15,221	15,712	16,203	16,694	17,185	17,676	18,167	18,658	19,149