

Rest of United States

Locality pay: 17.06% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$26,437  | \$27,323  | \$28,202  | \$29,078  | \$29,954  | \$30,468  | \$31,338  | \$32,214  | \$32,250  | \$33,067  |
| GS-2  | \$29,725  | \$30,432  | \$31,418  | \$32,250  | \$32,611  | \$33,569  | \$34,528  | \$35,487  | \$36,445  | \$37,404  |
| GS-3  | \$32,435  | \$33,517  | \$34,598  | \$35,680  | \$36,762  | \$37,843  | \$38,925  | \$40,006  | \$41,088  | \$42,170  |
| GS-4  | \$36,409  | \$37,623  | \$38,837  | \$40,051  | \$41,265  | \$42,479  | \$43,693  | \$44,907  | \$46,120  | \$47,334  |
| GS-5  | \$40,736  | \$42,094  | \$43,452  | \$44,809  | \$46,167  | \$47,525  | \$48,883  | \$50,241  | \$51,599  | \$52,957  |
| GS-6  | \$45,409  | \$46,922  | \$48,436  | \$49,950  | \$51,463  | \$52,977  | \$54,490  | \$56,004  | \$57,517  | \$59,031  |
| GS-7  | \$50,460  | \$52,142  | \$53,824  | \$55,506  | \$57,188  | \$58,871  | \$60,553  | \$62,235  | \$63,917  | \$65,599  |
| GS-8  | \$55,882  | \$57,745  | \$59,607  | \$61,469  | \$63,332  | \$65,194  | \$67,057  | \$68,919  | \$70,781  | \$72,644  |
| GS-9  | \$61,722  | \$63,780  | \$65,838  | \$67,896  | \$69,954  | \$72,012  | \$74,070  | \$76,128  | \$78,186  | \$80,243  |
| GS-10 | \$67,970  | \$70,235  | \$72,500  | \$74,765  | \$77,030  | \$79,295  | \$81,560  | \$83,825  | \$86,091  | \$88,356  |
| GS-11 | \$74,678  | \$77,168  | \$79,658  | \$82,148  | \$84,638  | \$87,128  | \$89,618  | \$92,107  | \$94,597  | \$97,087  |
| GS-12 | \$89,508  | \$92,491  | \$95,475  | \$98,459  | \$101,443 | \$104,427 | \$107,411 | \$110,395 | \$113,378 | \$116,362 |
| GS-13 | \$106,437 | \$109,985 | \$113,533 | \$117,081 | \$120,629 | \$124,177 | \$127,725 | \$131,273 | \$134,822 | \$138,370 |
| GS-14 | \$125,776 | \$129,969 | \$134,162 | \$138,356 | \$142,549 | \$146,742 | \$150,935 | \$155,128 | \$159,321 | \$163,514 |
| GS-15 | \$147,945 | \$152,877 | \$157,809 | \$162,740 | \$167,672 | \$172,604 | \$177,536 | \$182,467 | \$187,399 | \$192,331 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Albany-Schenectady, NY-MA

Locality pay: 20.77% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,275  | \$28,189  | \$29,096  | \$29,999  | \$30,904  | \$31,434  | \$32,331  | \$33,235  | \$33,272  | \$34,115  |
| GS-2  | \$30,667  | \$31,397  | \$32,413  | \$33,272  | \$33,644  | \$34,633  | \$35,622  | \$36,611  | \$37,601  | \$38,590  |
| GS-3  | \$33,463  | \$34,579  | \$35,695  | \$36,811  | \$37,927  | \$39,043  | \$40,158  | \$41,274  | \$42,390  | \$43,506  |
| GS-4  | \$37,563  | \$38,815  | \$40,068  | \$41,320  | \$42,573  | \$43,825  | \$45,077  | \$46,330  | \$47,582  | \$48,835  |
| GS-5  | \$42,027  | \$43,428  | \$44,829  | \$46,230  | \$47,630  | \$49,031  | \$50,432  | \$51,833  | \$53,234  | \$54,635  |
| GS-6  | \$46,848  | \$48,409  | \$49,971  | \$51,533  | \$53,094  | \$54,656  | \$56,217  | \$57,779  | \$59,340  | \$60,902  |
| GS-7  | \$52,059  | \$53,795  | \$55,530  | \$57,266  | \$59,001  | \$60,736  | \$62,472  | \$64,207  | \$65,943  | \$67,678  |
| GS-8  | \$57,653  | \$59,575  | \$61,496  | \$63,418  | \$65,339  | \$67,260  | \$69,182  | \$71,103  | \$73,025  | \$74,946  |
| GS-9  | \$63,678  | \$65,802  | \$67,925  | \$70,048  | \$72,171  | \$74,294  | \$76,417  | \$78,540  | \$80,663  | \$82,787  |
| GS-10 | \$70,124  | \$72,461  | \$74,798  | \$77,135  | \$79,471  | \$81,808  | \$84,145  | \$86,482  | \$88,819  | \$91,156  |
| GS-11 | \$77,045  | \$79,614  | \$82,183  | \$84,752  | \$87,320  | \$89,889  | \$92,458  | \$95,027  | \$97,595  | \$100,164 |
| GS-12 | \$92,344  | \$95,423  | \$98,501  | \$101,580 | \$104,658 | \$107,737 | \$110,815 | \$113,893 | \$116,972 | \$120,050 |
| GS-13 | \$109,810 | \$113,471 | \$117,131 | \$120,792 | \$124,452 | \$128,113 | \$131,773 | \$135,434 | \$139,094 | \$142,755 |
| GS-14 | \$129,763 | \$134,089 | \$138,414 | \$142,740 | \$147,066 | \$151,392 | \$155,718 | \$160,044 | \$164,370 | \$168,696 |
| GS-15 | \$152,634 | \$157,722 | \$162,810 | \$167,898 | \$172,986 | \$178,074 | \$183,162 | \$188,250 | \$193,338 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Albuquerque-Santa Fe-Las Vegas, NM

Locality pay: 18.33% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$26,724  | \$27,619  | \$28,508  | \$29,393  | \$30,279  | \$30,799  | \$31,678  | \$32,563  | \$32,600  | \$33,426  |
| GS-2  | \$30,048  | \$30,762  | \$31,759  | \$32,600  | \$32,964  | \$33,933  | \$34,903  | \$35,872  | \$36,841  | \$37,810  |
| GS-3  | \$32,787  | \$33,880  | \$34,974  | \$36,067  | \$37,160  | \$38,254  | \$39,347  | \$40,440  | \$41,534  | \$42,627  |
| GS-4  | \$36,804  | \$38,031  | \$39,258  | \$40,485  | \$41,713  | \$42,940  | \$44,167  | \$45,394  | \$46,621  | \$47,848  |
| GS-5  | \$41,178  | \$42,550  | \$43,923  | \$45,296  | \$46,668  | \$48,041  | \$49,413  | \$50,786  | \$52,159  | \$53,531  |
| GS-6  | \$45,901  | \$47,431  | \$48,961  | \$50,491  | \$52,021  | \$53,551  | \$55,081  | \$56,611  | \$58,141  | \$59,671  |
| GS-7  | \$51,007  | \$52,708  | \$54,408  | \$56,109  | \$57,809  | \$59,509  | \$61,210  | \$62,910  | \$64,611  | \$66,311  |
| GS-8  | \$56,488  | \$58,371  | \$60,254  | \$62,136  | \$64,019  | \$65,902  | \$67,784  | \$69,667  | \$71,549  | \$73,432  |
| GS-9  | \$62,392  | \$64,472  | \$66,552  | \$68,633  | \$70,713  | \$72,793  | \$74,873  | \$76,954  | \$79,034  | \$81,114  |
| GS-10 | \$68,707  | \$70,997  | \$73,287  | \$75,576  | \$77,866  | \$80,156  | \$82,445  | \$84,735  | \$87,025  | \$89,314  |
| GS-11 | \$75,489  | \$78,006  | \$80,522  | \$83,039  | \$85,556  | \$88,073  | \$90,590  | \$93,107  | \$95,624  | \$98,141  |
| GS-12 | \$90,479  | \$93,495  | \$96,511  | \$99,527  | \$102,544 | \$105,560 | \$108,576 | \$111,592 | \$114,609 | \$117,625 |
| GS-13 | \$107,592 | \$111,178 | \$114,765 | \$118,351 | \$121,938 | \$125,524 | \$129,111 | \$132,698 | \$136,284 | \$139,871 |
| GS-14 | \$127,141 | \$131,379 | \$135,618 | \$139,857 | \$144,095 | \$148,334 | \$152,572 | \$156,811 | \$161,049 | \$165,288 |
| GS-15 | \$149,550 | \$154,535 | \$159,521 | \$164,506 | \$169,491 | \$174,476 | \$179,462 | \$184,447 | \$189,432 | \$194,417 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Atlanta--Athens-Clarke County--Sandy Springs, GA-AL

Locality pay: 23.79% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,957  | \$28,894  | \$29,823  | \$30,749  | \$31,677  | \$32,220  | \$33,140  | \$34,066  | \$34,104  | \$34,968  |
| GS-2  | \$31,434  | \$32,182  | \$33,224  | \$34,104  | \$34,485  | \$35,499  | \$36,513  | \$37,527  | \$38,541  | \$39,555  |
| GS-3  | \$34,300  | \$35,444  | \$36,587  | \$37,731  | \$38,875  | \$40,019  | \$41,163  | \$42,306  | \$43,450  | \$44,594  |
| GS-4  | \$38,502  | \$39,786  | \$41,070  | \$42,354  | \$43,637  | \$44,921  | \$46,205  | \$47,488  | \$48,772  | \$50,056  |
| GS-5  | \$43,078  | \$44,514  | \$45,950  | \$47,386  | \$48,822  | \$50,258  | \$51,693  | \$53,129  | \$54,565  | \$56,001  |
| GS-6  | \$48,019  | \$49,620  | \$51,221  | \$52,821  | \$54,422  | \$56,022  | \$57,623  | \$59,224  | \$60,824  | \$62,425  |
| GS-7  | \$53,361  | \$55,140  | \$56,919  | \$58,698  | \$60,476  | \$62,255  | \$64,034  | \$65,813  | \$67,592  | \$69,371  |
| GS-8  | \$59,095  | \$61,064  | \$63,034  | \$65,003  | \$66,973  | \$68,942  | \$70,912  | \$72,881  | \$74,851  | \$76,820  |
| GS-9  | \$65,271  | \$67,447  | \$69,623  | \$71,799  | \$73,976  | \$76,152  | \$78,328  | \$80,504  | \$82,681  | \$84,857  |
| GS-10 | \$71,877  | \$74,273  | \$76,668  | \$79,063  | \$81,459  | \$83,854  | \$86,249  | \$88,645  | \$91,040  | \$93,435  |
| GS-11 | \$78,972  | \$81,605  | \$84,238  | \$86,871  | \$89,504  | \$92,137  | \$94,770  | \$97,403  | \$100,036 | \$102,669 |
| GS-12 | \$94,654  | \$97,809  | \$100,964 | \$104,120 | \$107,275 | \$110,431 | \$113,586 | \$116,741 | \$119,897 | \$123,052 |
| GS-13 | \$112,556 | \$116,308 | \$120,060 | \$123,812 | \$127,564 | \$131,316 | \$135,069 | \$138,821 | \$142,573 | \$146,325 |
| GS-14 | \$133,007 | \$137,442 | \$141,876 | \$146,310 | \$150,744 | \$155,178 | \$159,612 | \$164,047 | \$168,481 | \$172,915 |
| GS-15 | \$156,451 | \$161,666 | \$166,881 | \$172,097 | \$177,312 | \$182,527 | \$187,742 | \$192,958 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

# Austin-Round Rock-Georgetown, TX

Locality pay: 20.35% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,180  | \$28,091  | \$28,995  | \$29,895  | \$30,796  | \$31,325  | \$32,219  | \$33,119  | \$33,156  | \$33,996  |
| GS-2  | \$30,560  | \$31,287  | \$32,301  | \$33,156  | \$33,527  | \$34,513  | \$35,498  | \$36,484  | \$37,470  | \$38,455  |
| GS-3  | \$33,347  | \$34,459  | \$35,571  | \$36,683  | \$37,795  | \$38,907  | \$40,019  | \$41,131  | \$42,243  | \$43,355  |
| GS-4  | \$37,432  | \$38,680  | \$39,929  | \$41,177  | \$42,425  | \$43,673  | \$44,921  | \$46,169  | \$47,417  | \$48,665  |
| GS-5  | \$41,881  | \$43,277  | \$44,673  | \$46,069  | \$47,465  | \$48,861  | \$50,257  | \$51,653  | \$53,049  | \$54,445  |
| GS-6  | \$46,685  | \$48,241  | \$49,797  | \$51,353  | \$52,909  | \$54,466  | \$56,022  | \$57,578  | \$59,134  | \$60,690  |
| GS-7  | \$51,878  | \$53,608  | \$55,337  | \$57,066  | \$58,796  | \$60,525  | \$62,255  | \$63,984  | \$65,714  | \$67,443  |
| GS-8  | \$57,453  | \$59,367  | \$61,282  | \$63,197  | \$65,112  | \$67,027  | \$68,941  | \$70,856  | \$72,771  | \$74,686  |
| GS-9  | \$63,457  | \$65,573  | \$67,688  | \$69,804  | \$71,920  | \$74,036  | \$76,151  | \$78,267  | \$80,383  | \$82,499  |
| GS-10 | \$69,880  | \$72,209  | \$74,538  | \$76,866  | \$79,195  | \$81,524  | \$83,853  | \$86,181  | \$88,510  | \$90,839  |
| GS-11 | \$76,777  | \$79,337  | \$81,897  | \$84,457  | \$87,017  | \$89,577  | \$92,136  | \$94,696  | \$97,256  | \$99,816  |
| GS-12 | \$92,023  | \$95,091  | \$98,159  | \$101,226 | \$104,294 | \$107,362 | \$110,430 | \$113,497 | \$116,565 | \$119,633 |
| GS-13 | \$109,428 | \$113,076 | \$116,724 | \$120,372 | \$124,019 | \$127,667 | \$131,315 | \$134,963 | \$138,611 | \$142,259 |
| GS-14 | \$129,311 | \$133,622 | \$137,933 | \$142,244 | \$146,555 | \$150,866 | \$155,177 | \$159,488 | \$163,799 | \$168,110 |
| GS-15 | \$152,103 | \$157,173 | \$162,244 | \$167,314 | \$172,385 | \$177,455 | \$182,525 | \$187,596 | \$192,666 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Birmingham-Hoover-Talladega, AL

Locality pay: 18.24% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$26,703  | \$27,598  | \$28,486  | \$29,371  | \$30,256  | \$30,776  | \$31,654  | \$32,538  | \$32,575  | \$33,400  |
| GS-2  | \$30,025  | \$30,739  | \$31,734  | \$32,575  | \$32,939  | \$33,908  | \$34,876  | \$35,844  | \$36,813  | \$37,781  |
| GS-3  | \$32,762  | \$33,854  | \$34,947  | \$36,040  | \$37,132  | \$38,225  | \$39,317  | \$40,410  | \$41,502  | \$42,595  |
| GS-4  | \$36,776  | \$38,002  | \$39,228  | \$40,455  | \$41,681  | \$42,907  | \$44,133  | \$45,359  | \$46,585  | \$47,812  |
| GS-5  | \$41,146  | \$42,518  | \$43,890  | \$45,261  | \$46,633  | \$48,004  | \$49,376  | \$50,747  | \$52,119  | \$53,491  |
| GS-6  | \$45,866  | \$47,395  | \$48,924  | \$50,453  | \$51,982  | \$53,511  | \$55,040  | \$56,568  | \$58,097  | \$59,626  |
| GS-7  | \$50,969  | \$52,668  | \$54,367  | \$56,066  | \$57,765  | \$59,464  | \$61,163  | \$62,862  | \$64,561  | \$66,261  |
| GS-8  | \$56,445  | \$58,327  | \$60,208  | \$62,089  | \$63,970  | \$65,851  | \$67,733  | \$69,614  | \$71,495  | \$73,376  |
| GS-9  | \$62,344  | \$64,423  | \$66,502  | \$68,580  | \$70,659  | \$72,738  | \$74,816  | \$76,895  | \$78,974  | \$81,052  |
| GS-10 | \$68,655  | \$70,943  | \$73,231  | \$75,519  | \$77,807  | \$80,095  | \$82,383  | \$84,670  | \$86,958  | \$89,246  |
| GS-11 | \$75,431  | \$77,946  | \$80,461  | \$82,976  | \$85,491  | \$88,006  | \$90,521  | \$93,036  | \$95,551  | \$98,066  |
| GS-12 | \$90,410  | \$93,424  | \$96,438  | \$99,452  | \$102,466 | \$105,480 | \$108,493 | \$111,507 | \$114,521 | \$117,535 |
| GS-13 | \$107,510 | \$111,094 | \$114,677 | \$118,261 | \$121,845 | \$125,429 | \$129,013 | \$132,597 | \$136,181 | \$139,764 |
| GS-14 | \$127,044 | \$131,280 | \$135,515 | \$139,750 | \$143,986 | \$148,221 | \$152,456 | \$156,692 | \$160,927 | \$165,162 |
| GS-15 | \$149,436 | \$154,418 | \$159,399 | \$164,381 | \$169,362 | \$174,344 | \$179,325 | \$184,307 | \$189,288 | \$194,270 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT

Locality pay: 32.58% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$29,942  | \$30,945  | \$31,941  | \$32,933  | \$33,926  | \$34,508  | \$35,493  | \$36,485  | \$36,526  | \$37,451  |
| GS-2  | \$33,666  | \$34,467  | \$35,583  | \$36,526  | \$36,934  | \$38,020  | \$39,106  | \$40,192  | \$41,277  | \$42,363  |
| GS-3  | \$36,735  | \$37,960  | \$39,185  | \$40,410  | \$41,635  | \$42,860  | \$44,086  | \$45,311  | \$46,536  | \$47,761  |
| GS-4  | \$41,236  | \$42,611  | \$43,986  | \$45,361  | \$46,736  | \$48,111  | \$49,485  | \$50,860  | \$52,235  | \$53,610  |
| GS-5  | \$46,137  | \$47,674  | \$49,212  | \$50,750  | \$52,288  | \$53,826  | \$55,364  | \$56,902  | \$58,440  | \$59,978  |
| GS-6  | \$51,429  | \$53,143  | \$54,858  | \$56,572  | \$58,286  | \$60,000  | \$61,715  | \$63,429  | \$65,143  | \$66,857  |
| GS-7  | \$57,150  | \$59,055  | \$60,960  | \$62,865  | \$64,771  | \$66,676  | \$68,581  | \$70,486  | \$72,391  | \$74,297  |
| GS-8  | \$63,291  | \$65,400  | \$67,510  | \$69,619  | \$71,728  | \$73,838  | \$75,947  | \$78,056  | \$80,166  | \$82,275  |
| GS-9  | \$69,905  | \$72,236  | \$74,567  | \$76,898  | \$79,228  | \$81,559  | \$83,890  | \$86,221  | \$88,552  | \$90,882  |
| GS-10 | \$76,981  | \$79,547  | \$82,112  | \$84,678  | \$87,243  | \$89,808  | \$92,374  | \$94,939  | \$97,505  | \$100,070 |
| GS-11 | \$84,579  | \$87,399  | \$90,219  | \$93,039  | \$95,859  | \$98,679  | \$101,499 | \$104,319 | \$107,139 | \$109,959 |
| GS-12 | \$101,375 | \$104,754 | \$108,134 | \$111,513 | \$114,893 | \$118,272 | \$121,651 | \$125,031 | \$128,410 | \$131,790 |
| GS-13 | \$120,548 | \$124,567 | \$128,585 | \$132,604 | \$136,622 | \$140,641 | \$144,659 | \$148,678 | \$152,696 | \$156,715 |
| GS-14 | \$142,452 | \$147,201 | \$151,950 | \$156,699 | \$161,448 | \$166,197 | \$170,946 | \$175,695 | \$180,444 | \$185,193 |
| GS-15 | \$167,560 | \$173,146 | \$178,731 | \$184,317 | \$189,902 | \$195,488 | \$197,200 | \$197,200 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Buffalo-Cheektowaga-Olean, NY

Locality pay: 22.41% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,645  | \$28,572  | \$29,491  | \$30,407  | \$31,323  | \$31,861  | \$32,770  | \$33,686  | \$33,724  | \$34,578  |
| GS-2  | \$31,084  | \$31,823  | \$32,854  | \$33,724  | \$34,101  | \$35,104  | \$36,106  | \$37,109  | \$38,111  | \$39,114  |
| GS-3  | \$33,917  | \$35,048  | \$36,179  | \$37,311  | \$38,442  | \$39,573  | \$40,704  | \$41,835  | \$42,966  | \$44,097  |
| GS-4  | \$38,073  | \$39,343  | \$40,612  | \$41,881  | \$43,151  | \$44,420  | \$45,690  | \$46,959  | \$48,228  | \$49,498  |
| GS-5  | \$42,597  | \$44,017  | \$45,437  | \$46,857  | \$48,277  | \$49,697  | \$51,117  | \$52,537  | \$53,957  | \$55,377  |
| GS-6  | \$47,484  | \$49,067  | \$50,650  | \$52,232  | \$53,815  | \$55,398  | \$56,981  | \$58,563  | \$60,146  | \$61,729  |
| GS-7  | \$52,766  | \$54,525  | \$56,284  | \$58,043  | \$59,802  | \$61,561  | \$63,320  | \$65,079  | \$66,838  | \$68,597  |
| GS-8  | \$58,436  | \$60,384  | \$62,331  | \$64,279  | \$66,226  | \$68,174  | \$70,121  | \$72,069  | \$74,016  | \$75,964  |
| GS-9  | \$64,543  | \$66,695  | \$68,847  | \$70,999  | \$73,151  | \$75,303  | \$77,455  | \$79,607  | \$81,759  | \$83,911  |
| GS-10 | \$71,076  | \$73,445  | \$75,813  | \$78,182  | \$80,551  | \$82,919  | \$85,288  | \$87,657  | \$90,025  | \$92,394  |
| GS-11 | \$78,091  | \$80,695  | \$83,299  | \$85,902  | \$88,506  | \$91,110  | \$93,713  | \$96,317  | \$98,921  | \$101,524 |
| GS-12 | \$93,598  | \$96,719  | \$99,839  | \$102,959 | \$106,079 | \$109,200 | \$112,320 | \$115,440 | \$118,560 | \$121,680 |
| GS-13 | \$111,301 | \$115,012 | \$118,722 | \$122,432 | \$126,142 | \$129,853 | \$133,563 | \$137,273 | \$140,983 | \$144,694 |
| GS-14 | \$131,525 | \$135,909 | \$140,294 | \$144,679 | \$149,064 | \$153,448 | \$157,833 | \$162,218 | \$166,602 | \$170,987 |
| GS-15 | \$154,707 | \$159,864 | \$165,021 | \$170,178 | \$175,335 | \$180,492 | \$185,649 | \$190,807 | \$195,964 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Burlington-South Burlington-Barre, VT

Locality pay: 19.45% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$26,977  | \$27,881  | \$28,778  | \$29,671  | \$30,566  | \$31,090  | \$31,978  | \$32,871  | \$32,908  | \$33,742  |
| GS-2  | \$30,332  | \$31,053  | \$32,059  | \$32,908  | \$33,276  | \$34,255  | \$35,233  | \$36,211  | \$37,190  | \$38,168  |
| GS-3  | \$33,097  | \$34,201  | \$35,305  | \$36,408  | \$37,512  | \$38,616  | \$39,720  | \$40,823  | \$41,927  | \$43,031  |
| GS-4  | \$37,153  | \$38,391  | \$39,630  | \$40,869  | \$42,107  | \$43,346  | \$44,585  | \$45,823  | \$47,062  | \$48,301  |
| GS-5  | \$41,567  | \$42,953  | \$44,339  | \$45,724  | \$47,110  | \$48,496  | \$49,881  | \$51,267  | \$52,652  | \$54,038  |
| GS-6  | \$46,336  | \$47,880  | \$49,425  | \$50,969  | \$52,514  | \$54,058  | \$55,603  | \$57,147  | \$58,692  | \$60,236  |
| GS-7  | \$51,490  | \$53,207  | \$54,923  | \$56,640  | \$58,356  | \$60,073  | \$61,789  | \$63,506  | \$65,222  | \$66,939  |
| GS-8  | \$57,023  | \$58,923  | \$60,824  | \$62,724  | \$64,625  | \$66,525  | \$68,426  | \$70,326  | \$72,227  | \$74,127  |
| GS-9  | \$62,982  | \$65,082  | \$67,182  | \$69,282  | \$71,382  | \$73,482  | \$75,582  | \$77,682  | \$79,782  | \$81,882  |
| GS-10 | \$69,357  | \$71,669  | \$73,980  | \$76,292  | \$78,603  | \$80,914  | \$83,226  | \$85,537  | \$87,848  | \$90,160  |
| GS-11 | \$76,203  | \$78,744  | \$81,285  | \$83,825  | \$86,366  | \$88,907  | \$91,447  | \$93,988  | \$96,529  | \$99,069  |
| GS-12 | \$91,335  | \$94,380  | \$97,425  | \$100,469 | \$103,514 | \$106,559 | \$109,604 | \$112,649 | \$115,693 | \$118,738 |
| GS-13 | \$108,610 | \$112,230 | \$115,851 | \$119,472 | \$123,092 | \$126,713 | \$130,333 | \$133,954 | \$137,574 | \$141,195 |
| GS-14 | \$128,344 | \$132,623 | \$136,902 | \$141,180 | \$145,459 | \$149,738 | \$154,016 | \$158,295 | \$162,574 | \$166,853 |
| GS-15 | \$150,966 | \$155,998 | \$161,031 | \$166,063 | \$171,095 | \$176,128 | \$181,160 | \$186,193 | \$191,225 | \$196,258 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Charlotte-Concord, NC-SC

Locality pay: 19.67% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,026  | \$27,932  | \$28,831  | \$29,726  | \$30,622  | \$31,148  | \$32,037  | \$32,932  | \$32,969  | \$33,804  |
| GS-2  | \$30,388  | \$31,111  | \$32,118  | \$32,969  | \$33,338  | \$34,318  | \$35,298  | \$36,278  | \$37,258  | \$38,238  |
| GS-3  | \$33,158  | \$34,264  | \$35,370  | \$36,475  | \$37,581  | \$38,687  | \$39,793  | \$40,898  | \$42,004  | \$43,110  |
| GS-4  | \$37,221  | \$38,462  | \$39,703  | \$40,944  | \$42,185  | \$43,426  | \$44,667  | \$45,908  | \$47,149  | \$48,390  |
| GS-5  | \$41,644  | \$43,032  | \$44,420  | \$45,808  | \$47,197  | \$48,585  | \$49,973  | \$51,361  | \$52,749  | \$54,138  |
| GS-6  | \$46,421  | \$47,969  | \$49,516  | \$51,063  | \$52,611  | \$54,158  | \$55,705  | \$57,253  | \$58,800  | \$60,347  |
| GS-7  | \$51,585  | \$53,305  | \$55,024  | \$56,744  | \$58,464  | \$60,183  | \$61,903  | \$63,623  | \$65,342  | \$67,062  |
| GS-8  | \$57,128  | \$59,032  | \$60,936  | \$62,840  | \$64,744  | \$66,648  | \$68,552  | \$70,456  | \$72,360  | \$74,264  |
| GS-9  | \$63,098  | \$65,202  | \$67,306  | \$69,410  | \$71,514  | \$73,617  | \$75,721  | \$77,825  | \$79,929  | \$82,033  |
| GS-10 | \$69,485  | \$71,801  | \$74,116  | \$76,432  | \$78,748  | \$81,063  | \$83,379  | \$85,694  | \$88,010  | \$90,326  |
| GS-11 | \$76,343  | \$78,889  | \$81,434  | \$83,980  | \$86,525  | \$89,070  | \$91,616  | \$94,161  | \$96,707  | \$99,252  |
| GS-12 | \$91,503  | \$94,554  | \$97,604  | \$100,654 | \$103,705 | \$106,755 | \$109,806 | \$112,856 | \$115,906 | \$118,957 |
| GS-13 | \$108,810 | \$112,437 | \$116,064 | \$119,692 | \$123,319 | \$126,946 | \$130,573 | \$134,200 | \$137,828 | \$141,455 |
| GS-14 | \$128,581 | \$132,867 | \$137,154 | \$141,440 | \$145,727 | \$150,014 | \$154,300 | \$158,587 | \$162,873 | \$167,160 |
| GS-15 | \$151,244 | \$156,285 | \$161,327 | \$166,369 | \$171,411 | \$176,452 | \$181,494 | \$186,536 | \$191,577 | \$196,619 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Chicago-Naperville, IL-IN-WI

Locality pay: 30.86% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$29,553  | \$30,544  | \$31,527  | \$32,506  | \$33,486  | \$34,060  | \$35,033  | \$36,011  | \$36,052  | \$36,965  |
| GS-2  | \$33,229  | \$34,020  | \$35,122  | \$36,052  | \$36,455  | \$37,527  | \$38,598  | \$39,670  | \$40,742  | \$41,814  |
| GS-3  | \$36,259  | \$37,468  | \$38,677  | \$39,886  | \$41,095  | \$42,304  | \$43,514  | \$44,723  | \$45,932  | \$47,141  |
| GS-4  | \$40,701  | \$42,058  | \$43,415  | \$44,772  | \$46,129  | \$47,486  | \$48,843  | \$50,201  | \$51,558  | \$52,915  |
| GS-5  | \$45,538  | \$47,056  | \$48,574  | \$50,092  | \$51,610  | \$53,128  | \$54,646  | \$56,164  | \$57,682  | \$59,200  |
| GS-6  | \$50,762  | \$52,454  | \$54,146  | \$55,838  | \$57,530  | \$59,222  | \$60,914  | \$62,606  | \$64,298  | \$65,990  |
| GS-7  | \$56,409  | \$58,289  | \$60,169  | \$62,050  | \$63,930  | \$65,811  | \$67,691  | \$69,572  | \$71,452  | \$73,333  |
| GS-8  | \$62,470  | \$64,552  | \$66,634  | \$68,716  | \$70,798  | \$72,880  | \$74,962  | \$77,044  | \$79,126  | \$81,208  |
| GS-9  | \$68,999  | \$71,299  | \$73,600  | \$75,900  | \$78,201  | \$80,501  | \$82,802  | \$85,102  | \$87,403  | \$89,703  |
| GS-10 | \$75,983  | \$78,515  | \$81,047  | \$83,579  | \$86,111  | \$88,643  | \$91,175  | \$93,708  | \$96,240  | \$98,772  |
| GS-11 | \$83,482  | \$86,266  | \$89,049  | \$91,832  | \$94,616  | \$97,399  | \$100,182 | \$102,966 | \$105,749 | \$108,533 |
| GS-12 | \$100,059 | \$103,395 | \$106,731 | \$110,066 | \$113,402 | \$116,738 | \$120,073 | \$123,409 | \$126,744 | \$130,080 |
| GS-13 | \$118,984 | \$122,951 | \$126,917 | \$130,884 | \$134,850 | \$138,816 | \$142,783 | \$146,749 | \$150,715 | \$154,682 |
| GS-14 | \$140,604 | \$145,291 | \$149,979 | \$154,666 | \$159,353 | \$164,041 | \$168,728 | \$173,416 | \$178,103 | \$182,790 |
| GS-15 | \$165,386 | \$170,899 | \$176,412 | \$181,925 | \$187,439 | \$192,952 | \$197,200 | \$197,200 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Cincinnati-Wilmington-Maysville, OH-KY-IN

Locality pay: 21.93% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,537  | \$28,460  | \$29,375  | \$30,287  | \$31,201  | \$31,736  | \$32,642  | \$33,554  | \$33,592  | \$34,443  |
| GS-2  | \$30,962  | \$31,698  | \$32,725  | \$33,592  | \$33,967  | \$34,966  | \$35,964  | \$36,963  | \$37,962  | \$38,960  |
| GS-3  | \$33,784  | \$34,911  | \$36,038  | \$37,164  | \$38,291  | \$39,418  | \$40,544  | \$41,671  | \$42,797  | \$43,924  |
| GS-4  | \$37,924  | \$39,188  | \$40,453  | \$41,717  | \$42,982  | \$44,246  | \$45,510  | \$46,775  | \$48,039  | \$49,304  |
| GS-5  | \$42,430  | \$43,845  | \$45,259  | \$46,674  | \$48,088  | \$49,502  | \$50,917  | \$52,331  | \$53,746  | \$55,160  |
| GS-6  | \$47,298  | \$48,874  | \$50,451  | \$52,028  | \$53,604  | \$55,181  | \$56,757  | \$58,334  | \$59,910  | \$61,487  |
| GS-7  | \$52,559  | \$54,311  | \$56,063  | \$57,816  | \$59,568  | \$61,320  | \$63,072  | \$64,824  | \$66,576  | \$68,328  |
| GS-8  | \$58,207  | \$60,147  | \$62,087  | \$64,027  | \$65,967  | \$67,906  | \$69,846  | \$71,786  | \$73,726  | \$75,666  |
| GS-9  | \$64,290  | \$66,434  | \$68,577  | \$70,721  | \$72,864  | \$75,008  | \$77,151  | \$79,295  | \$81,438  | \$83,582  |
| GS-10 | \$70,797  | \$73,157  | \$75,516  | \$77,875  | \$80,235  | \$82,594  | \$84,954  | \$87,313  | \$89,672  | \$92,032  |
| GS-11 | \$77,785  | \$80,379  | \$82,972  | \$85,566  | \$88,159  | \$90,752  | \$93,346  | \$95,939  | \$98,533  | \$101,126 |
| GS-12 | \$93,231  | \$96,339  | \$99,447  | \$102,555 | \$105,663 | \$108,771 | \$111,879 | \$114,987 | \$118,095 | \$121,203 |
| GS-13 | \$110,865 | \$114,561 | \$118,256 | \$121,952 | \$125,648 | \$129,343 | \$133,039 | \$136,735 | \$140,430 | \$144,126 |
| GS-14 | \$131,009 | \$135,376 | \$139,744 | \$144,112 | \$148,479 | \$152,847 | \$157,214 | \$161,582 | \$165,949 | \$170,317 |
| GS-15 | \$154,100 | \$159,237 | \$164,374 | \$169,511 | \$174,648 | \$179,785 | \$184,921 | \$190,058 | \$195,195 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

# Cleveland-Akron-Canton, OH-PA

Locality pay: 22.23% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,604  | \$28,530  | \$29,448  | \$30,362  | \$31,277  | \$31,814  | \$32,722  | \$33,636  | \$33,674  | \$34,528  |
| GS-2  | \$31,038  | \$31,776  | \$32,805  | \$33,674  | \$34,051  | \$35,052  | \$36,053  | \$37,054  | \$38,055  | \$39,056  |
| GS-3  | \$33,867  | \$34,997  | \$36,126  | \$37,256  | \$38,385  | \$39,515  | \$40,644  | \$41,773  | \$42,903  | \$44,032  |
| GS-4  | \$38,017  | \$39,285  | \$40,552  | \$41,820  | \$43,087  | \$44,355  | \$45,622  | \$46,890  | \$48,157  | \$49,425  |
| GS-5  | \$42,535  | \$43,953  | \$45,371  | \$46,788  | \$48,206  | \$49,624  | \$51,042  | \$52,460  | \$53,878  | \$55,296  |
| GS-6  | \$47,414  | \$48,995  | \$50,575  | \$52,156  | \$53,736  | \$55,316  | \$56,897  | \$58,477  | \$60,058  | \$61,638  |
| GS-7  | \$52,688  | \$54,445  | \$56,201  | \$57,958  | \$59,714  | \$61,471  | \$63,227  | \$64,984  | \$66,740  | \$68,496  |
| GS-8  | \$58,350  | \$60,295  | \$62,240  | \$64,184  | \$66,129  | \$68,074  | \$70,018  | \$71,963  | \$73,908  | \$75,852  |
| GS-9  | \$64,448  | \$66,597  | \$68,746  | \$70,895  | \$73,043  | \$75,192  | \$77,341  | \$79,490  | \$81,639  | \$83,787  |
| GS-10 | \$70,972  | \$73,337  | \$75,702  | \$78,067  | \$80,432  | \$82,797  | \$85,163  | \$87,528  | \$89,893  | \$92,258  |
| GS-11 | \$77,977  | \$80,576  | \$83,176  | \$85,776  | \$88,376  | \$90,976  | \$93,576  | \$96,175  | \$98,775  | \$101,375 |
| GS-12 | \$93,461  | \$96,576  | \$99,692  | \$102,808 | \$105,923 | \$109,039 | \$112,155 | \$115,270 | \$118,386 | \$121,502 |
| GS-13 | \$111,138 | \$114,842 | \$118,547 | \$122,252 | \$125,957 | \$129,662 | \$133,366 | \$137,071 | \$140,776 | \$144,481 |
| GS-14 | \$131,331 | \$135,710 | \$140,088 | \$144,466 | \$148,844 | \$153,223 | \$157,601 | \$161,979 | \$166,357 | \$170,736 |
| GS-15 | \$154,479 | \$159,629 | \$164,778 | \$169,928 | \$175,077 | \$180,227 | \$185,376 | \$190,526 | \$195,676 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Colorado Springs, CO

Locality pay: 20.15% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,135  | \$28,044  | \$28,947  | \$29,845  | \$30,745  | \$31,273  | \$32,165  | \$33,064  | \$33,101  | \$33,940  |
| GS-2  | \$30,510  | \$31,235  | \$32,247  | \$33,101  | \$33,471  | \$34,455  | \$35,439  | \$36,423  | \$37,408  | \$38,392  |
| GS-3  | \$33,291  | \$34,401  | \$35,512  | \$36,622  | \$37,732  | \$38,842  | \$39,952  | \$41,062  | \$42,173  | \$43,283  |
| GS-4  | \$37,370  | \$38,616  | \$39,862  | \$41,108  | \$42,354  | \$43,600  | \$44,846  | \$46,092  | \$47,338  | \$48,584  |
| GS-5  | \$41,811  | \$43,205  | \$44,598  | \$45,992  | \$47,386  | \$48,780  | \$50,173  | \$51,567  | \$52,961  | \$54,355  |
| GS-6  | \$46,607  | \$48,161  | \$49,714  | \$51,268  | \$52,822  | \$54,375  | \$55,929  | \$57,482  | \$59,036  | \$60,589  |
| GS-7  | \$51,792  | \$53,518  | \$55,245  | \$56,972  | \$58,698  | \$60,425  | \$62,151  | \$63,878  | \$65,604  | \$67,331  |
| GS-8  | \$57,357  | \$59,269  | \$61,180  | \$63,092  | \$65,004  | \$66,915  | \$68,827  | \$70,738  | \$72,650  | \$74,561  |
| GS-9  | \$63,351  | \$65,464  | \$67,576  | \$69,688  | \$71,800  | \$73,913  | \$76,025  | \$78,137  | \$80,249  | \$82,362  |
| GS-10 | \$69,764  | \$72,089  | \$74,414  | \$76,739  | \$79,064  | \$81,388  | \$83,713  | \$86,038  | \$88,363  | \$90,688  |
| GS-11 | \$76,650  | \$79,205  | \$81,761  | \$84,316  | \$86,872  | \$89,428  | \$91,983  | \$94,539  | \$97,094  | \$99,650  |
| GS-12 | \$91,870  | \$94,933  | \$97,996  | \$101,058 | \$104,121 | \$107,183 | \$110,246 | \$113,309 | \$116,371 | \$119,434 |
| GS-13 | \$109,246 | \$112,888 | \$116,530 | \$120,172 | \$123,813 | \$127,455 | \$131,097 | \$134,739 | \$138,380 | \$142,022 |
| GS-14 | \$129,096 | \$133,400 | \$137,704 | \$142,008 | \$146,311 | \$150,615 | \$154,919 | \$159,223 | \$163,527 | \$167,830 |
| GS-15 | \$151,850 | \$156,912 | \$161,974 | \$167,036 | \$172,098 | \$177,160 | \$182,222 | \$187,284 | \$192,346 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Columbus-Marion-Zanesville, OH

Locality pay: 22.15% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,586  | \$28,511  | \$29,428  | \$30,342  | \$31,257  | \$31,793  | \$32,701  | \$33,614  | \$33,652  | \$34,505  |
| GS-2  | \$31,018  | \$31,755  | \$32,784  | \$33,652  | \$34,029  | \$35,029  | \$36,029  | \$37,030  | \$38,030  | \$39,031  |
| GS-3  | \$33,845  | \$34,974  | \$36,103  | \$37,231  | \$38,360  | \$39,489  | \$40,617  | \$41,746  | \$42,875  | \$44,003  |
| GS-4  | \$37,992  | \$39,259  | \$40,526  | \$41,792  | \$43,059  | \$44,326  | \$45,592  | \$46,859  | \$48,126  | \$49,393  |
| GS-5  | \$42,507  | \$43,924  | \$45,341  | \$46,758  | \$48,175  | \$49,592  | \$51,009  | \$52,426  | \$53,842  | \$55,259  |
| GS-6  | \$47,383  | \$48,963  | \$50,542  | \$52,121  | \$53,701  | \$55,280  | \$56,860  | \$58,439  | \$60,018  | \$61,598  |
| GS-7  | \$52,654  | \$54,409  | \$56,165  | \$57,920  | \$59,675  | \$61,430  | \$63,186  | \$64,941  | \$66,696  | \$68,452  |
| GS-8  | \$58,312  | \$60,255  | \$62,199  | \$64,142  | \$66,086  | \$68,029  | \$69,972  | \$71,916  | \$73,859  | \$75,803  |
| GS-9  | \$64,406  | \$66,553  | \$68,701  | \$70,848  | \$72,996  | \$75,143  | \$77,290  | \$79,438  | \$81,585  | \$83,733  |
| GS-10 | \$70,925  | \$73,289  | \$75,652  | \$78,016  | \$80,380  | \$82,743  | \$85,107  | \$87,470  | \$89,834  | \$92,198  |
| GS-11 | \$77,926  | \$80,524  | \$83,122  | \$85,720  | \$88,318  | \$90,916  | \$93,514  | \$96,113  | \$98,711  | \$101,309 |
| GS-12 | \$93,400  | \$96,513  | \$99,627  | \$102,740 | \$105,854 | \$108,968 | \$112,081 | \$115,195 | \$118,308 | \$121,422 |
| GS-13 | \$111,065 | \$114,767 | \$118,470 | \$122,172 | \$125,874 | \$129,577 | \$133,279 | \$136,981 | \$140,684 | \$144,386 |
| GS-14 | \$131,245 | \$135,621 | \$139,996 | \$144,372 | \$148,747 | \$153,122 | \$157,498 | \$161,873 | \$166,249 | \$170,624 |
| GS-15 | \$154,378 | \$159,524 | \$164,670 | \$169,817 | \$174,963 | \$180,109 | \$185,255 | \$190,401 | \$195,547 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Corpus Christi-Kingsville-Alice, TX

Locality pay: 17.63% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$26,566  | \$27,456  | \$28,339  | \$29,219  | \$30,100  | \$30,617  | \$31,491  | \$32,371  | \$32,407  | \$33,228  |
| GS-2  | \$29,870  | \$30,580  | \$31,571  | \$32,407  | \$32,769  | \$33,733  | \$34,696  | \$35,660  | \$36,623  | \$37,586  |
| GS-3  | \$32,593  | \$33,680  | \$34,767  | \$35,854  | \$36,941  | \$38,027  | \$39,114  | \$40,201  | \$41,288  | \$42,375  |
| GS-4  | \$36,586  | \$37,806  | \$39,026  | \$40,246  | \$41,466  | \$42,686  | \$43,905  | \$45,125  | \$46,345  | \$47,565  |
| GS-5  | \$40,934  | \$42,299  | \$43,663  | \$45,028  | \$46,392  | \$47,757  | \$49,121  | \$50,486  | \$51,850  | \$53,215  |
| GS-6  | \$45,630  | \$47,151  | \$48,672  | \$50,193  | \$51,714  | \$53,235  | \$54,756  | \$56,277  | \$57,798  | \$59,318  |
| GS-7  | \$50,706  | \$52,396  | \$54,086  | \$55,777  | \$57,467  | \$59,157  | \$60,848  | \$62,538  | \$64,228  | \$65,919  |
| GS-8  | \$56,154  | \$58,026  | \$59,897  | \$61,769  | \$63,640  | \$65,512  | \$67,383  | \$69,255  | \$71,126  | \$72,998  |
| GS-9  | \$62,023  | \$64,091  | \$66,159  | \$68,227  | \$70,295  | \$72,362  | \$74,430  | \$76,498  | \$78,566  | \$80,634  |
| GS-10 | \$68,301  | \$70,577  | \$72,853  | \$75,129  | \$77,405  | \$79,681  | \$81,958  | \$84,234  | \$86,510  | \$88,786  |
| GS-11 | \$75,042  | \$77,544  | \$80,046  | \$82,548  | \$85,050  | \$87,552  | \$90,054  | \$92,556  | \$95,058  | \$97,560  |
| GS-12 | \$89,943  | \$92,942  | \$95,940  | \$98,939  | \$101,937 | \$104,935 | \$107,934 | \$110,932 | \$113,931 | \$116,929 |
| GS-13 | \$106,955 | \$110,520 | \$114,086 | \$117,651 | \$121,217 | \$124,782 | \$128,347 | \$131,913 | \$135,478 | \$139,043 |
| GS-14 | \$126,389 | \$130,602 | \$134,816 | \$139,029 | \$143,243 | \$147,456 | \$151,670 | \$155,883 | \$160,097 | \$164,310 |
| GS-15 | \$148,665 | \$153,621 | \$158,577 | \$163,533 | \$168,489 | \$173,444 | \$178,400 | \$183,356 | \$188,312 | \$193,267 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Dallas-Fort Worth, TX-OK

Locality pay: 27.26% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$28,740  | \$29,704  | \$30,659  | \$31,611  | \$32,565  | \$33,123  | \$34,069  | \$35,021  | \$35,060  | \$35,948  |
| GS-2  | \$32,315  | \$33,084  | \$34,155  | \$35,060  | \$35,452  | \$36,494  | \$37,537  | \$38,579  | \$39,621  | \$40,663  |
| GS-3  | \$35,261  | \$36,437  | \$37,613  | \$38,789  | \$39,965  | \$41,141  | \$42,316  | \$43,492  | \$44,668  | \$45,844  |
| GS-4  | \$39,582  | \$40,901  | \$42,221  | \$43,541  | \$44,860  | \$46,180  | \$47,500  | \$48,819  | \$50,139  | \$51,459  |
| GS-5  | \$44,285  | \$45,761  | \$47,238  | \$48,714  | \$50,190  | \$51,666  | \$53,143  | \$54,619  | \$56,095  | \$57,571  |
| GS-6  | \$49,365  | \$51,011  | \$52,656  | \$54,302  | \$55,947  | \$57,593  | \$59,238  | \$60,884  | \$62,529  | \$64,175  |
| GS-7  | \$54,857  | \$56,685  | \$58,514  | \$60,343  | \$62,172  | \$64,000  | \$65,829  | \$67,658  | \$69,487  | \$71,315  |
| GS-8  | \$60,751  | \$62,776  | \$64,801  | \$66,825  | \$68,850  | \$70,875  | \$72,900  | \$74,924  | \$76,949  | \$78,974  |
| GS-9  | \$67,100  | \$69,338  | \$71,575  | \$73,812  | \$76,049  | \$78,287  | \$80,524  | \$82,761  | \$84,998  | \$87,235  |
| GS-10 | \$73,892  | \$76,355  | \$78,817  | \$81,280  | \$83,742  | \$86,205  | \$88,667  | \$91,130  | \$93,592  | \$96,055  |
| GS-11 | \$81,186  | \$83,892  | \$86,599  | \$89,306  | \$92,013  | \$94,720  | \$97,426  | \$100,133 | \$102,840 | \$105,547 |
| GS-12 | \$97,307  | \$100,551 | \$103,795 | \$107,038 | \$110,282 | \$113,526 | \$116,770 | \$120,014 | \$123,258 | \$126,502 |
| GS-13 | \$115,711 | \$119,568 | \$123,426 | \$127,283 | \$131,140 | \$134,997 | \$138,855 | \$142,712 | \$146,569 | \$150,426 |
| GS-14 | \$136,736 | \$141,294 | \$145,853 | \$150,411 | \$154,970 | \$159,528 | \$164,086 | \$168,645 | \$173,203 | \$177,762 |
| GS-15 | \$160,836 | \$166,198 | \$171,559 | \$176,921 | \$182,282 | \$187,644 | \$193,005 | \$197,200 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Davenport-Moline, IA-IL

Locality pay: 18.93% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$26,859  | \$27,759  | \$28,653  | \$29,542  | \$30,433  | \$30,955  | \$31,839  | \$32,728  | \$32,765  | \$33,595  |
| GS-2  | \$30,200  | \$30,918  | \$31,920  | \$32,765  | \$33,132  | \$34,106  | \$35,080  | \$36,054  | \$37,028  | \$38,002  |
| GS-3  | \$32,953  | \$34,052  | \$35,151  | \$36,250  | \$37,349  | \$38,448  | \$39,547  | \$40,646  | \$41,744  | \$42,843  |
| GS-4  | \$36,991  | \$38,224  | \$39,457  | \$40,691  | \$41,924  | \$43,157  | \$44,391  | \$45,624  | \$46,857  | \$48,091  |
| GS-5  | \$41,386  | \$42,766  | \$44,146  | \$45,525  | \$46,905  | \$48,284  | \$49,664  | \$51,044  | \$52,423  | \$53,803  |
| GS-6  | \$46,134  | \$47,672  | \$49,210  | \$50,747  | \$52,285  | \$53,823  | \$55,361  | \$56,898  | \$58,436  | \$59,974  |
| GS-7  | \$51,266  | \$52,975  | \$54,684  | \$56,393  | \$58,102  | \$59,811  | \$61,520  | \$63,229  | \$64,938  | \$66,647  |
| GS-8  | \$56,775  | \$58,667  | \$60,559  | \$62,451  | \$64,344  | \$66,236  | \$68,128  | \$70,020  | \$71,912  | \$73,804  |
| GS-9  | \$62,708  | \$64,799  | \$66,890  | \$68,981  | \$71,071  | \$73,162  | \$75,253  | \$77,344  | \$79,435  | \$81,525  |
| GS-10 | \$69,056  | \$71,357  | \$73,658  | \$75,959  | \$78,261  | \$80,562  | \$82,863  | \$85,165  | \$87,466  | \$89,767  |
| GS-11 | \$75,871  | \$78,401  | \$80,931  | \$83,460  | \$85,990  | \$88,520  | \$91,049  | \$93,579  | \$96,109  | \$98,638  |
| GS-12 | \$90,937  | \$93,969  | \$97,000  | \$100,032 | \$103,064 | \$106,095 | \$109,127 | \$112,158 | \$115,190 | \$118,221 |
| GS-13 | \$108,137 | \$111,742 | \$115,347 | \$118,951 | \$122,556 | \$126,161 | \$129,766 | \$133,370 | \$136,975 | \$140,580 |
| GS-14 | \$127,786 | \$132,046 | \$136,306 | \$140,566 | \$144,826 | \$149,086 | \$153,346 | \$157,606 | \$161,866 | \$166,126 |
| GS-15 | \$150,308 | \$155,319 | \$160,330 | \$165,340 | \$170,351 | \$175,361 | \$180,372 | \$185,382 | \$190,393 | \$195,403 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Dayton-Springfield-Kettering, OH

Locality pay: 21.42% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,421  | \$28,341  | \$29,253  | \$30,161  | \$31,070  | \$31,603  | \$32,505  | \$33,414  | \$33,451  | \$34,299  |
| GS-2  | \$30,832  | \$31,566  | \$32,588  | \$33,451  | \$33,825  | \$34,820  | \$35,814  | \$36,808  | \$37,803  | \$38,797  |
| GS-3  | \$33,643  | \$34,765  | \$35,887  | \$37,009  | \$38,131  | \$39,253  | \$40,375  | \$41,496  | \$42,618  | \$43,740  |
| GS-4  | \$37,765  | \$39,024  | \$40,284  | \$41,543  | \$42,802  | \$44,061  | \$45,320  | \$46,579  | \$47,838  | \$49,097  |
| GS-5  | \$42,253  | \$43,661  | \$45,070  | \$46,478  | \$47,887  | \$49,295  | \$50,704  | \$52,112  | \$53,521  | \$54,929  |
| GS-6  | \$47,100  | \$48,670  | \$50,240  | \$51,810  | \$53,380  | \$54,950  | \$56,520  | \$58,090  | \$59,660  | \$61,230  |
| GS-7  | \$52,339  | \$54,084  | \$55,829  | \$57,574  | \$59,319  | \$61,063  | \$62,808  | \$64,553  | \$66,298  | \$68,043  |
| GS-8  | \$57,963  | \$59,895  | \$61,827  | \$63,759  | \$65,691  | \$67,622  | \$69,554  | \$71,486  | \$73,418  | \$75,350  |
| GS-9  | \$64,021  | \$66,156  | \$68,290  | \$70,425  | \$72,559  | \$74,694  | \$76,829  | \$78,963  | \$81,098  | \$83,232  |
| GS-10 | \$70,501  | \$72,851  | \$75,200  | \$77,550  | \$79,899  | \$82,249  | \$84,598  | \$86,948  | \$89,297  | \$91,647  |
| GS-11 | \$77,460  | \$80,042  | \$82,625  | \$85,208  | \$87,790  | \$90,373  | \$92,956  | \$95,538  | \$98,121  | \$100,703 |
| GS-12 | \$92,841  | \$95,936  | \$99,031  | \$102,126 | \$105,221 | \$108,316 | \$111,411 | \$114,506 | \$117,601 | \$120,696 |
| GS-13 | \$110,401 | \$114,081 | \$117,762 | \$121,442 | \$125,122 | \$128,802 | \$132,483 | \$136,163 | \$139,843 | \$143,523 |
| GS-14 | \$130,461 | \$134,810 | \$139,159 | \$143,509 | \$147,858 | \$152,207 | \$156,557 | \$160,906 | \$165,255 | \$169,604 |
| GS-15 | \$153,455 | \$158,571 | \$163,686 | \$168,802 | \$173,917 | \$179,033 | \$184,148 | \$189,263 | \$194,379 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Denver-Aurora, CO

Locality pay: 30.52% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$29,477  | \$30,465  | \$31,445  | \$32,421  | \$33,399  | \$33,972  | \$34,942  | \$35,918  | \$35,958  | \$36,869  |
| GS-2  | \$33,143  | \$33,931  | \$35,030  | \$35,958  | \$36,360  | \$37,429  | \$38,498  | \$39,567  | \$40,636  | \$41,705  |
| GS-3  | \$36,164  | \$37,370  | \$38,576  | \$39,782  | \$40,989  | \$42,195  | \$43,401  | \$44,607  | \$45,813  | \$47,019  |
| GS-4  | \$40,596  | \$41,949  | \$43,303  | \$44,656  | \$46,010  | \$47,363  | \$48,717  | \$50,070  | \$51,424  | \$52,777  |
| GS-5  | \$45,420  | \$46,934  | \$48,448  | \$49,962  | \$51,476  | \$52,990  | \$54,504  | \$56,018  | \$57,532  | \$59,046  |
| GS-6  | \$50,630  | \$52,318  | \$54,005  | \$55,693  | \$57,381  | \$59,068  | \$60,756  | \$62,443  | \$64,131  | \$65,819  |
| GS-7  | \$56,262  | \$58,138  | \$60,013  | \$61,889  | \$63,764  | \$65,640  | \$67,515  | \$69,391  | \$71,267  | \$73,142  |
| GS-8  | \$62,308  | \$64,384  | \$66,461  | \$68,537  | \$70,614  | \$72,691  | \$74,767  | \$76,844  | \$78,920  | \$80,997  |
| GS-9  | \$68,819  | \$71,114  | \$73,408  | \$75,703  | \$77,997  | \$80,292  | \$82,587  | \$84,881  | \$87,176  | \$89,470  |
| GS-10 | \$75,785  | \$78,311  | \$80,836  | \$83,362  | \$85,887  | \$88,413  | \$90,939  | \$93,464  | \$95,990  | \$98,515  |
| GS-11 | \$83,265  | \$86,041  | \$88,818  | \$91,594  | \$94,370  | \$97,146  | \$99,922  | \$102,698 | \$105,475 | \$108,251 |
| GS-12 | \$99,800  | \$103,126 | \$106,453 | \$109,780 | \$113,107 | \$116,434 | \$119,761 | \$123,088 | \$126,415 | \$129,742 |
| GS-13 | \$118,675 | \$122,631 | \$126,587 | \$130,543 | \$134,500 | \$138,456 | \$142,412 | \$146,368 | \$150,324 | \$154,280 |
| GS-14 | \$140,239 | \$144,914 | \$149,589 | \$154,264 | \$158,939 | \$163,615 | \$168,290 | \$172,965 | \$177,640 | \$182,316 |
| GS-15 | \$164,956 | \$170,455 | \$175,954 | \$181,453 | \$186,952 | \$192,450 | \$197,200 | \$197,200 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Des Moines-Ames-West Des Moines, IA

Locality pay: 18.01% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$26,651  | \$27,545  | \$28,431  | \$29,314  | \$30,198  | \$30,716  | \$31,592  | \$32,475  | \$32,512  | \$33,335  |
| GS-2  | \$29,966  | \$30,679  | \$31,673  | \$32,512  | \$32,875  | \$33,842  | \$34,808  | \$35,775  | \$36,741  | \$37,708  |
| GS-3  | \$32,698  | \$33,789  | \$34,879  | \$35,969  | \$37,060  | \$38,150  | \$39,241  | \$40,331  | \$41,422  | \$42,512  |
| GS-4  | \$36,705  | \$37,928  | \$39,152  | \$40,376  | \$41,600  | \$42,823  | \$44,047  | \$45,271  | \$46,495  | \$47,719  |
| GS-5  | \$41,066  | \$42,435  | \$43,804  | \$45,173  | \$46,542  | \$47,911  | \$49,280  | \$50,649  | \$52,018  | \$53,387  |
| GS-6  | \$45,777  | \$47,303  | \$48,829  | \$50,355  | \$51,881  | \$53,407  | \$54,932  | \$56,458  | \$57,984  | \$59,510  |
| GS-7  | \$50,869  | \$52,565  | \$54,261  | \$55,957  | \$57,653  | \$59,348  | \$61,044  | \$62,740  | \$64,436  | \$66,132  |
| GS-8  | \$56,336  | \$58,213  | \$60,091  | \$61,968  | \$63,846  | \$65,723  | \$67,601  | \$69,478  | \$71,356  | \$73,233  |
| GS-9  | \$62,223  | \$64,298  | \$66,372  | \$68,447  | \$70,522  | \$72,596  | \$74,671  | \$76,745  | \$78,820  | \$80,895  |
| GS-10 | \$68,521  | \$70,805  | \$73,088  | \$75,372  | \$77,655  | \$79,939  | \$82,222  | \$84,506  | \$86,789  | \$89,073  |
| GS-11 | \$75,284  | \$77,795  | \$80,305  | \$82,815  | \$85,325  | \$87,835  | \$90,345  | \$92,855  | \$95,365  | \$97,875  |
| GS-12 | \$90,234  | \$93,242  | \$96,250  | \$99,258  | \$102,266 | \$105,274 | \$108,282 | \$111,291 | \$114,299 | \$117,307 |
| GS-13 | \$107,301 | \$110,877 | \$114,454 | \$118,031 | \$121,608 | \$125,185 | \$128,762 | \$132,339 | \$135,916 | \$139,493 |
| GS-14 | \$126,797 | \$131,024 | \$135,251 | \$139,478 | \$143,705 | \$147,933 | \$152,160 | \$156,387 | \$160,614 | \$164,841 |
| GS-15 | \$149,146 | \$154,118 | \$159,089 | \$164,061 | \$169,033 | \$174,005 | \$178,976 | \$183,948 | \$188,920 | \$193,892 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Detroit-Warren-Ann Arbor, MI

Locality pay: 29.12% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$29,160  | \$30,138  | \$31,108  | \$32,073  | \$33,041  | \$33,607  | \$34,567  | \$35,533  | \$35,573  | \$36,474  |
| GS-2  | \$32,787  | \$33,567  | \$34,655  | \$35,573  | \$35,970  | \$37,028  | \$38,085  | \$39,143  | \$40,200  | \$41,258  |
| GS-3  | \$35,777  | \$36,970  | \$38,163  | \$39,356  | \$40,549  | \$41,742  | \$42,935  | \$44,128  | \$45,321  | \$46,514  |
| GS-4  | \$40,160  | \$41,499  | \$42,838  | \$44,177  | \$45,516  | \$46,855  | \$48,194  | \$49,533  | \$50,872  | \$52,211  |
| GS-5  | \$44,932  | \$46,430  | \$47,928  | \$49,426  | \$50,924  | \$52,421  | \$53,919  | \$55,417  | \$56,915  | \$58,413  |
| GS-6  | \$50,087  | \$51,756  | \$53,426  | \$55,096  | \$56,765  | \$58,435  | \$60,104  | \$61,774  | \$63,443  | \$65,113  |
| GS-7  | \$55,658  | \$57,514  | \$59,369  | \$61,225  | \$63,080  | \$64,936  | \$66,791  | \$68,647  | \$70,502  | \$72,358  |
| GS-8  | \$61,639  | \$63,694  | \$65,748  | \$67,802  | \$69,857  | \$71,911  | \$73,965  | \$76,019  | \$78,074  | \$80,128  |
| GS-9  | \$68,081  | \$70,351  | \$72,621  | \$74,891  | \$77,161  | \$79,431  | \$81,701  | \$83,971  | \$86,241  | \$88,510  |
| GS-10 | \$74,972  | \$77,471  | \$79,969  | \$82,468  | \$84,966  | \$87,465  | \$89,963  | \$92,462  | \$94,960  | \$97,458  |
| GS-11 | \$82,372  | \$85,118  | \$87,865  | \$90,611  | \$93,358  | \$96,104  | \$98,850  | \$101,597 | \$104,343 | \$107,090 |
| GS-12 | \$98,729  | \$102,020 | \$105,312 | \$108,603 | \$111,894 | \$115,185 | \$118,477 | \$121,768 | \$125,059 | \$128,350 |
| GS-13 | \$117,402 | \$121,316 | \$125,230 | \$129,143 | \$133,057 | \$136,970 | \$140,884 | \$144,798 | \$148,711 | \$152,625 |
| GS-14 | \$138,734 | \$143,359 | \$147,984 | \$152,610 | \$157,235 | \$161,860 | \$166,485 | \$171,110 | \$175,735 | \$180,360 |
| GS-15 | \$163,187 | \$168,627 | \$174,067 | \$179,506 | \$184,946 | \$190,386 | \$195,826 | \$197,200 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Fresno-Madera-Hanford, CA

Locality pay: 17.65% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$26,570  | \$27,461  | \$28,344  | \$29,224  | \$30,105  | \$30,622  | \$31,496  | \$32,376  | \$32,413  | \$33,234  |
| GS-2  | \$29,875  | \$30,585  | \$31,576  | \$32,413  | \$32,775  | \$33,738  | \$34,702  | \$35,666  | \$36,629  | \$37,593  |
| GS-3  | \$32,598  | \$33,686  | \$34,773  | \$35,860  | \$36,947  | \$38,034  | \$39,121  | \$40,208  | \$41,295  | \$42,382  |
| GS-4  | \$36,593  | \$37,813  | \$39,033  | \$40,253  | \$41,473  | \$42,693  | \$43,913  | \$45,133  | \$46,353  | \$47,573  |
| GS-5  | \$40,941  | \$42,306  | \$43,671  | \$45,035  | \$46,400  | \$47,765  | \$49,129  | \$50,494  | \$51,859  | \$53,224  |
| GS-6  | \$45,638  | \$47,159  | \$48,680  | \$50,201  | \$51,722  | \$53,244  | \$54,765  | \$56,286  | \$57,807  | \$59,329  |
| GS-7  | \$50,714  | \$52,405  | \$54,095  | \$55,786  | \$57,477  | \$59,167  | \$60,858  | \$62,549  | \$64,239  | \$65,930  |
| GS-8  | \$56,164  | \$58,036  | \$59,907  | \$61,779  | \$63,651  | \$65,523  | \$67,395  | \$69,266  | \$71,138  | \$73,010  |
| GS-9  | \$62,033  | \$64,102  | \$66,170  | \$68,238  | \$70,306  | \$72,375  | \$74,443  | \$76,511  | \$78,580  | \$80,648  |
| GS-10 | \$68,312  | \$70,589  | \$72,865  | \$75,142  | \$77,418  | \$79,695  | \$81,971  | \$84,248  | \$86,525  | \$88,801  |
| GS-11 | \$75,055  | \$77,557  | \$80,060  | \$82,562  | \$85,064  | \$87,567  | \$90,069  | \$92,572  | \$95,074  | \$97,577  |
| GS-12 | \$89,959  | \$92,958  | \$95,957  | \$98,955  | \$101,954 | \$104,953 | \$107,952 | \$110,951 | \$113,950 | \$116,949 |
| GS-13 | \$106,973 | \$110,539 | \$114,105 | \$117,671 | \$121,237 | \$124,803 | \$128,369 | \$131,935 | \$135,501 | \$139,067 |
| GS-14 | \$126,410 | \$130,624 | \$134,839 | \$139,053 | \$143,267 | \$147,481 | \$151,696 | \$155,910 | \$160,124 | \$164,338 |
| GS-15 | \$148,691 | \$153,647 | \$158,604 | \$163,561 | \$168,517 | \$173,474 | \$178,430 | \$183,387 | \$188,344 | \$193,300 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Harrisburg-Lebanon, PA

Locality pay: 19.43% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$26,972  | \$27,876  | \$28,773  | \$29,666  | \$30,561  | \$31,085  | \$31,973  | \$32,866  | \$32,903  | \$33,737  |
| GS-2  | \$30,327  | \$31,048  | \$32,054  | \$32,903  | \$33,271  | \$34,249  | \$35,227  | \$36,205  | \$37,183  | \$38,161  |
| GS-3  | \$33,092  | \$34,195  | \$35,299  | \$36,402  | \$37,506  | \$38,609  | \$39,713  | \$40,816  | \$41,920  | \$43,023  |
| GS-4  | \$37,146  | \$38,385  | \$39,623  | \$40,862  | \$42,100  | \$43,339  | \$44,577  | \$45,816  | \$47,054  | \$48,293  |
| GS-5  | \$41,560  | \$42,946  | \$44,331  | \$45,717  | \$47,102  | \$48,487  | \$49,873  | \$51,258  | \$52,644  | \$54,029  |
| GS-6  | \$46,328  | \$47,872  | \$49,417  | \$50,961  | \$52,505  | \$54,049  | \$55,593  | \$57,138  | \$58,682  | \$60,226  |
| GS-7  | \$51,481  | \$53,198  | \$54,914  | \$56,630  | \$58,346  | \$60,063  | \$61,779  | \$63,495  | \$65,211  | \$66,927  |
| GS-8  | \$57,013  | \$58,914  | \$60,814  | \$62,714  | \$64,614  | \$66,514  | \$68,414  | \$70,314  | \$72,215  | \$74,115  |
| GS-9  | \$62,972  | \$65,071  | \$67,171  | \$69,271  | \$71,370  | \$73,470  | \$75,569  | \$77,669  | \$79,768  | \$81,868  |
| GS-10 | \$69,346  | \$71,657  | \$73,968  | \$76,279  | \$78,590  | \$80,901  | \$83,212  | \$85,523  | \$87,834  | \$90,145  |
| GS-11 | \$76,190  | \$78,731  | \$81,271  | \$83,811  | \$86,351  | \$88,892  | \$91,432  | \$93,972  | \$96,513  | \$99,053  |
| GS-12 | \$91,320  | \$94,364  | \$97,408  | \$100,453 | \$103,497 | \$106,541 | \$109,585 | \$112,630 | \$115,674 | \$118,718 |
| GS-13 | \$108,592 | \$112,212 | \$115,832 | \$119,451 | \$123,071 | \$126,691 | \$130,311 | \$133,931 | \$137,551 | \$141,171 |
| GS-14 | \$128,323 | \$132,601 | \$136,879 | \$141,157 | \$145,435 | \$149,713 | \$153,991 | \$158,269 | \$162,547 | \$166,825 |
| GS-15 | \$150,940 | \$155,972 | \$161,004 | \$166,035 | \$171,067 | \$176,098 | \$181,130 | \$186,162 | \$191,193 | \$196,225 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Hartford-East Hartford, CT-MA

Locality pay: 32.08% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$29,829  | \$30,829  | \$31,821  | \$32,809  | \$33,798  | \$34,378  | \$35,359  | \$36,347  | \$36,388  | \$37,310  |
| GS-2  | \$33,539  | \$34,337  | \$35,449  | \$36,388  | \$36,795  | \$37,877  | \$38,958  | \$40,040  | \$41,122  | \$42,204  |
| GS-3  | \$36,597  | \$37,817  | \$39,038  | \$40,258  | \$41,478  | \$42,699  | \$43,919  | \$45,140  | \$46,360  | \$47,580  |
| GS-4  | \$41,081  | \$42,451  | \$43,820  | \$45,190  | \$46,560  | \$47,929  | \$49,299  | \$50,669  | \$52,038  | \$53,408  |
| GS-5  | \$45,963  | \$47,495  | \$49,027  | \$50,559  | \$52,091  | \$53,623  | \$55,155  | \$56,687  | \$58,220  | \$59,752  |
| GS-6  | \$51,235  | \$52,943  | \$54,651  | \$56,359  | \$58,066  | \$59,774  | \$61,482  | \$63,190  | \$64,898  | \$66,605  |
| GS-7  | \$56,934  | \$58,832  | \$60,730  | \$62,628  | \$64,526  | \$66,424  | \$68,322  | \$70,220  | \$72,118  | \$74,016  |
| GS-8  | \$63,052  | \$65,154  | \$67,255  | \$69,357  | \$71,458  | \$73,559  | \$75,661  | \$77,762  | \$79,863  | \$81,965  |
| GS-9  | \$69,642  | \$71,964  | \$74,286  | \$76,608  | \$78,930  | \$81,252  | \$83,574  | \$85,896  | \$88,218  | \$90,540  |
| GS-10 | \$76,691  | \$79,247  | \$81,802  | \$84,358  | \$86,914  | \$89,470  | \$92,025  | \$94,581  | \$97,137  | \$99,693  |
| GS-11 | \$84,260  | \$87,070  | \$89,879  | \$92,688  | \$95,498  | \$98,307  | \$101,116 | \$103,926 | \$106,735 | \$109,545 |
| GS-12 | \$100,992 | \$104,359 | \$107,726 | \$111,092 | \$114,459 | \$117,826 | \$121,193 | \$124,559 | \$127,926 | \$131,293 |
| GS-13 | \$120,094 | \$124,097 | \$128,100 | \$132,104 | \$136,107 | \$140,110 | \$144,114 | \$148,117 | \$152,120 | \$156,124 |
| GS-14 | \$141,915 | \$146,646 | \$151,377 | \$156,108 | \$160,839 | \$165,570 | \$170,301 | \$175,032 | \$179,764 | \$184,495 |
| GS-15 | \$166,928 | \$172,493 | \$178,057 | \$183,622 | \$189,186 | \$194,751 | \$197,200 | \$197,200 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Houston-The Woodlands, TX

Locality pay: 35% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$30,488  | \$31,510  | \$32,524  | \$33,534  | \$34,545  | \$35,138  | \$36,141  | \$37,151  | \$37,193  | \$38,135  |
| GS-2  | \$34,281  | \$35,096  | \$36,233  | \$37,193  | \$37,608  | \$38,714  | \$39,820  | \$40,925  | \$42,031  | \$43,137  |
| GS-3  | \$37,406  | \$38,653  | \$39,901  | \$41,148  | \$42,395  | \$43,643  | \$44,890  | \$46,138  | \$47,385  | \$48,632  |
| GS-4  | \$41,989  | \$43,389  | \$44,789  | \$46,189  | \$47,589  | \$48,989  | \$50,389  | \$51,789  | \$53,189  | \$54,589  |
| GS-5  | \$46,979  | \$48,545  | \$50,111  | \$51,677  | \$53,243  | \$54,809  | \$56,375  | \$57,941  | \$59,507  | \$61,073  |
| GS-6  | \$52,368  | \$54,113  | \$55,859  | \$57,605  | \$59,350  | \$61,096  | \$62,841  | \$64,587  | \$66,332  | \$68,078  |
| GS-7  | \$58,193  | \$60,133  | \$62,073  | \$64,013  | \$65,953  | \$67,893  | \$69,833  | \$71,773  | \$73,713  | \$75,653  |
| GS-8  | \$64,446  | \$66,594  | \$68,742  | \$70,890  | \$73,038  | \$75,186  | \$77,333  | \$79,481  | \$81,629  | \$83,777  |
| GS-9  | \$71,181  | \$73,555  | \$75,928  | \$78,301  | \$80,675  | \$83,048  | \$85,421  | \$87,795  | \$90,168  | \$92,541  |
| GS-10 | \$78,386  | \$80,999  | \$83,611  | \$86,223  | \$88,835  | \$91,448  | \$94,060  | \$96,672  | \$99,284  | \$101,897 |
| GS-11 | \$86,123  | \$88,995  | \$91,866  | \$94,738  | \$97,609  | \$100,481 | \$103,352 | \$106,223 | \$109,095 | \$111,966 |
| GS-12 | \$103,225 | \$106,666 | \$110,107 | \$113,549 | \$116,990 | \$120,431 | \$123,872 | \$127,313 | \$130,754 | \$134,195 |
| GS-13 | \$122,749 | \$126,841 | \$130,932 | \$135,024 | \$139,116 | \$143,208 | \$147,300 | \$151,392 | \$155,484 | \$159,575 |
| GS-14 | \$145,052 | \$149,888 | \$154,724 | \$159,559 | \$164,395 | \$169,231 | \$174,066 | \$178,902 | \$183,738 | \$188,573 |
| GS-15 | \$170,618 | \$176,306 | \$181,994 | \$187,681 | \$193,369 | \$197,200 | \$197,200 | \$197,200 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Huntsville-Decatur, AL-TN

Locality pay: 21.91% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,532  | \$28,455  | \$29,371  | \$30,282  | \$31,196  | \$31,731  | \$32,637  | \$33,548  | \$33,586  | \$34,437  |
| GS-2  | \$30,957  | \$31,693  | \$32,719  | \$33,586  | \$33,962  | \$34,960  | \$35,959  | \$36,957  | \$37,955  | \$38,954  |
| GS-3  | \$33,779  | \$34,905  | \$36,032  | \$37,158  | \$38,285  | \$39,411  | \$40,538  | \$41,664  | \$42,790  | \$43,917  |
| GS-4  | \$37,918  | \$39,182  | \$40,446  | \$41,710  | \$42,974  | \$44,239  | \$45,503  | \$46,767  | \$48,031  | \$49,296  |
| GS-5  | \$42,423  | \$43,838  | \$45,252  | \$46,666  | \$48,080  | \$49,494  | \$50,908  | \$52,323  | \$53,737  | \$55,151  |
| GS-6  | \$47,290  | \$48,866  | \$50,443  | \$52,019  | \$53,595  | \$55,172  | \$56,748  | \$58,324  | \$59,900  | \$61,477  |
| GS-7  | \$52,551  | \$54,302  | \$56,054  | \$57,806  | \$59,558  | \$61,310  | \$63,062  | \$64,813  | \$66,565  | \$68,317  |
| GS-8  | \$58,197  | \$60,137  | \$62,077  | \$64,016  | \$65,956  | \$67,895  | \$69,835  | \$71,775  | \$73,714  | \$75,654  |
| GS-9  | \$64,279  | \$66,423  | \$68,566  | \$70,709  | \$72,852  | \$74,995  | \$77,139  | \$79,282  | \$81,425  | \$83,568  |
| GS-10 | \$70,786  | \$73,145  | \$75,504  | \$77,863  | \$80,222  | \$82,581  | \$84,940  | \$87,299  | \$89,657  | \$92,016  |
| GS-11 | \$77,772  | \$80,366  | \$82,959  | \$85,552  | \$88,145  | \$90,738  | \$93,331  | \$95,924  | \$98,517  | \$101,110 |
| GS-12 | \$93,216  | \$96,324  | \$99,431  | \$102,539 | \$105,646 | \$108,753 | \$111,861 | \$114,968 | \$118,076 | \$121,183 |
| GS-13 | \$110,847 | \$114,542 | \$118,237 | \$121,932 | \$125,627 | \$129,322 | \$133,017 | \$136,712 | \$140,407 | \$144,102 |
| GS-14 | \$130,987 | \$135,354 | \$139,721 | \$144,088 | \$148,455 | \$152,821 | \$157,188 | \$161,555 | \$165,922 | \$170,289 |
| GS-15 | \$154,075 | \$159,211 | \$164,347 | \$169,483 | \$174,619 | \$179,755 | \$184,891 | \$190,027 | \$195,163 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Indianapolis-Carmel-Muncie, IN

Locality pay: 18.15% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$26,683  | \$27,577  | \$28,465  | \$29,348  | \$30,233  | \$30,752  | \$31,630  | \$32,514  | \$32,550  | \$33,375  |
| GS-2  | \$30,002  | \$30,715  | \$31,710  | \$32,550  | \$32,914  | \$33,882  | \$34,850  | \$35,817  | \$36,785  | \$37,752  |
| GS-3  | \$32,737  | \$33,829  | \$34,920  | \$36,012  | \$37,104  | \$38,196  | \$39,287  | \$40,379  | \$41,471  | \$42,562  |
| GS-4  | \$36,748  | \$37,973  | \$39,199  | \$40,424  | \$41,649  | \$42,874  | \$44,099  | \$45,325  | \$46,550  | \$47,775  |
| GS-5  | \$41,115  | \$42,486  | \$43,856  | \$45,227  | \$46,597  | \$47,968  | \$49,338  | \$50,709  | \$52,079  | \$53,450  |
| GS-6  | \$45,832  | \$47,359  | \$48,887  | \$50,415  | \$51,942  | \$53,470  | \$54,998  | \$56,525  | \$58,053  | \$59,581  |
| GS-7  | \$50,930  | \$52,628  | \$54,325  | \$56,023  | \$57,721  | \$59,419  | \$61,117  | \$62,814  | \$64,512  | \$66,210  |
| GS-8  | \$56,402  | \$58,282  | \$60,162  | \$62,042  | \$63,922  | \$65,801  | \$67,681  | \$69,561  | \$71,441  | \$73,320  |
| GS-9  | \$62,297  | \$64,374  | \$66,451  | \$68,528  | \$70,605  | \$72,682  | \$74,759  | \$76,836  | \$78,914  | \$80,991  |
| GS-10 | \$68,603  | \$70,889  | \$73,175  | \$75,461  | \$77,747  | \$80,034  | \$82,320  | \$84,606  | \$86,892  | \$89,178  |
| GS-11 | \$75,374  | \$77,887  | \$80,400  | \$82,913  | \$85,426  | \$87,939  | \$90,452  | \$92,965  | \$95,478  | \$97,991  |
| GS-12 | \$90,341  | \$93,353  | \$96,364  | \$99,376  | \$102,388 | \$105,399 | \$108,411 | \$111,423 | \$114,434 | \$117,446 |
| GS-13 | \$107,428 | \$111,009 | \$114,590 | \$118,171 | \$121,752 | \$125,334 | \$128,915 | \$132,496 | \$136,077 | \$139,658 |
| GS-14 | \$126,947 | \$131,180 | \$135,412 | \$139,644 | \$143,876 | \$148,108 | \$152,340 | \$156,572 | \$160,805 | \$165,037 |
| GS-15 | \$149,323 | \$154,300 | \$159,278 | \$164,256 | \$169,233 | \$174,211 | \$179,189 | \$184,166 | \$189,144 | \$194,122 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Kansas City-Overland Park-Kansas City, MO-KS

Locality pay: 18.97% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$26,868  | \$27,769  | \$28,662  | \$29,552  | \$30,443  | \$30,966  | \$31,849  | \$32,739  | \$32,776  | \$33,607  |
| GS-2  | \$30,210  | \$30,929  | \$31,930  | \$32,776  | \$33,143  | \$34,117  | \$35,091  | \$36,066  | \$37,040  | \$38,014  |
| GS-3  | \$32,964  | \$34,063  | \$35,163  | \$36,262  | \$37,361  | \$38,461  | \$39,560  | \$40,659  | \$41,758  | \$42,858  |
| GS-4  | \$37,003  | \$38,237  | \$39,471  | \$40,704  | \$41,938  | \$43,172  | \$44,406  | \$45,639  | \$46,873  | \$48,107  |
| GS-5  | \$41,400  | \$42,780  | \$44,160  | \$45,541  | \$46,921  | \$48,301  | \$49,681  | \$51,061  | \$52,441  | \$53,821  |
| GS-6  | \$46,150  | \$47,688  | \$49,226  | \$50,764  | \$52,303  | \$53,841  | \$55,379  | \$56,918  | \$58,456  | \$59,994  |
| GS-7  | \$51,283  | \$52,993  | \$54,702  | \$56,412  | \$58,122  | \$59,831  | \$61,541  | \$63,250  | \$64,960  | \$66,670  |
| GS-8  | \$56,794  | \$58,687  | \$60,580  | \$62,472  | \$64,365  | \$66,258  | \$68,151  | \$70,044  | \$71,936  | \$73,829  |
| GS-9  | \$62,729  | \$64,821  | \$66,912  | \$69,004  | \$71,095  | \$73,187  | \$75,278  | \$77,370  | \$79,461  | \$81,553  |
| GS-10 | \$69,079  | \$71,381  | \$73,683  | \$75,985  | \$78,287  | \$80,589  | \$82,891  | \$85,193  | \$87,495  | \$89,797  |
| GS-11 | \$75,897  | \$78,427  | \$80,958  | \$83,488  | \$86,019  | \$88,549  | \$91,080  | \$93,610  | \$96,141  | \$98,671  |
| GS-12 | \$90,968  | \$94,001  | \$97,033  | \$100,066 | \$103,098 | \$106,131 | \$109,163 | \$112,196 | \$115,228 | \$118,261 |
| GS-13 | \$108,173 | \$111,779 | \$115,385 | \$118,991 | \$122,597 | \$126,203 | \$129,809 | \$133,415 | \$137,021 | \$140,627 |
| GS-14 | \$127,829 | \$132,090 | \$136,352 | \$140,613 | \$144,875 | \$149,136 | \$153,398 | \$157,659 | \$161,921 | \$166,182 |
| GS-15 | \$150,359 | \$155,371 | \$160,383 | \$165,396 | \$170,408 | \$175,420 | \$180,432 | \$185,444 | \$190,457 | \$195,469 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Laredo, TX

Locality pay: 21.59% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,460  | \$28,380  | \$29,293  | \$30,203  | \$31,114  | \$31,647  | \$32,551  | \$33,460  | \$33,498  | \$34,347  |
| GS-2  | \$30,875  | \$31,610  | \$32,634  | \$33,498  | \$33,873  | \$34,868  | \$35,864  | \$36,860  | \$37,856  | \$38,852  |
| GS-3  | \$33,690  | \$34,814  | \$35,937  | \$37,061  | \$38,184  | \$39,308  | \$40,431  | \$41,555  | \$42,678  | \$43,802  |
| GS-4  | \$37,818  | \$39,079  | \$40,340  | \$41,601  | \$42,862  | \$44,123  | \$45,383  | \$46,644  | \$47,905  | \$49,166  |
| GS-5  | \$42,312  | \$43,723  | \$45,133  | \$46,543  | \$47,954  | \$49,364  | \$50,775  | \$52,185  | \$53,596  | \$55,006  |
| GS-6  | \$47,166  | \$48,738  | \$50,310  | \$51,882  | \$53,455  | \$55,027  | \$56,599  | \$58,171  | \$59,743  | \$61,315  |
| GS-7  | \$52,413  | \$54,160  | \$55,907  | \$57,654  | \$59,402  | \$61,149  | \$62,896  | \$64,643  | \$66,391  | \$68,138  |
| GS-8  | \$58,045  | \$59,979  | \$61,914  | \$63,848  | \$65,783  | \$67,717  | \$69,652  | \$71,586  | \$73,521  | \$75,455  |
| GS-9  | \$64,111  | \$66,248  | \$68,386  | \$70,523  | \$72,661  | \$74,799  | \$76,936  | \$79,074  | \$81,211  | \$83,349  |
| GS-10 | \$70,600  | \$72,953  | \$75,306  | \$77,658  | \$80,011  | \$82,364  | \$84,717  | \$87,069  | \$89,422  | \$91,775  |
| GS-11 | \$77,568  | \$80,155  | \$82,741  | \$85,327  | \$87,913  | \$90,499  | \$93,086  | \$95,672  | \$98,258  | \$100,844 |
| GS-12 | \$92,971  | \$96,071  | \$99,170  | \$102,269 | \$105,369 | \$108,468 | \$111,567 | \$114,667 | \$117,766 | \$120,865 |
| GS-13 | \$110,556 | \$114,241 | \$117,926 | \$121,612 | \$125,297 | \$128,983 | \$132,668 | \$136,353 | \$140,039 | \$143,724 |
| GS-14 | \$130,644 | \$134,999 | \$139,354 | \$143,710 | \$148,065 | \$152,420 | \$156,776 | \$161,131 | \$165,486 | \$169,842 |
| GS-15 | \$153,670 | \$158,793 | \$163,915 | \$169,038 | \$174,161 | \$179,283 | \$184,406 | \$189,528 | \$194,651 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Las Vegas-Henderson, NV-AZ

Locality pay: 19.57% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,004  | \$27,909  | \$28,807  | \$29,701  | \$30,597  | \$31,122  | \$32,010  | \$32,904  | \$32,942  | \$33,776  |
| GS-2  | \$30,362  | \$31,085  | \$32,091  | \$32,942  | \$33,310  | \$34,289  | \$35,268  | \$36,248  | \$37,227  | \$38,206  |
| GS-3  | \$33,130  | \$34,235  | \$35,340  | \$36,445  | \$37,550  | \$38,655  | \$39,759  | \$40,864  | \$41,969  | \$43,074  |
| GS-4  | \$37,190  | \$38,430  | \$39,670  | \$40,910  | \$42,150  | \$43,390  | \$44,630  | \$45,869  | \$47,109  | \$48,349  |
| GS-5  | \$41,609  | \$42,996  | \$44,383  | \$45,770  | \$47,157  | \$48,544  | \$49,931  | \$51,318  | \$52,705  | \$54,092  |
| GS-6  | \$46,382  | \$47,928  | \$49,474  | \$51,021  | \$52,567  | \$54,113  | \$55,659  | \$57,205  | \$58,751  | \$60,297  |
| GS-7  | \$51,542  | \$53,260  | \$54,978  | \$56,697  | \$58,415  | \$60,133  | \$61,851  | \$63,569  | \$65,288  | \$67,006  |
| GS-8  | \$57,080  | \$58,983  | \$60,885  | \$62,787  | \$64,690  | \$66,592  | \$68,494  | \$70,397  | \$72,299  | \$74,202  |
| GS-9  | \$63,046  | \$65,148  | \$67,250  | \$69,352  | \$71,454  | \$73,556  | \$75,658  | \$77,760  | \$79,862  | \$81,964  |
| GS-10 | \$69,427  | \$71,741  | \$74,054  | \$76,368  | \$78,682  | \$80,996  | \$83,309  | \$85,623  | \$87,937  | \$90,250  |
| GS-11 | \$76,280  | \$78,823  | \$81,366  | \$83,909  | \$86,453  | \$88,996  | \$91,539  | \$94,082  | \$96,626  | \$99,169  |
| GS-12 | \$91,427  | \$94,475  | \$97,522  | \$100,570 | \$103,618 | \$106,666 | \$109,714 | \$112,762 | \$115,810 | \$118,857 |
| GS-13 | \$108,719 | \$112,343 | \$115,967 | \$119,592 | \$123,216 | \$126,840 | \$130,464 | \$134,088 | \$137,712 | \$141,337 |
| GS-14 | \$128,473 | \$132,756 | \$137,039 | \$141,322 | \$145,605 | \$149,888 | \$154,171 | \$158,454 | \$162,737 | \$167,020 |
| GS-15 | \$151,117 | \$156,155 | \$161,192 | \$166,230 | \$171,267 | \$176,305 | \$181,342 | \$186,380 | \$191,417 | \$196,455 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Los Angeles-Long Beach, CA

Locality pay: 36.47% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$30,820  | \$31,853  | \$32,878  | \$33,899  | \$34,921  | \$35,520  | \$36,534  | \$37,555  | \$37,597  | \$38,550  |
| GS-2  | \$34,654  | \$35,478  | \$36,627  | \$37,597  | \$38,018  | \$39,136  | \$40,253  | \$41,371  | \$42,489  | \$43,606  |
| GS-3  | \$37,813  | \$39,074  | \$40,335  | \$41,596  | \$42,857  | \$44,118  | \$45,379  | \$46,640  | \$47,901  | \$49,162  |
| GS-4  | \$42,446  | \$43,861  | \$45,277  | \$46,692  | \$48,107  | \$49,522  | \$50,937  | \$52,353  | \$53,768  | \$55,183  |
| GS-5  | \$47,490  | \$49,073  | \$50,656  | \$52,239  | \$53,822  | \$55,405  | \$56,989  | \$58,572  | \$60,155  | \$61,738  |
| GS-6  | \$52,938  | \$54,703  | \$56,467  | \$58,232  | \$59,996  | \$61,761  | \$63,525  | \$65,290  | \$67,055  | \$68,819  |
| GS-7  | \$58,827  | \$60,788  | \$62,749  | \$64,710  | \$66,671  | \$68,632  | \$70,593  | \$72,554  | \$74,515  | \$76,476  |
| GS-8  | \$65,148  | \$67,319  | \$69,491  | \$71,662  | \$73,833  | \$76,004  | \$78,175  | \$80,347  | \$82,518  | \$84,689  |
| GS-9  | \$71,957  | \$74,356  | \$76,755  | \$79,154  | \$81,553  | \$83,952  | \$86,351  | \$88,751  | \$91,150  | \$93,549  |
| GS-10 | \$79,240  | \$81,881  | \$84,521  | \$87,162  | \$89,803  | \$92,443  | \$95,084  | \$97,725  | \$100,365 | \$103,006 |
| GS-11 | \$87,061  | \$89,964  | \$92,866  | \$95,769  | \$98,672  | \$101,575 | \$104,477 | \$107,380 | \$110,283 | \$113,185 |
| GS-12 | \$104,349 | \$107,828 | \$111,306 | \$114,785 | \$118,264 | \$121,742 | \$125,221 | \$128,699 | \$132,178 | \$135,657 |
| GS-13 | \$124,085 | \$128,222 | \$132,358 | \$136,495 | \$140,631 | \$144,767 | \$148,904 | \$153,040 | \$157,177 | \$161,313 |
| GS-14 | \$146,632 | \$151,520 | \$156,408 | \$161,297 | \$166,185 | \$171,073 | \$175,962 | \$180,850 | \$185,738 | \$190,627 |
| GS-15 | \$172,476 | \$178,226 | \$183,975 | \$189,725 | \$195,474 | \$197,200 | \$197,200 | \$197,200 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Miami-Port St. Lucie-Fort Lauderdale, FL

Locality pay: 24.67% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$28,155  | \$29,099  | \$30,035  | \$30,968  | \$31,902  | \$32,449  | \$33,375  | \$34,308  | \$34,347  | \$35,217  |
| GS-2  | \$31,657  | \$32,410  | \$33,460  | \$34,347  | \$34,731  | \$35,752  | \$36,773  | \$37,794  | \$38,815  | \$39,836  |
| GS-3  | \$34,544  | \$35,696  | \$36,847  | \$37,999  | \$39,151  | \$40,303  | \$41,455  | \$42,607  | \$43,759  | \$44,911  |
| GS-4  | \$38,776  | \$40,069  | \$41,362  | \$42,655  | \$43,947  | \$45,240  | \$46,533  | \$47,826  | \$49,119  | \$50,412  |
| GS-5  | \$43,384  | \$44,830  | \$46,276  | \$47,722  | \$49,169  | \$50,615  | \$52,061  | \$53,507  | \$54,953  | \$56,399  |
| GS-6  | \$48,361  | \$49,973  | \$51,585  | \$53,197  | \$54,809  | \$56,421  | \$58,033  | \$59,645  | \$61,257  | \$62,869  |
| GS-7  | \$53,740  | \$55,532  | \$57,323  | \$59,115  | \$60,906  | \$62,698  | \$64,489  | \$66,281  | \$68,072  | \$69,864  |
| GS-8  | \$59,515  | \$61,498  | \$63,482  | \$65,465  | \$67,449  | \$69,432  | \$71,416  | \$73,399  | \$75,383  | \$77,366  |
| GS-9  | \$65,735  | \$67,926  | \$70,118  | \$72,310  | \$74,502  | \$76,693  | \$78,885  | \$81,077  | \$83,268  | \$85,460  |
| GS-10 | \$72,388  | \$74,801  | \$77,213  | \$79,625  | \$82,038  | \$84,450  | \$86,863  | \$89,275  | \$91,687  | \$94,100  |
| GS-11 | \$79,533  | \$82,185  | \$84,837  | \$87,488  | \$90,140  | \$92,792  | \$95,444  | \$98,095  | \$100,747 | \$103,399 |
| GS-12 | \$95,326  | \$98,504  | \$101,682 | \$104,860 | \$108,038 | \$111,216 | \$114,393 | \$117,571 | \$120,749 | \$123,927 |
| GS-13 | \$113,356 | \$117,135 | \$120,914 | \$124,692 | \$128,471 | \$132,250 | \$136,029 | \$139,807 | \$143,586 | \$147,365 |
| GS-14 | \$133,953 | \$138,419 | \$142,884 | \$147,350 | \$151,816 | \$156,281 | \$160,747 | \$165,213 | \$169,678 | \$174,144 |
| GS-15 | \$157,563 | \$162,815 | \$168,068 | \$173,320 | \$178,572 | \$183,825 | \$189,077 | \$194,329 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Milwaukee-Racine-Waukesha, WI

Locality pay: 22.42% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,647  | \$28,574  | \$29,493  | \$30,409  | \$31,326  | \$31,863  | \$32,773  | \$33,689  | \$33,727  | \$34,581  |
| GS-2  | \$31,086  | \$31,826  | \$32,856  | \$33,727  | \$34,104  | \$35,106  | \$36,109  | \$37,112  | \$38,114  | \$39,117  |
| GS-3  | \$33,920  | \$35,051  | \$36,182  | \$37,314  | \$38,445  | \$39,576  | \$40,707  | \$41,838  | \$42,969  | \$44,101  |
| GS-4  | \$38,076  | \$39,346  | \$40,615  | \$41,885  | \$43,154  | \$44,424  | \$45,693  | \$46,963  | \$48,232  | \$49,502  |
| GS-5  | \$42,601  | \$44,021  | \$45,441  | \$46,861  | \$48,281  | \$49,701  | \$51,121  | \$52,541  | \$53,962  | \$55,382  |
| GS-6  | \$47,488  | \$49,071  | \$50,654  | \$52,237  | \$53,820  | \$55,402  | \$56,985  | \$58,568  | \$60,151  | \$61,734  |
| GS-7  | \$52,770  | \$54,530  | \$56,289  | \$58,048  | \$59,807  | \$61,566  | \$63,325  | \$65,085  | \$66,844  | \$68,603  |
| GS-8  | \$58,441  | \$60,389  | \$62,336  | \$64,284  | \$66,232  | \$68,179  | \$70,127  | \$72,075  | \$74,022  | \$75,970  |
| GS-9  | \$64,548  | \$66,701  | \$68,853  | \$71,005  | \$73,157  | \$75,309  | \$77,461  | \$79,613  | \$81,766  | \$83,918  |
| GS-10 | \$71,082  | \$73,451  | \$75,820  | \$78,188  | \$80,557  | \$82,926  | \$85,295  | \$87,664  | \$90,033  | \$92,401  |
| GS-11 | \$78,098  | \$80,702  | \$83,306  | \$85,909  | \$88,513  | \$91,117  | \$93,721  | \$96,325  | \$98,929  | \$101,533 |
| GS-12 | \$93,606  | \$96,726  | \$99,847  | \$102,967 | \$106,088 | \$109,208 | \$112,329 | \$115,449 | \$118,570 | \$121,690 |
| GS-13 | \$111,310 | \$115,021 | \$118,731 | \$122,442 | \$126,153 | \$129,863 | \$133,574 | \$137,284 | \$140,995 | \$144,705 |
| GS-14 | \$131,535 | \$135,920 | \$140,306 | \$144,691 | \$149,076 | \$153,461 | \$157,846 | \$162,231 | \$166,616 | \$171,001 |
| GS-15 | \$154,719 | \$159,877 | \$165,034 | \$170,192 | \$175,350 | \$180,507 | \$185,665 | \$190,822 | \$195,980 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Minneapolis-St. Paul, MN-WI

Locality pay: 27.62% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$28,822  | \$29,788  | \$30,746  | \$31,701  | \$32,657  | \$33,217  | \$34,165  | \$35,120  | \$35,159  | \$36,050  |
| GS-2  | \$32,407  | \$33,177  | \$34,252  | \$35,159  | \$35,552  | \$36,598  | \$37,643  | \$38,688  | \$39,733  | \$40,778  |
| GS-3  | \$35,361  | \$36,540  | \$37,719  | \$38,899  | \$40,078  | \$41,257  | \$42,436  | \$43,615  | \$44,795  | \$45,974  |
| GS-4  | \$39,694  | \$41,017  | \$42,340  | \$43,664  | \$44,987  | \$46,311  | \$47,634  | \$48,958  | \$50,281  | \$51,604  |
| GS-5  | \$44,410  | \$45,891  | \$47,371  | \$48,852  | \$50,332  | \$51,812  | \$53,293  | \$54,773  | \$56,254  | \$57,734  |
| GS-6  | \$49,505  | \$51,155  | \$52,805  | \$54,455  | \$56,106  | \$57,756  | \$59,406  | \$61,056  | \$62,706  | \$64,356  |
| GS-7  | \$55,012  | \$56,846  | \$58,680  | \$60,514  | \$62,347  | \$64,181  | \$66,015  | \$67,849  | \$69,683  | \$71,517  |
| GS-8  | \$60,923  | \$62,954  | \$64,984  | \$67,015  | \$69,045  | \$71,075  | \$73,106  | \$75,136  | \$77,167  | \$79,197  |
| GS-9  | \$67,290  | \$69,534  | \$71,777  | \$74,021  | \$76,264  | \$78,508  | \$80,752  | \$82,995  | \$85,239  | \$87,482  |
| GS-10 | \$74,101  | \$76,571  | \$79,040  | \$81,510  | \$83,979  | \$86,449  | \$88,918  | \$91,387  | \$93,857  | \$96,326  |
| GS-11 | \$81,415  | \$84,130  | \$86,844  | \$89,559  | \$92,273  | \$94,988  | \$97,702  | \$100,417 | \$103,131 | \$105,845 |
| GS-12 | \$97,582  | \$100,835 | \$104,088 | \$107,341 | \$110,594 | \$113,847 | \$117,100 | \$120,353 | \$123,606 | \$126,859 |
| GS-13 | \$116,038 | \$119,907 | \$123,775 | \$127,643 | \$131,511 | \$135,379 | \$139,247 | \$143,116 | \$146,984 | \$150,852 |
| GS-14 | \$137,123 | \$141,694 | \$146,265 | \$150,837 | \$155,408 | \$159,979 | \$164,551 | \$169,122 | \$173,693 | \$178,265 |
| GS-15 | \$161,291 | \$166,668 | \$172,045 | \$177,421 | \$182,798 | \$188,174 | \$193,551 | \$197,200 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

New York-Newark, NY-NJ-CT-PA

Locality pay: 37.95% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$31,155  | \$32,199  | \$33,235  | \$34,267  | \$35,300  | \$35,906  | \$36,931  | \$37,962  | \$38,005  | \$38,968  |
| GS-2  | \$35,030  | \$35,863  | \$37,024  | \$38,005  | \$38,430  | \$39,560  | \$40,690  | \$41,820  | \$42,949  | \$44,079  |
| GS-3  | \$38,223  | \$39,498  | \$40,773  | \$42,047  | \$43,322  | \$44,596  | \$45,871  | \$47,146  | \$48,420  | \$49,695  |
| GS-4  | \$42,907  | \$44,337  | \$45,768  | \$47,198  | \$48,629  | \$50,059  | \$51,490  | \$52,920  | \$54,351  | \$55,781  |
| GS-5  | \$48,005  | \$49,605  | \$51,206  | \$52,806  | \$54,406  | \$56,006  | \$57,607  | \$59,207  | \$60,807  | \$62,407  |
| GS-6  | \$53,512  | \$55,296  | \$57,080  | \$58,863  | \$60,647  | \$62,431  | \$64,214  | \$65,998  | \$67,782  | \$69,565  |
| GS-7  | \$59,465  | \$61,447  | \$63,429  | \$65,412  | \$67,394  | \$69,376  | \$71,359  | \$73,341  | \$75,323  | \$77,306  |
| GS-8  | \$65,855  | \$68,049  | \$70,244  | \$72,439  | \$74,634  | \$76,828  | \$79,023  | \$81,218  | \$83,413  | \$85,608  |
| GS-9  | \$72,737  | \$75,162  | \$77,587  | \$80,012  | \$82,438  | \$84,863  | \$87,288  | \$89,713  | \$92,138  | \$94,563  |
| GS-10 | \$80,099  | \$82,769  | \$85,438  | \$88,107  | \$90,777  | \$93,446  | \$96,115  | \$98,785  | \$101,454 | \$104,123 |
| GS-11 | \$88,005  | \$90,939  | \$93,874  | \$96,808  | \$99,742  | \$102,676 | \$105,610 | \$108,545 | \$111,479 | \$114,413 |
| GS-12 | \$105,481 | \$108,997 | \$112,513 | \$116,030 | \$119,546 | \$123,062 | \$126,579 | \$130,095 | \$133,611 | \$137,128 |
| GS-13 | \$125,431 | \$129,612 | \$133,794 | \$137,975 | \$142,156 | \$146,337 | \$150,519 | \$154,700 | \$158,881 | \$163,062 |
| GS-14 | \$148,222 | \$153,163 | \$158,104 | \$163,046 | \$167,987 | \$172,929 | \$177,870 | \$182,811 | \$187,753 | \$192,694 |
| GS-15 | \$174,347 | \$180,159 | \$185,970 | \$191,782 | \$197,200 | \$197,200 | \$197,200 | \$197,200 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

## Omaha-Council Bluffs-Fremont, NE-IA

Locality pay: 18.23% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade        | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>GS-1</b>  | \$26,701  | \$27,596  | \$28,484  | \$29,368  | \$30,254  | \$30,773  | \$31,651  | \$32,536  | \$32,572  | \$33,398  |
| <b>GS-2</b>  | \$30,022  | \$30,736  | \$31,732  | \$32,572  | \$32,937  | \$33,905  | \$34,873  | \$35,841  | \$36,810  | \$37,778  |
| <b>GS-3</b>  | \$32,759  | \$33,852  | \$34,944  | \$36,037  | \$37,129  | \$38,221  | \$39,314  | \$40,406  | \$41,499  | \$42,591  |
| <b>GS-4</b>  | \$36,773  | \$37,999  | \$39,225  | \$40,451  | \$41,677  | \$42,903  | \$44,129  | \$45,355  | \$46,581  | \$47,807  |
| <b>GS-5</b>  | \$41,143  | \$42,514  | \$43,886  | \$45,257  | \$46,629  | \$48,000  | \$49,372  | \$50,743  | \$52,115  | \$53,486  |
| <b>GS-6</b>  | \$45,863  | \$47,391  | \$48,920  | \$50,449  | \$51,977  | \$53,506  | \$55,035  | \$56,564  | \$58,092  | \$59,621  |
| <b>GS-7</b>  | \$50,964  | \$52,663  | \$54,362  | \$56,061  | \$57,760  | \$59,459  | \$61,158  | \$62,857  | \$64,556  | \$66,255  |
| <b>GS-8</b>  | \$56,441  | \$58,322  | \$60,203  | \$62,084  | \$63,965  | \$65,846  | \$67,727  | \$69,608  | \$71,489  | \$73,370  |
| <b>GS-9</b>  | \$62,339  | \$64,418  | \$66,496  | \$68,575  | \$70,653  | \$72,732  | \$74,810  | \$76,889  | \$78,967  | \$81,045  |
| <b>GS-10</b> | \$68,649  | \$70,937  | \$73,225  | \$75,512  | \$77,800  | \$80,088  | \$82,376  | \$84,663  | \$86,951  | \$89,239  |
| <b>GS-11</b> | \$75,425  | \$77,940  | \$80,454  | \$82,969  | \$85,484  | \$87,999  | \$90,513  | \$93,028  | \$95,543  | \$98,058  |
| <b>GS-12</b> | \$90,402  | \$93,416  | \$96,430  | \$99,443  | \$102,457 | \$105,471 | \$108,484 | \$111,498 | \$114,512 | \$117,525 |
| <b>GS-13</b> | \$107,501 | \$111,084 | \$114,668 | \$118,251 | \$121,835 | \$125,418 | \$129,002 | \$132,585 | \$136,169 | \$139,753 |
| <b>GS-14</b> | \$127,033 | \$131,268 | \$135,503 | \$139,738 | \$143,973 | \$148,208 | \$152,443 | \$156,678 | \$160,913 | \$165,148 |
| <b>GS-15</b> | \$149,424 | \$154,405 | \$159,386 | \$164,367 | \$169,348 | \$174,329 | \$179,310 | \$184,291 | \$189,272 | \$194,253 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Palm Bay-Melbourne-Titusville, FL

Locality pay: 17.93% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$26,633  | \$27,526  | \$28,412  | \$29,294  | \$30,177  | \$30,695  | \$31,571  | \$32,453  | \$32,490  | \$33,313  |
| GS-2  | \$29,946  | \$30,658  | \$31,651  | \$32,490  | \$32,853  | \$33,819  | \$34,785  | \$35,750  | \$36,716  | \$37,682  |
| GS-3  | \$32,676  | \$33,766  | \$34,855  | \$35,945  | \$37,035  | \$38,124  | \$39,214  | \$40,304  | \$41,393  | \$42,483  |
| GS-4  | \$36,680  | \$37,903  | \$39,126  | \$40,349  | \$41,572  | \$42,794  | \$44,017  | \$45,240  | \$46,463  | \$47,686  |
| GS-5  | \$41,038  | \$42,406  | \$43,774  | \$45,142  | \$46,510  | \$47,878  | \$49,246  | \$50,614  | \$51,982  | \$53,350  |
| GS-6  | \$45,746  | \$47,271  | \$48,796  | \$50,321  | \$51,846  | \$53,370  | \$54,895  | \$56,420  | \$57,945  | \$59,470  |
| GS-7  | \$50,835  | \$52,530  | \$54,224  | \$55,919  | \$57,614  | \$59,308  | \$61,003  | \$62,697  | \$64,392  | \$66,087  |
| GS-8  | \$56,297  | \$58,174  | \$60,050  | \$61,926  | \$63,802  | \$65,679  | \$67,555  | \$69,431  | \$71,308  | \$73,184  |
| GS-9  | \$62,181  | \$64,254  | \$66,327  | \$68,401  | \$70,474  | \$72,547  | \$74,620  | \$76,693  | \$78,767  | \$80,840  |
| GS-10 | \$68,475  | \$70,757  | \$73,039  | \$75,321  | \$77,603  | \$79,885  | \$82,167  | \$84,448  | \$86,730  | \$89,012  |
| GS-11 | \$75,233  | \$77,742  | \$80,250  | \$82,759  | \$85,267  | \$87,775  | \$90,284  | \$92,792  | \$95,300  | \$97,809  |
| GS-12 | \$90,173  | \$93,179  | \$96,185  | \$99,191  | \$102,197 | \$105,203 | \$108,209 | \$111,215 | \$114,221 | \$117,227 |
| GS-13 | \$107,228 | \$110,802 | \$114,377 | \$117,951 | \$121,526 | \$125,100 | \$128,675 | \$132,249 | \$135,824 | \$139,398 |
| GS-14 | \$126,711 | \$130,935 | \$135,160 | \$139,384 | \$143,608 | \$147,832 | \$152,057 | \$156,281 | \$160,505 | \$164,729 |
| GS-15 | \$149,045 | \$154,013 | \$158,981 | \$163,950 | \$168,918 | \$173,887 | \$178,855 | \$183,823 | \$188,792 | \$193,760 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Philadelphia-Reading-Camden, PA-NJ-DE-MD

Locality pay: 28.99% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$29,131  | \$30,108  | \$31,076  | \$32,041  | \$33,007  | \$33,574  | \$34,532  | \$35,497  | \$35,537  | \$36,437  |
| GS-2  | \$32,754  | \$33,534  | \$34,620  | \$35,537  | \$35,934  | \$36,990  | \$38,047  | \$39,103  | \$40,160  | \$41,216  |
| GS-3  | \$35,741  | \$36,932  | \$38,124  | \$39,316  | \$40,508  | \$41,700  | \$42,892  | \$44,084  | \$45,275  | \$46,467  |
| GS-4  | \$40,120  | \$41,457  | \$42,795  | \$44,133  | \$45,470  | \$46,808  | \$48,146  | \$49,483  | \$50,821  | \$52,158  |
| GS-5  | \$44,887  | \$46,384  | \$47,880  | \$49,376  | \$50,872  | \$52,369  | \$53,865  | \$55,361  | \$56,858  | \$58,354  |
| GS-6  | \$50,037  | \$51,704  | \$53,372  | \$55,040  | \$56,708  | \$58,376  | \$60,044  | \$61,711  | \$63,379  | \$65,047  |
| GS-7  | \$55,602  | \$57,456  | \$59,310  | \$61,163  | \$63,017  | \$64,870  | \$66,724  | \$68,578  | \$70,431  | \$72,285  |
| GS-8  | \$61,577  | \$63,629  | \$65,682  | \$67,734  | \$69,786  | \$71,838  | \$73,891  | \$75,943  | \$77,995  | \$80,047  |
| GS-9  | \$68,013  | \$70,280  | \$72,548  | \$74,815  | \$77,083  | \$79,351  | \$81,618  | \$83,886  | \$86,154  | \$88,421  |
| GS-10 | \$74,897  | \$77,393  | \$79,889  | \$82,385  | \$84,881  | \$87,377  | \$89,872  | \$92,368  | \$94,864  | \$97,360  |
| GS-11 | \$82,289  | \$85,033  | \$87,776  | \$90,520  | \$93,264  | \$96,007  | \$98,751  | \$101,494 | \$104,238 | \$106,982 |
| GS-12 | \$98,630  | \$101,918 | \$105,206 | \$108,493 | \$111,781 | \$115,069 | \$118,357 | \$121,645 | \$124,933 | \$128,221 |
| GS-13 | \$117,284 | \$121,194 | \$125,104 | \$129,013 | \$132,923 | \$136,833 | \$140,742 | \$144,652 | \$148,562 | \$152,471 |
| GS-14 | \$138,595 | \$143,215 | \$147,835 | \$152,456 | \$157,076 | \$161,697 | \$166,317 | \$170,938 | \$175,558 | \$180,178 |
| GS-15 | \$163,023 | \$168,457 | \$173,891 | \$179,326 | \$184,760 | \$190,194 | \$195,629 | \$197,200 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Phoenix-Mesa, AZ

Locality pay: 22.45% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,654  | \$28,581  | \$29,501  | \$30,417  | \$31,334  | \$31,871  | \$32,781  | \$33,697  | \$33,735  | \$34,590  |
| GS-2  | \$31,094  | \$31,833  | \$32,864  | \$33,735  | \$34,112  | \$35,115  | \$36,118  | \$37,121  | \$38,124  | \$39,126  |
| GS-3  | \$33,928  | \$35,060  | \$36,191  | \$37,323  | \$38,454  | \$39,586  | \$40,717  | \$41,849  | \$42,980  | \$44,111  |
| GS-4  | \$38,086  | \$39,355  | \$40,625  | \$41,895  | \$43,165  | \$44,435  | \$45,704  | \$46,974  | \$48,244  | \$49,514  |
| GS-5  | \$42,611  | \$44,032  | \$45,452  | \$46,873  | \$48,293  | \$49,713  | \$51,134  | \$52,554  | \$53,975  | \$55,395  |
| GS-6  | \$47,500  | \$49,083  | \$50,666  | \$52,249  | \$53,833  | \$55,416  | \$56,999  | \$58,583  | \$60,166  | \$61,749  |
| GS-7  | \$52,783  | \$54,543  | \$56,303  | \$58,062  | \$59,822  | \$61,581  | \$63,341  | \$65,101  | \$66,860  | \$68,620  |
| GS-8  | \$58,455  | \$60,403  | \$62,352  | \$64,300  | \$66,248  | \$68,196  | \$70,144  | \$72,092  | \$74,041  | \$75,989  |
| GS-9  | \$64,564  | \$66,717  | \$68,870  | \$71,022  | \$73,175  | \$75,328  | \$77,480  | \$79,633  | \$81,786  | \$83,938  |
| GS-10 | \$71,099  | \$73,469  | \$75,838  | \$78,208  | \$80,577  | \$82,946  | \$85,316  | \$87,685  | \$90,055  | \$92,424  |
| GS-11 | \$78,117  | \$80,721  | \$83,326  | \$85,931  | \$88,535  | \$91,140  | \$93,744  | \$96,349  | \$98,953  | \$101,558 |
| GS-12 | \$93,629  | \$96,750  | \$99,871  | \$102,993 | \$106,114 | \$109,235 | \$112,356 | \$115,478 | \$118,599 | \$121,720 |
| GS-13 | \$111,338 | \$115,049 | \$118,761 | \$122,472 | \$126,184 | \$129,895 | \$133,606 | \$137,318 | \$141,029 | \$144,741 |
| GS-14 | \$131,568 | \$135,954 | \$140,340 | \$144,726 | \$149,112 | \$153,498 | \$157,885 | \$162,271 | \$166,657 | \$171,043 |
| GS-15 | \$154,757 | \$159,916 | \$165,075 | \$170,234 | \$175,392 | \$180,551 | \$185,710 | \$190,869 | \$196,028 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Pittsburgh-New Castle-Weirton, PA-OH-WV

Locality pay: 21.03% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,333  | \$28,250  | \$29,159  | \$30,064  | \$30,970  | \$31,502  | \$32,401  | \$33,306  | \$33,344  | \$34,189  |
| GS-2  | \$30,733  | \$31,464  | \$32,483  | \$33,344  | \$33,717  | \$34,708  | \$35,699  | \$36,690  | \$37,681  | \$38,673  |
| GS-3  | \$33,535  | \$34,653  | \$35,772  | \$36,890  | \$38,008  | \$39,127  | \$40,245  | \$41,363  | \$42,482  | \$43,600  |
| GS-4  | \$37,644  | \$38,899  | \$40,154  | \$41,409  | \$42,664  | \$43,919  | \$45,174  | \$46,430  | \$47,685  | \$48,940  |
| GS-5  | \$42,117  | \$43,521  | \$44,925  | \$46,329  | \$47,733  | \$49,137  | \$50,541  | \$51,945  | \$53,349  | \$54,753  |
| GS-6  | \$46,949  | \$48,514  | \$50,079  | \$51,644  | \$53,208  | \$54,773  | \$56,338  | \$57,903  | \$59,468  | \$61,033  |
| GS-7  | \$52,171  | \$53,910  | \$55,650  | \$57,389  | \$59,128  | \$60,867  | \$62,606  | \$64,346  | \$66,085  | \$67,824  |
| GS-8  | \$57,777  | \$59,703  | \$61,628  | \$63,554  | \$65,480  | \$67,405  | \$69,331  | \$71,256  | \$73,182  | \$75,108  |
| GS-9  | \$63,815  | \$65,943  | \$68,071  | \$70,199  | \$72,326  | \$74,454  | \$76,582  | \$78,709  | \$80,837  | \$82,965  |
| GS-10 | \$70,275  | \$72,617  | \$74,959  | \$77,301  | \$79,643  | \$81,985  | \$84,326  | \$86,668  | \$89,010  | \$91,352  |
| GS-11 | \$77,211  | \$79,785  | \$82,360  | \$84,934  | \$87,508  | \$90,083  | \$92,657  | \$95,231  | \$97,806  | \$100,380 |
| GS-12 | \$92,543  | \$95,628  | \$98,713  | \$101,798 | \$104,883 | \$107,968 | \$111,053 | \$114,139 | \$117,224 | \$120,309 |
| GS-13 | \$110,047 | \$113,715 | \$117,383 | \$121,052 | \$124,720 | \$128,389 | \$132,057 | \$135,725 | \$139,394 | \$143,062 |
| GS-14 | \$130,042 | \$134,377 | \$138,712 | \$143,048 | \$147,383 | \$151,718 | \$156,054 | \$160,389 | \$164,724 | \$169,060 |
| GS-15 | \$152,963 | \$158,062 | \$163,161 | \$168,260 | \$173,359 | \$178,458 | \$183,557 | \$188,656 | \$193,755 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

## Portland-Vancouver-Salem, OR-WA

Locality pay: 26.13% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade        | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>GS-1</b>  | \$28,485  | \$29,440  | \$30,387  | \$31,331  | \$32,275  | \$32,829  | \$33,766  | \$34,710  | \$34,749  | \$35,629  |
| <b>GS-2</b>  | \$32,028  | \$32,790  | \$33,852  | \$34,749  | \$35,137  | \$36,170  | \$37,203  | \$38,236  | \$39,269  | \$40,302  |
| <b>GS-3</b>  | \$34,948  | \$36,114  | \$37,279  | \$38,444  | \$39,610  | \$40,775  | \$41,941  | \$43,106  | \$44,272  | \$45,437  |
| <b>GS-4</b>  | \$39,230  | \$40,538  | \$41,846  | \$43,154  | \$44,462  | \$45,770  | \$47,078  | \$48,386  | \$49,694  | \$51,002  |
| <b>GS-5</b>  | \$43,892  | \$45,355  | \$46,818  | \$48,281  | \$49,744  | \$51,208  | \$52,671  | \$54,134  | \$55,597  | \$57,060  |
| <b>GS-6</b>  | \$48,927  | \$50,558  | \$52,189  | \$53,820  | \$55,451  | \$57,081  | \$58,712  | \$60,343  | \$61,974  | \$63,605  |
| <b>GS-7</b>  | \$54,370  | \$56,182  | \$57,995  | \$59,807  | \$61,620  | \$63,432  | \$65,245  | \$67,057  | \$68,870  | \$70,682  |
| <b>GS-8</b>  | \$60,212  | \$62,219  | \$64,225  | \$66,232  | \$68,239  | \$70,246  | \$72,252  | \$74,259  | \$76,266  | \$78,272  |
| <b>GS-9</b>  | \$66,505  | \$68,722  | \$70,939  | \$73,157  | \$75,374  | \$77,591  | \$79,809  | \$82,026  | \$84,243  | \$86,461  |
| <b>GS-10</b> | \$73,236  | \$75,677  | \$78,117  | \$80,558  | \$82,999  | \$85,439  | \$87,880  | \$90,320  | \$92,761  | \$95,202  |
| <b>GS-11</b> | \$80,465  | \$83,147  | \$85,830  | \$88,513  | \$91,196  | \$93,879  | \$96,561  | \$99,244  | \$101,927 | \$104,610 |
| <b>GS-12</b> | \$96,443  | \$99,658  | \$102,873 | \$106,088 | \$109,303 | \$112,518 | \$115,733 | \$118,948 | \$122,163 | \$125,378 |
| <b>GS-13</b> | \$114,684 | \$118,507 | \$122,330 | \$126,153 | \$129,976 | \$133,799 | \$137,622 | \$141,445 | \$145,268 | \$149,091 |
| <b>GS-14</b> | \$135,522 | \$140,040 | \$144,558 | \$149,076 | \$153,594 | \$158,112 | \$162,629 | \$167,147 | \$171,665 | \$176,183 |
| <b>GS-15</b> | \$159,408 | \$164,722 | \$170,036 | \$175,350 | \$180,664 | \$185,977 | \$191,291 | \$196,605 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Raleigh-Durham-Cary, NC

Locality pay: 22.24% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,607  | \$28,532  | \$29,450  | \$30,364  | \$31,280  | \$31,817  | \$32,725  | \$33,639  | \$33,677  | \$34,530  |
| GS-2  | \$31,040  | \$31,779  | \$32,808  | \$33,677  | \$34,054  | \$35,055  | \$36,056  | \$37,057  | \$38,058  | \$39,059  |
| GS-3  | \$33,870  | \$35,000  | \$36,129  | \$37,259  | \$38,388  | \$39,518  | \$40,647  | \$41,777  | \$42,906  | \$44,036  |
| GS-4  | \$38,020  | \$39,288  | \$40,556  | \$41,823  | \$43,091  | \$44,358  | \$45,626  | \$46,894  | \$48,161  | \$49,429  |
| GS-5  | \$42,538  | \$43,956  | \$45,374  | \$46,792  | \$48,210  | \$49,628  | \$51,046  | \$52,464  | \$53,882  | \$55,300  |
| GS-6  | \$47,418  | \$48,999  | \$50,579  | \$52,160  | \$53,740  | \$55,321  | \$56,901  | \$58,482  | \$60,063  | \$61,643  |
| GS-7  | \$52,693  | \$54,449  | \$56,206  | \$57,963  | \$59,719  | \$61,476  | \$63,232  | \$64,989  | \$66,745  | \$68,502  |
| GS-8  | \$58,355  | \$60,300  | \$62,245  | \$64,189  | \$66,134  | \$68,079  | \$70,024  | \$71,969  | \$73,914  | \$75,858  |
| GS-9  | \$64,453  | \$66,602  | \$68,751  | \$70,900  | \$73,049  | \$75,198  | \$77,347  | \$79,496  | \$81,645  | \$83,794  |
| GS-10 | \$70,977  | \$73,343  | \$75,708  | \$78,073  | \$80,439  | \$82,804  | \$85,169  | \$87,535  | \$89,900  | \$92,266  |
| GS-11 | \$77,983  | \$80,583  | \$83,183  | \$85,783  | \$88,383  | \$90,983  | \$93,583  | \$96,183  | \$98,783  | \$101,383 |
| GS-12 | \$93,468  | \$96,584  | \$99,700  | \$102,816 | \$105,932 | \$109,048 | \$112,164 | \$115,280 | \$118,396 | \$121,511 |
| GS-13 | \$111,147 | \$114,852 | \$118,557 | \$122,262 | \$125,967 | \$129,672 | \$133,377 | \$137,082 | \$140,787 | \$144,493 |
| GS-14 | \$131,342 | \$135,721 | \$140,099 | \$144,478 | \$148,857 | \$153,235 | \$157,614 | \$161,992 | \$166,371 | \$170,750 |
| GS-15 | \$154,492 | \$159,642 | \$164,792 | \$169,942 | \$175,092 | \$180,242 | \$185,392 | \$190,542 | \$195,692 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Reno-Fernley, NV

Locality pay: 17.52% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$26,541  | \$27,430  | \$28,313  | \$29,192  | \$30,072  | \$30,588  | \$31,461  | \$32,340  | \$32,377  | \$33,197  |
| GS-2  | \$29,842  | \$30,552  | \$31,541  | \$32,377  | \$32,739  | \$33,701  | \$34,664  | \$35,626  | \$36,589  | \$37,551  |
| GS-3  | \$32,562  | \$33,648  | \$34,734  | \$35,820  | \$36,906  | \$37,992  | \$39,078  | \$40,164  | \$41,250  | \$42,335  |
| GS-4  | \$36,552  | \$37,771  | \$38,990  | \$40,208  | \$41,427  | \$42,646  | \$43,864  | \$45,083  | \$46,302  | \$47,520  |
| GS-5  | \$40,896  | \$42,259  | \$43,622  | \$44,985  | \$46,349  | \$47,712  | \$49,075  | \$50,438  | \$51,802  | \$53,165  |
| GS-6  | \$45,587  | \$47,107  | \$48,626  | \$50,146  | \$51,665  | \$53,185  | \$54,704  | \$56,224  | \$57,743  | \$59,263  |
| GS-7  | \$50,658  | \$52,347  | \$54,036  | \$55,724  | \$57,413  | \$59,102  | \$60,791  | \$62,480  | \$64,168  | \$65,857  |
| GS-8  | \$56,102  | \$57,971  | \$59,841  | \$61,711  | \$63,581  | \$65,450  | \$67,320  | \$69,190  | \$71,060  | \$72,929  |
| GS-9  | \$61,965  | \$64,031  | \$66,097  | \$68,163  | \$70,229  | \$72,295  | \$74,361  | \$76,427  | \$78,493  | \$80,559  |
| GS-10 | \$68,237  | \$70,511  | \$72,785  | \$75,059  | \$77,333  | \$79,607  | \$81,881  | \$84,155  | \$86,429  | \$88,703  |
| GS-11 | \$74,972  | \$77,472  | \$79,971  | \$82,471  | \$84,970  | \$87,470  | \$89,970  | \$92,469  | \$94,969  | \$97,469  |
| GS-12 | \$89,859  | \$92,855  | \$95,850  | \$98,846  | \$101,842 | \$104,837 | \$107,833 | \$110,828 | \$113,824 | \$116,820 |
| GS-13 | \$106,855 | \$110,417 | \$113,979 | \$117,541 | \$121,103 | \$124,665 | \$128,227 | \$131,789 | \$135,351 | \$138,913 |
| GS-14 | \$126,271 | \$130,480 | \$134,690 | \$138,899 | \$143,109 | \$147,318 | \$151,528 | \$155,738 | \$159,947 | \$164,157 |
| GS-15 | \$148,526 | \$153,478 | \$158,429 | \$163,380 | \$168,331 | \$173,282 | \$178,233 | \$183,184 | \$188,135 | \$193,087 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Rest of United States

Locality pay: 17.06% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$26,437  | \$27,323  | \$28,202  | \$29,078  | \$29,954  | \$30,468  | \$31,338  | \$32,214  | \$32,250  | \$33,067  |
| GS-2  | \$29,725  | \$30,432  | \$31,418  | \$32,250  | \$32,611  | \$33,569  | \$34,528  | \$35,487  | \$36,445  | \$37,404  |
| GS-3  | \$32,435  | \$33,517  | \$34,598  | \$35,680  | \$36,762  | \$37,843  | \$38,925  | \$40,006  | \$41,088  | \$42,170  |
| GS-4  | \$36,409  | \$37,623  | \$38,837  | \$40,051  | \$41,265  | \$42,479  | \$43,693  | \$44,907  | \$46,120  | \$47,334  |
| GS-5  | \$40,736  | \$42,094  | \$43,452  | \$44,809  | \$46,167  | \$47,525  | \$48,883  | \$50,241  | \$51,599  | \$52,957  |
| GS-6  | \$45,409  | \$46,922  | \$48,436  | \$49,950  | \$51,463  | \$52,977  | \$54,490  | \$56,004  | \$57,517  | \$59,031  |
| GS-7  | \$50,460  | \$52,142  | \$53,824  | \$55,506  | \$57,188  | \$58,871  | \$60,553  | \$62,235  | \$63,917  | \$65,599  |
| GS-8  | \$55,882  | \$57,745  | \$59,607  | \$61,469  | \$63,332  | \$65,194  | \$67,057  | \$68,919  | \$70,781  | \$72,644  |
| GS-9  | \$61,722  | \$63,780  | \$65,838  | \$67,896  | \$69,954  | \$72,012  | \$74,070  | \$76,128  | \$78,186  | \$80,243  |
| GS-10 | \$67,970  | \$70,235  | \$72,500  | \$74,765  | \$77,030  | \$79,295  | \$81,560  | \$83,825  | \$86,091  | \$88,356  |
| GS-11 | \$74,678  | \$77,168  | \$79,658  | \$82,148  | \$84,638  | \$87,128  | \$89,618  | \$92,107  | \$94,597  | \$97,087  |
| GS-12 | \$89,508  | \$92,491  | \$95,475  | \$98,459  | \$101,443 | \$104,427 | \$107,411 | \$110,395 | \$113,378 | \$116,362 |
| GS-13 | \$106,437 | \$109,985 | \$113,533 | \$117,081 | \$120,629 | \$124,177 | \$127,725 | \$131,273 | \$134,822 | \$138,370 |
| GS-14 | \$125,776 | \$129,969 | \$134,162 | \$138,356 | \$142,549 | \$146,742 | \$150,935 | \$155,128 | \$159,321 | \$163,514 |
| GS-15 | \$147,945 | \$152,877 | \$157,809 | \$162,740 | \$167,672 | \$172,604 | \$177,536 | \$182,467 | \$187,399 | \$192,331 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Richmond, VA

Locality pay: 22.28% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,616  | \$28,541  | \$29,460  | \$30,374  | \$31,290  | \$31,827  | \$32,736  | \$33,650  | \$33,688  | \$34,542  |
| GS-2  | \$31,051  | \$31,789  | \$32,819  | \$33,688  | \$34,065  | \$35,066  | \$36,068  | \$37,069  | \$38,071  | \$39,072  |
| GS-3  | \$33,881  | \$35,011  | \$36,141  | \$37,271  | \$38,401  | \$39,531  | \$40,661  | \$41,790  | \$42,920  | \$44,050  |
| GS-4  | \$38,033  | \$39,301  | \$40,569  | \$41,837  | \$43,105  | \$44,373  | \$45,641  | \$46,909  | \$48,177  | \$49,445  |
| GS-5  | \$42,552  | \$43,971  | \$45,389  | \$46,808  | \$48,226  | \$49,644  | \$51,063  | \$52,481  | \$53,900  | \$55,318  |
| GS-6  | \$47,434  | \$49,015  | \$50,596  | \$52,177  | \$53,758  | \$55,339  | \$56,920  | \$58,501  | \$60,082  | \$61,663  |
| GS-7  | \$52,710  | \$54,467  | \$56,224  | \$57,982  | \$59,739  | \$61,496  | \$63,253  | \$65,010  | \$66,767  | \$68,524  |
| GS-8  | \$58,374  | \$60,320  | \$62,265  | \$64,210  | \$66,156  | \$68,101  | \$70,047  | \$71,992  | \$73,938  | \$75,883  |
| GS-9  | \$64,475  | \$66,624  | \$68,774  | \$70,924  | \$73,073  | \$75,223  | \$77,373  | \$79,522  | \$81,672  | \$83,822  |
| GS-10 | \$71,001  | \$73,367  | \$75,733  | \$78,099  | \$80,465  | \$82,831  | \$85,197  | \$87,563  | \$89,930  | \$92,296  |
| GS-11 | \$78,009  | \$80,609  | \$83,210  | \$85,811  | \$88,412  | \$91,013  | \$93,614  | \$96,215  | \$98,816  | \$101,417 |
| GS-12 | \$93,499  | \$96,616  | \$99,733  | \$102,850 | \$105,967 | \$109,084 | \$112,200 | \$115,317 | \$118,434 | \$121,551 |
| GS-13 | \$111,183 | \$114,889 | \$118,596 | \$122,302 | \$126,008 | \$129,715 | \$133,421 | \$137,127 | \$140,834 | \$144,540 |
| GS-14 | \$131,385 | \$135,765 | \$140,145 | \$144,525 | \$148,905 | \$153,285 | \$157,665 | \$162,045 | \$166,426 | \$170,806 |
| GS-15 | \$154,542 | \$159,694 | \$164,846 | \$169,997 | \$175,149 | \$180,301 | \$185,452 | \$190,604 | \$195,756 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Rochester-Batavia-Seneca Falls, NY

Locality pay: 17.88% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$26,622  | \$27,514  | \$28,400  | \$29,281  | \$30,164  | \$30,682  | \$31,558  | \$32,439  | \$32,476  | \$33,299  |
| GS-2  | \$29,933  | \$30,645  | \$31,638  | \$32,476  | \$32,839  | \$33,804  | \$34,770  | \$35,735  | \$36,701  | \$37,666  |
| GS-3  | \$32,662  | \$33,751  | \$34,841  | \$35,930  | \$37,019  | \$38,108  | \$39,197  | \$40,287  | \$41,376  | \$42,465  |
| GS-4  | \$36,664  | \$37,887  | \$39,109  | \$40,331  | \$41,554  | \$42,776  | \$43,999  | \$45,221  | \$46,444  | \$47,666  |
| GS-5  | \$41,021  | \$42,388  | \$43,756  | \$45,123  | \$46,491  | \$47,858  | \$49,226  | \$50,593  | \$51,960  | \$53,328  |
| GS-6  | \$45,727  | \$47,251  | \$48,775  | \$50,299  | \$51,824  | \$53,348  | \$54,872  | \$56,396  | \$57,920  | \$59,445  |
| GS-7  | \$50,813  | \$52,507  | \$54,201  | \$55,895  | \$57,589  | \$59,283  | \$60,977  | \$62,671  | \$64,365  | \$66,059  |
| GS-8  | \$56,274  | \$58,149  | \$60,024  | \$61,900  | \$63,775  | \$65,651  | \$67,526  | \$69,402  | \$71,277  | \$73,153  |
| GS-9  | \$62,155  | \$64,227  | \$66,299  | \$68,372  | \$70,444  | \$72,516  | \$74,589  | \$76,661  | \$78,733  | \$80,806  |
| GS-10 | \$68,446  | \$70,727  | \$73,008  | \$75,289  | \$77,570  | \$79,851  | \$82,132  | \$84,413  | \$86,694  | \$88,975  |
| GS-11 | \$75,202  | \$77,709  | \$80,216  | \$82,723  | \$85,231  | \$87,738  | \$90,245  | \$92,753  | \$95,260  | \$97,767  |
| GS-12 | \$90,135  | \$93,139  | \$96,144  | \$99,149  | \$102,154 | \$105,158 | \$108,163 | \$111,168 | \$114,173 | \$117,177 |
| GS-13 | \$107,182 | \$110,755 | \$114,328 | \$117,901 | \$121,474 | \$125,047 | \$128,620 | \$132,193 | \$135,766 | \$139,339 |
| GS-14 | \$126,657 | \$130,880 | \$135,102 | \$139,325 | \$143,547 | \$147,770 | \$151,992 | \$156,215 | \$160,437 | \$164,659 |
| GS-15 | \$148,981 | \$153,948 | \$158,914 | \$163,880 | \$168,847 | \$173,813 | \$178,779 | \$183,745 | \$188,712 | \$193,678 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Sacramento-Roseville, CA-NV

Locality pay: 29.76% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$29,305  | \$30,287  | \$31,262  | \$32,232  | \$33,204  | \$33,774  | \$34,738  | \$35,709  | \$35,749  | \$36,655  |
| GS-2  | \$32,950  | \$33,734  | \$34,826  | \$35,749  | \$36,149  | \$37,211  | \$38,274  | \$39,337  | \$40,399  | \$41,462  |
| GS-3  | \$35,954  | \$37,153  | \$38,352  | \$39,551  | \$40,750  | \$41,949  | \$43,148  | \$44,347  | \$45,546  | \$46,745  |
| GS-4  | \$40,359  | \$41,705  | \$43,050  | \$44,396  | \$45,742  | \$47,087  | \$48,433  | \$49,779  | \$51,124  | \$52,470  |
| GS-5  | \$45,155  | \$46,660  | \$48,166  | \$49,671  | \$51,176  | \$52,681  | \$54,186  | \$55,692  | \$57,197  | \$58,702  |
| GS-6  | \$50,335  | \$52,013  | \$53,691  | \$55,369  | \$57,046  | \$58,724  | \$60,402  | \$62,080  | \$63,758  | \$65,435  |
| GS-7  | \$55,934  | \$57,799  | \$59,664  | \$61,528  | \$63,393  | \$65,258  | \$67,122  | \$68,987  | \$70,852  | \$72,716  |
| GS-8  | \$61,945  | \$64,009  | \$66,074  | \$68,138  | \$70,203  | \$72,267  | \$74,332  | \$76,396  | \$78,461  | \$80,525  |
| GS-9  | \$68,419  | \$70,700  | \$72,981  | \$75,262  | \$77,543  | \$79,824  | \$82,106  | \$84,387  | \$86,668  | \$88,949  |
| GS-10 | \$75,344  | \$77,855  | \$80,366  | \$82,876  | \$85,387  | \$87,898  | \$90,409  | \$92,920  | \$95,431  | \$97,942  |
| GS-11 | \$82,780  | \$85,540  | \$88,300  | \$91,060  | \$93,820  | \$96,580  | \$99,340  | \$102,100 | \$104,860 | \$107,620 |
| GS-12 | \$99,218  | \$102,526 | \$105,834 | \$109,141 | \$112,449 | \$115,756 | \$119,064 | \$122,371 | \$125,679 | \$128,987 |
| GS-13 | \$117,984 | \$121,917 | \$125,850 | \$129,783 | \$133,716 | \$137,649 | \$141,582 | \$145,515 | \$149,448 | \$153,382 |
| GS-14 | \$139,422 | \$144,070 | \$148,718 | \$153,366 | \$158,014 | \$162,662 | \$167,310 | \$171,958 | \$176,606 | \$181,254 |
| GS-15 | \$163,996 | \$169,463 | \$174,929 | \$180,396 | \$185,863 | \$191,330 | \$196,797 | \$197,200 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

San Antonio-New Braunfels-Pearsall, TX

Locality pay: 18.78% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$26,825  | \$27,724  | \$28,616  | \$29,505  | \$30,395  | \$30,916  | \$31,799  | \$32,687  | \$32,724  | \$33,553  |
| GS-2  | \$30,162  | \$30,879  | \$31,879  | \$32,724  | \$33,090  | \$34,063  | \$35,035  | \$36,008  | \$36,981  | \$37,954  |
| GS-3  | \$32,912  | \$34,009  | \$35,107  | \$36,204  | \$37,302  | \$38,399  | \$39,497  | \$40,594  | \$41,692  | \$42,789  |
| GS-4  | \$36,944  | \$38,176  | \$39,408  | \$40,639  | \$41,871  | \$43,103  | \$44,335  | \$45,566  | \$46,798  | \$48,030  |
| GS-5  | \$41,334  | \$42,712  | \$44,090  | \$45,468  | \$46,846  | \$48,223  | \$49,601  | \$50,979  | \$52,357  | \$53,735  |
| GS-6  | \$46,076  | \$47,612  | \$49,148  | \$50,683  | \$52,219  | \$53,755  | \$55,291  | \$56,827  | \$58,363  | \$59,898  |
| GS-7  | \$51,201  | \$52,908  | \$54,615  | \$56,322  | \$58,029  | \$59,736  | \$61,443  | \$63,149  | \$64,856  | \$66,563  |
| GS-8  | \$56,703  | \$58,593  | \$60,483  | \$62,373  | \$64,262  | \$66,152  | \$68,042  | \$69,932  | \$71,822  | \$73,711  |
| GS-9  | \$62,629  | \$64,717  | \$66,805  | \$68,894  | \$70,982  | \$73,070  | \$75,158  | \$77,246  | \$79,334  | \$81,423  |
| GS-10 | \$68,968  | \$71,267  | \$73,565  | \$75,864  | \$78,162  | \$80,460  | \$82,759  | \$85,057  | \$87,356  | \$89,654  |
| GS-11 | \$75,776  | \$78,302  | \$80,829  | \$83,355  | \$85,882  | \$88,408  | \$90,934  | \$93,461  | \$95,987  | \$98,514  |
| GS-12 | \$90,823  | \$93,850  | \$96,878  | \$99,906  | \$102,934 | \$105,961 | \$108,989 | \$112,017 | \$115,044 | \$118,072 |
| GS-13 | \$108,001 | \$111,601 | \$115,201 | \$118,801 | \$122,402 | \$126,002 | \$129,602 | \$133,202 | \$136,802 | \$140,403 |
| GS-14 | \$127,624 | \$131,879 | \$136,134 | \$140,388 | \$144,643 | \$148,898 | \$153,153 | \$157,407 | \$161,662 | \$165,917 |
| GS-15 | \$150,119 | \$155,123 | \$160,127 | \$165,132 | \$170,136 | \$175,140 | \$180,144 | \$185,148 | \$190,153 | \$195,157 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

San Diego-Chula Vista-Carlsbad, CA

Locality pay: 33.72% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$30,199  | \$31,212  | \$32,216  | \$33,216  | \$34,218  | \$34,805  | \$35,798  | \$36,798  | \$36,840  | \$37,773  |
| GS-2  | \$33,956  | \$34,763  | \$35,889  | \$36,840  | \$37,252  | \$38,347  | \$39,442  | \$40,537  | \$41,632  | \$42,728  |
| GS-3  | \$37,051  | \$38,287  | \$39,522  | \$40,758  | \$41,993  | \$43,229  | \$44,465  | \$45,700  | \$46,936  | \$48,171  |
| GS-4  | \$41,591  | \$42,978  | \$44,364  | \$45,751  | \$47,138  | \$48,524  | \$49,911  | \$51,298  | \$52,684  | \$54,071  |
| GS-5  | \$46,533  | \$48,084  | \$49,636  | \$51,187  | \$52,738  | \$54,289  | \$55,840  | \$57,391  | \$58,942  | \$60,494  |
| GS-6  | \$51,871  | \$53,600  | \$55,329  | \$57,058  | \$58,787  | \$60,516  | \$62,245  | \$63,974  | \$65,703  | \$67,432  |
| GS-7  | \$57,641  | \$59,563  | \$61,484  | \$63,406  | \$65,328  | \$67,249  | \$69,171  | \$71,092  | \$73,014  | \$74,935  |
| GS-8  | \$63,835  | \$65,963  | \$68,090  | \$70,218  | \$72,345  | \$74,473  | \$76,600  | \$78,728  | \$80,855  | \$82,983  |
| GS-9  | \$70,507  | \$72,857  | \$75,208  | \$77,559  | \$79,910  | \$82,261  | \$84,611  | \$86,962  | \$89,313  | \$91,664  |
| GS-10 | \$77,643  | \$80,231  | \$82,818  | \$85,406  | \$87,993  | \$90,581  | \$93,168  | \$95,756  | \$98,343  | \$100,931 |
| GS-11 | \$85,307  | \$88,151  | \$90,995  | \$93,839  | \$96,684  | \$99,528  | \$102,372 | \$105,216 | \$108,060 | \$110,905 |
| GS-12 | \$102,246 | \$105,655 | \$109,063 | \$112,472 | \$115,880 | \$119,289 | \$122,697 | \$126,106 | \$129,515 | \$132,923 |
| GS-13 | \$121,585 | \$125,638 | \$129,691 | \$133,744 | \$137,797 | \$141,850 | \$145,903 | \$149,956 | \$154,009 | \$158,062 |
| GS-14 | \$143,677 | \$148,467 | \$153,256 | \$158,046 | \$162,836 | \$167,626 | \$172,416 | \$177,206 | \$181,996 | \$186,785 |
| GS-15 | \$169,001 | \$174,634 | \$180,268 | \$185,902 | \$191,535 | \$197,169 | \$197,200 | \$197,200 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

San Jose-San Francisco-Oakland, CA

Locality pay: 46.34% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$33,049  | \$34,157  | \$35,256  | \$36,351  | \$37,447  | \$38,089  | \$39,177  | \$40,271  | \$40,317  | \$41,338  |
| GS-2  | \$37,160  | \$38,044  | \$39,276  | \$40,317  | \$40,767  | \$41,966  | \$43,164  | \$44,363  | \$45,561  | \$46,760  |
| GS-3  | \$40,548  | \$41,900  | \$43,252  | \$44,604  | \$45,957  | \$47,309  | \$48,661  | \$50,013  | \$51,365  | \$52,718  |
| GS-4  | \$45,516  | \$47,034  | \$48,551  | \$50,069  | \$51,586  | \$53,104  | \$54,621  | \$56,139  | \$57,656  | \$59,174  |
| GS-5  | \$50,925  | \$52,622  | \$54,320  | \$56,017  | \$57,715  | \$59,413  | \$61,110  | \$62,808  | \$64,505  | \$66,203  |
| GS-6  | \$56,767  | \$58,659  | \$60,551  | \$62,443  | \$64,335  | \$66,228  | \$68,120  | \$70,012  | \$71,904  | \$73,796  |
| GS-7  | \$63,081  | \$65,184  | \$67,287  | \$69,390  | \$71,493  | \$73,596  | \$75,699  | \$77,802  | \$79,905  | \$82,007  |
| GS-8  | \$69,860  | \$72,188  | \$74,516  | \$76,845  | \$79,173  | \$81,501  | \$83,829  | \$86,158  | \$88,486  | \$90,814  |
| GS-9  | \$77,161  | \$79,733  | \$82,306  | \$84,879  | \$87,451  | \$90,024  | \$92,597  | \$95,169  | \$97,742  | \$100,315 |
| GS-10 | \$84,971  | \$87,803  | \$90,634  | \$93,466  | \$96,298  | \$99,129  | \$101,961 | \$104,793 | \$107,624 | \$110,456 |
| GS-11 | \$93,358  | \$96,470  | \$99,583  | \$102,696 | \$105,808 | \$108,921 | \$112,034 | \$115,146 | \$118,259 | \$121,371 |
| GS-12 | \$111,896 | \$115,626 | \$119,356 | \$123,087 | \$126,817 | \$130,547 | \$134,277 | \$138,007 | \$141,738 | \$145,468 |
| GS-13 | \$133,060 | \$137,495 | \$141,931 | \$146,366 | \$150,802 | \$155,237 | \$159,673 | \$164,109 | \$168,544 | \$172,980 |
| GS-14 | \$157,236 | \$162,478 | \$167,720 | \$172,962 | \$178,204 | \$183,446 | \$188,688 | \$193,930 | \$197,200 | \$197,200 |
| GS-15 | \$184,950 | \$191,116 | \$197,200 | \$197,200 | \$197,200 | \$197,200 | \$197,200 | \$197,200 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Seattle-Tacoma, WA

Locality pay: 31.57% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$29,714  | \$30,710  | \$31,698  | \$32,682  | \$33,667  | \$34,245  | \$35,223  | \$36,207  | \$36,248  | \$37,166  |
| GS-2  | \$33,410  | \$34,204  | \$35,312  | \$36,248  | \$36,653  | \$37,730  | \$38,808  | \$39,885  | \$40,963  | \$42,041  |
| GS-3  | \$36,455  | \$37,671  | \$38,887  | \$40,103  | \$41,318  | \$42,534  | \$43,750  | \$44,965  | \$46,181  | \$47,397  |
| GS-4  | \$40,922  | \$42,287  | \$43,651  | \$45,015  | \$46,380  | \$47,744  | \$49,109  | \$50,473  | \$51,837  | \$53,202  |
| GS-5  | \$45,785  | \$47,311  | \$48,837  | \$50,364  | \$51,890  | \$53,416  | \$54,942  | \$56,469  | \$57,995  | \$59,521  |
| GS-6  | \$51,037  | \$52,739  | \$54,440  | \$56,141  | \$57,842  | \$59,543  | \$61,245  | \$62,946  | \$64,647  | \$66,348  |
| GS-7  | \$56,715  | \$58,605  | \$60,496  | \$62,387  | \$64,277  | \$66,168  | \$68,059  | \$69,949  | \$71,840  | \$73,731  |
| GS-8  | \$62,809  | \$64,902  | \$66,995  | \$69,089  | \$71,182  | \$73,275  | \$75,369  | \$77,462  | \$79,555  | \$81,648  |
| GS-9  | \$69,373  | \$71,686  | \$73,999  | \$76,312  | \$78,625  | \$80,938  | \$83,251  | \$85,564  | \$87,877  | \$90,190  |
| GS-10 | \$76,395  | \$78,941  | \$81,487  | \$84,032  | \$86,578  | \$89,124  | \$91,670  | \$94,216  | \$96,762  | \$99,308  |
| GS-11 | \$83,935  | \$86,734  | \$89,532  | \$92,331  | \$95,129  | \$97,928  | \$100,726 | \$103,525 | \$106,323 | \$109,122 |
| GS-12 | \$100,602 | \$103,956 | \$107,310 | \$110,664 | \$114,017 | \$117,371 | \$120,725 | \$124,078 | \$127,432 | \$130,786 |
| GS-13 | \$119,630 | \$123,618 | \$127,606 | \$131,594 | \$135,582 | \$139,569 | \$143,557 | \$147,545 | \$151,533 | \$155,521 |
| GS-14 | \$141,367 | \$146,080 | \$150,792 | \$155,505 | \$160,218 | \$164,931 | \$169,644 | \$174,357 | \$179,069 | \$183,782 |
| GS-15 | \$166,283 | \$171,826 | \$177,370 | \$182,913 | \$188,456 | \$193,999 | \$197,200 | \$197,200 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Spokane-Spokane Valley-Coeur d'Alene, WA-ID

Locality pay: 17.67% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$26,575  | \$27,465  | \$28,349  | \$29,229  | \$30,111  | \$30,627  | \$31,501  | \$32,382  | \$32,418  | \$33,239  |
| GS-2  | \$29,880  | \$30,591  | \$31,581  | \$32,418  | \$32,781  | \$33,744  | \$34,708  | \$35,672  | \$36,635  | \$37,599  |
| GS-3  | \$32,604  | \$33,691  | \$34,779  | \$35,866  | \$36,953  | \$38,040  | \$39,128  | \$40,215  | \$41,302  | \$42,389  |
| GS-4  | \$36,599  | \$37,819  | \$39,039  | \$40,260  | \$41,480  | \$42,700  | \$43,920  | \$45,141  | \$46,361  | \$47,581  |
| GS-5  | \$40,948  | \$42,313  | \$43,678  | \$45,043  | \$46,408  | \$47,773  | \$49,138  | \$50,503  | \$51,868  | \$53,233  |
| GS-6  | \$45,645  | \$47,167  | \$48,688  | \$50,210  | \$51,731  | \$53,253  | \$54,774  | \$56,296  | \$57,817  | \$59,339  |
| GS-7  | \$50,723  | \$52,414  | \$54,105  | \$55,796  | \$57,487  | \$59,177  | \$60,868  | \$62,559  | \$64,250  | \$65,941  |
| GS-8  | \$56,173  | \$58,045  | \$59,918  | \$61,790  | \$63,662  | \$65,534  | \$67,406  | \$69,278  | \$71,150  | \$73,022  |
| GS-9  | \$62,044  | \$64,112  | \$66,181  | \$68,250  | \$70,318  | \$72,387  | \$74,456  | \$76,524  | \$78,593  | \$80,662  |
| GS-10 | \$68,324  | \$70,601  | \$72,878  | \$75,155  | \$77,432  | \$79,708  | \$81,985  | \$84,262  | \$86,539  | \$88,816  |
| GS-11 | \$75,068  | \$77,570  | \$80,073  | \$82,576  | \$85,079  | \$87,582  | \$90,085  | \$92,587  | \$95,090  | \$97,593  |
| GS-12 | \$89,974  | \$92,973  | \$95,973  | \$98,972  | \$101,972 | \$104,971 | \$107,970 | \$110,970 | \$113,969 | \$116,969 |
| GS-13 | \$106,991 | \$110,558 | \$114,125 | \$117,691 | \$121,258 | \$124,824 | \$128,391 | \$131,957 | \$135,524 | \$139,091 |
| GS-14 | \$126,432 | \$130,647 | \$134,862 | \$139,077 | \$143,291 | \$147,506 | \$151,721 | \$155,936 | \$160,151 | \$164,366 |
| GS-15 | \$148,716 | \$153,673 | \$158,631 | \$163,588 | \$168,546 | \$173,503 | \$178,461 | \$183,418 | \$188,376 | \$193,333 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

St. Louis-St. Charles-Farmington, MO-IL

Locality pay: 20.03% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,108  | \$28,016  | \$28,918  | \$29,815  | \$30,714  | \$31,241  | \$32,133  | \$33,031  | \$33,068  | \$33,906  |
| GS-2  | \$30,479  | \$31,204  | \$32,215  | \$33,068  | \$33,438  | \$34,421  | \$35,404  | \$36,387  | \$37,370  | \$38,353  |
| GS-3  | \$33,258  | \$34,367  | \$35,476  | \$36,585  | \$37,694  | \$38,803  | \$39,912  | \$41,021  | \$42,131  | \$43,240  |
| GS-4  | \$37,333  | \$38,578  | \$39,822  | \$41,067  | \$42,312  | \$43,556  | \$44,801  | \$46,046  | \$47,291  | \$48,535  |
| GS-5  | \$41,769  | \$43,162  | \$44,554  | \$45,946  | \$47,339  | \$48,731  | \$50,123  | \$51,516  | \$52,908  | \$54,300  |
| GS-6  | \$46,561  | \$48,113  | \$49,665  | \$51,217  | \$52,769  | \$54,321  | \$55,873  | \$57,425  | \$58,977  | \$60,529  |
| GS-7  | \$51,740  | \$53,465  | \$55,190  | \$56,915  | \$58,639  | \$60,364  | \$62,089  | \$63,814  | \$65,539  | \$67,264  |
| GS-8  | \$57,300  | \$59,210  | \$61,119  | \$63,029  | \$64,939  | \$66,848  | \$68,758  | \$70,668  | \$72,577  | \$74,487  |
| GS-9  | \$63,288  | \$65,398  | \$67,508  | \$69,619  | \$71,729  | \$73,839  | \$75,949  | \$78,059  | \$80,169  | \$82,279  |
| GS-10 | \$69,694  | \$72,017  | \$74,339  | \$76,662  | \$78,985  | \$81,307  | \$83,630  | \$85,952  | \$88,275  | \$90,597  |
| GS-11 | \$76,573  | \$79,126  | \$81,679  | \$84,232  | \$86,785  | \$89,338  | \$91,891  | \$94,444  | \$96,997  | \$99,550  |
| GS-12 | \$91,779  | \$94,838  | \$97,898  | \$100,957 | \$104,017 | \$107,076 | \$110,136 | \$113,195 | \$116,255 | \$119,315 |
| GS-13 | \$109,137 | \$112,775 | \$116,413 | \$120,052 | \$123,690 | \$127,328 | \$130,966 | \$134,604 | \$138,242 | \$141,880 |
| GS-14 | \$128,967 | \$133,267 | \$137,566 | \$141,866 | \$146,165 | \$150,465 | \$154,764 | \$159,064 | \$163,363 | \$167,663 |
| GS-15 | \$151,699 | \$156,756 | \$161,812 | \$166,869 | \$171,926 | \$176,983 | \$182,040 | \$187,097 | \$192,154 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

State of Alaska

Locality pay: 32.36% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$29,892  | \$30,894  | \$31,888  | \$32,878  | \$33,870  | \$34,451  | \$35,434  | \$36,424  | \$36,465  | \$37,389  |
| GS-2  | \$33,610  | \$34,410  | \$35,524  | \$36,465  | \$36,873  | \$37,957  | \$39,041  | \$40,125  | \$41,209  | \$42,293  |
| GS-3  | \$36,674  | \$37,897  | \$39,120  | \$40,343  | \$41,566  | \$42,789  | \$44,012  | \$45,235  | \$46,458  | \$47,681  |
| GS-4  | \$41,168  | \$42,541  | \$43,913  | \$45,286  | \$46,658  | \$48,031  | \$49,403  | \$50,776  | \$52,149  | \$53,521  |
| GS-5  | \$46,060  | \$47,595  | \$49,131  | \$50,666  | \$52,201  | \$53,737  | \$55,272  | \$56,808  | \$58,343  | \$59,878  |
| GS-6  | \$51,344  | \$53,055  | \$54,767  | \$56,478  | \$58,189  | \$59,901  | \$61,612  | \$63,324  | \$65,035  | \$66,747  |
| GS-7  | \$57,055  | \$58,957  | \$60,859  | \$62,761  | \$64,663  | \$66,565  | \$68,467  | \$70,369  | \$72,271  | \$74,173  |
| GS-8  | \$63,186  | \$65,292  | \$67,398  | \$69,504  | \$71,609  | \$73,715  | \$75,821  | \$77,927  | \$80,033  | \$82,139  |
| GS-9  | \$69,789  | \$72,116  | \$74,443  | \$76,770  | \$79,097  | \$81,424  | \$83,751  | \$86,078  | \$88,405  | \$90,731  |
| GS-10 | \$76,854  | \$79,415  | \$81,976  | \$84,537  | \$87,098  | \$89,659  | \$92,221  | \$94,782  | \$97,343  | \$99,904  |
| GS-11 | \$84,439  | \$87,254  | \$90,070  | \$92,885  | \$95,700  | \$98,516  | \$101,331 | \$104,146 | \$106,961 | \$109,777 |
| GS-12 | \$101,206 | \$104,580 | \$107,954 | \$111,328 | \$114,702 | \$118,076 | \$121,450 | \$124,823 | \$128,197 | \$131,571 |
| GS-13 | \$120,348 | \$124,360 | \$128,372 | \$132,384 | \$136,396 | \$140,407 | \$144,419 | \$148,431 | \$152,443 | \$156,455 |
| GS-14 | \$142,216 | \$146,957 | \$151,698 | \$156,439 | \$161,180 | \$165,921 | \$170,662 | \$175,403 | \$180,145 | \$184,886 |
| GS-15 | \$167,282 | \$172,858 | \$178,435 | \$184,011 | \$189,587 | \$195,163 | \$197,200 | \$197,200 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

State of Hawaii

Locality pay: 22.21% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$27,600  | \$28,525  | \$29,443  | \$30,357  | \$31,272  | \$31,809  | \$32,717  | \$33,631  | \$33,669  | \$34,522  |
| GS-2  | \$31,033  | \$31,771  | \$32,800  | \$33,669  | \$34,045  | \$35,046  | \$36,047  | \$37,048  | \$38,049  | \$39,050  |
| GS-3  | \$33,862  | \$34,991  | \$36,120  | \$37,250  | \$38,379  | \$39,508  | \$40,637  | \$41,766  | \$42,896  | \$44,025  |
| GS-4  | \$38,011  | \$39,278  | \$40,546  | \$41,813  | \$43,080  | \$44,348  | \$45,615  | \$46,882  | \$48,150  | \$49,417  |
| GS-5  | \$42,528  | \$43,945  | \$45,363  | \$46,781  | \$48,198  | \$49,616  | \$51,034  | \$52,451  | \$53,869  | \$55,287  |
| GS-6  | \$47,406  | \$48,987  | \$50,567  | \$52,147  | \$53,727  | \$55,307  | \$56,888  | \$58,468  | \$60,048  | \$61,628  |
| GS-7  | \$52,680  | \$54,436  | \$56,192  | \$57,948  | \$59,704  | \$61,461  | \$63,217  | \$64,973  | \$66,729  | \$68,485  |
| GS-8  | \$58,341  | \$60,285  | \$62,229  | \$64,174  | \$66,118  | \$68,062  | \$70,007  | \$71,951  | \$73,895  | \$75,840  |
| GS-9  | \$64,438  | \$66,586  | \$68,735  | \$70,883  | \$73,031  | \$75,180  | \$77,328  | \$79,477  | \$81,625  | \$83,774  |
| GS-10 | \$70,960  | \$73,325  | \$75,690  | \$78,054  | \$80,419  | \$82,784  | \$85,149  | \$87,513  | \$89,878  | \$92,243  |
| GS-11 | \$77,964  | \$80,563  | \$83,163  | \$85,762  | \$88,361  | \$90,961  | \$93,560  | \$96,160  | \$98,759  | \$101,359 |
| GS-12 | \$93,445  | \$96,561  | \$99,676  | \$102,791 | \$105,906 | \$109,021 | \$112,136 | \$115,251 | \$118,366 | \$121,482 |
| GS-13 | \$111,119 | \$114,824 | \$118,528 | \$122,232 | \$125,936 | \$129,640 | \$133,345 | \$137,049 | \$140,753 | \$144,457 |
| GS-14 | \$131,310 | \$135,687 | \$140,065 | \$144,442 | \$148,820 | \$153,198 | \$157,575 | \$161,953 | \$166,330 | \$170,708 |
| GS-15 | \$154,454 | \$159,603 | \$164,751 | \$169,900 | \$175,049 | \$180,197 | \$185,346 | \$190,495 | \$195,644 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Tucson-Nogales, AZ

Locality pay: 19.28% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$26,938  | \$27,841  | \$28,737  | \$29,629  | \$30,523  | \$31,046  | \$31,932  | \$32,825  | \$32,862  | \$33,694  |
| GS-2  | \$30,289  | \$31,009  | \$32,014  | \$32,862  | \$33,229  | \$34,206  | \$35,183  | \$36,160  | \$37,137  | \$38,114  |
| GS-3  | \$33,050  | \$34,152  | \$35,254  | \$36,357  | \$37,459  | \$38,561  | \$39,663  | \$40,765  | \$41,867  | \$42,969  |
| GS-4  | \$37,100  | \$38,337  | \$39,574  | \$40,810  | \$42,047  | \$43,284  | \$44,521  | \$45,758  | \$46,995  | \$48,232  |
| GS-5  | \$41,508  | \$42,892  | \$44,276  | \$45,659  | \$47,043  | \$48,426  | \$49,810  | \$51,194  | \$52,577  | \$53,961  |
| GS-6  | \$46,270  | \$47,812  | \$49,354  | \$50,897  | \$52,439  | \$53,981  | \$55,524  | \$57,066  | \$58,608  | \$60,151  |
| GS-7  | \$51,417  | \$53,131  | \$54,845  | \$56,559  | \$58,273  | \$59,987  | \$61,701  | \$63,415  | \$65,129  | \$66,843  |
| GS-8  | \$56,942  | \$58,840  | \$60,737  | \$62,635  | \$64,533  | \$66,431  | \$68,328  | \$70,226  | \$72,124  | \$74,022  |
| GS-9  | \$62,893  | \$64,990  | \$67,087  | \$69,184  | \$71,281  | \$73,377  | \$75,474  | \$77,571  | \$79,668  | \$81,765  |
| GS-10 | \$69,259  | \$71,567  | \$73,875  | \$76,183  | \$78,491  | \$80,799  | \$83,107  | \$85,415  | \$87,723  | \$90,031  |
| GS-11 | \$76,095  | \$78,632  | \$81,169  | \$83,706  | \$86,243  | \$88,780  | \$91,317  | \$93,854  | \$96,391  | \$98,928  |
| GS-12 | \$91,205  | \$94,246  | \$97,286  | \$100,326 | \$103,367 | \$106,407 | \$109,448 | \$112,488 | \$115,529 | \$118,569 |
| GS-13 | \$108,455 | \$112,071 | \$115,686 | \$119,301 | \$122,917 | \$126,532 | \$130,148 | \$133,763 | \$137,378 | \$140,994 |
| GS-14 | \$128,162 | \$132,434 | \$136,707 | \$140,979 | \$145,252 | \$149,525 | \$153,797 | \$158,070 | \$162,342 | \$166,615 |
| GS-15 | \$150,751 | \$155,776 | \$160,801 | \$165,827 | \$170,852 | \$175,877 | \$180,902 | \$185,928 | \$190,953 | \$195,978 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Virginia Beach-Norfolk, VA-NC

Locality pay: 18.8% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$26,830  | \$27,729  | \$28,621  | \$29,510  | \$30,400  | \$30,921  | \$31,804  | \$32,693  | \$32,729  | \$33,559  |
| GS-2  | \$30,167  | \$30,884  | \$31,885  | \$32,729  | \$33,095  | \$34,068  | \$35,041  | \$36,014  | \$36,987  | \$37,960  |
| GS-3  | \$32,917  | \$34,015  | \$35,113  | \$36,210  | \$37,308  | \$38,406  | \$39,503  | \$40,601  | \$41,699  | \$42,797  |
| GS-4  | \$36,950  | \$38,182  | \$39,414  | \$40,646  | \$41,878  | \$43,110  | \$44,342  | \$45,574  | \$46,806  | \$48,038  |
| GS-5  | \$41,341  | \$42,719  | \$44,097  | \$45,475  | \$46,854  | \$48,232  | \$49,610  | \$50,988  | \$52,366  | \$53,744  |
| GS-6  | \$46,084  | \$47,620  | \$49,156  | \$50,692  | \$52,228  | \$53,764  | \$55,300  | \$56,836  | \$58,372  | \$59,908  |
| GS-7  | \$51,210  | \$52,917  | \$54,624  | \$56,331  | \$58,039  | \$59,746  | \$61,453  | \$63,160  | \$64,867  | \$66,574  |
| GS-8  | \$56,713  | \$58,603  | \$60,493  | \$62,383  | \$64,273  | \$66,163  | \$68,053  | \$69,944  | \$71,834  | \$73,724  |
| GS-9  | \$62,640  | \$64,728  | \$66,817  | \$68,905  | \$70,994  | \$73,082  | \$75,171  | \$77,259  | \$79,348  | \$81,436  |
| GS-10 | \$68,980  | \$71,279  | \$73,578  | \$75,876  | \$78,175  | \$80,474  | \$82,773  | \$85,071  | \$87,370  | \$89,669  |
| GS-11 | \$75,788  | \$78,315  | \$80,842  | \$83,369  | \$85,896  | \$88,423  | \$90,950  | \$93,477  | \$96,003  | \$98,530  |
| GS-12 | \$90,838  | \$93,866  | \$96,894  | \$99,923  | \$102,951 | \$105,979 | \$109,007 | \$112,036 | \$115,064 | \$118,092 |
| GS-13 | \$108,019 | \$111,620 | \$115,221 | \$118,821 | \$122,422 | \$126,023 | \$129,624 | \$133,225 | \$136,826 | \$140,426 |
| GS-14 | \$127,646 | \$131,901 | \$136,157 | \$140,412 | \$144,668 | \$148,923 | \$153,178 | \$157,434 | \$161,689 | \$165,945 |
| GS-15 | \$150,144 | \$155,149 | \$160,154 | \$165,159 | \$170,164 | \$175,169 | \$180,174 | \$185,180 | \$190,185 | \$195,190 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.

Washington-Baltimore-Arlington, DC-MD-VA-WV-PA

Locality pay: 33.94% | Annual salary, GS-1 to GS-15, steps 1-10

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1  | \$30,249  | \$31,263  | \$32,269  | \$33,271  | \$34,274  | \$34,862  | \$35,857  | \$36,859  | \$36,900  | \$37,835  |
| GS-2  | \$34,011  | \$34,820  | \$35,948  | \$36,900  | \$37,313  | \$38,410  | \$39,507  | \$40,604  | \$41,701  | \$42,798  |
| GS-3  | \$37,112  | \$38,350  | \$39,587  | \$40,825  | \$42,063  | \$43,300  | \$44,538  | \$45,775  | \$47,013  | \$48,251  |
| GS-4  | \$41,659  | \$43,048  | \$44,437  | \$45,826  | \$47,215  | \$48,604  | \$49,993  | \$51,382  | \$52,771  | \$54,160  |
| GS-5  | \$46,610  | \$48,163  | \$49,717  | \$51,271  | \$52,825  | \$54,378  | \$55,932  | \$57,486  | \$59,039  | \$60,593  |
| GS-6  | \$51,957  | \$53,689  | \$55,420  | \$57,152  | \$58,884  | \$60,616  | \$62,348  | \$64,080  | \$65,811  | \$67,543  |
| GS-7  | \$57,736  | \$59,661  | \$61,586  | \$63,510  | \$65,435  | \$67,360  | \$69,284  | \$71,209  | \$73,134  | \$75,059  |
| GS-8  | \$63,940  | \$66,071  | \$68,202  | \$70,333  | \$72,464  | \$74,595  | \$76,726  | \$78,857  | \$80,988  | \$83,119  |
| GS-9  | \$70,623  | \$72,977  | \$75,332  | \$77,687  | \$80,041  | \$82,396  | \$84,751  | \$87,105  | \$89,460  | \$91,815  |
| GS-10 | \$77,771  | \$80,363  | \$82,954  | \$85,546  | \$88,138  | \$90,730  | \$93,321  | \$95,913  | \$98,505  | \$101,097 |
| GS-11 | \$85,447  | \$88,296  | \$91,145  | \$93,994  | \$96,843  | \$99,692  | \$102,540 | \$105,389 | \$108,238 | \$111,087 |
| GS-12 | \$102,415 | \$105,829 | \$109,243 | \$112,657 | \$116,071 | \$119,485 | \$122,899 | \$126,313 | \$129,728 | \$133,142 |
| GS-13 | \$121,785 | \$125,845 | \$129,904 | \$133,964 | \$138,024 | \$142,084 | \$146,143 | \$150,203 | \$154,263 | \$158,322 |
| GS-14 | \$143,913 | \$148,711 | \$153,509 | \$158,306 | \$163,104 | \$167,902 | \$172,700 | \$177,497 | \$182,295 | \$187,093 |
| GS-15 | \$169,279 | \$174,922 | \$180,565 | \$186,207 | \$191,850 | \$197,200 | \$197,200 | \$197,200 | \$197,200 | \$197,200 |

Figures capped at \$197,200 (Executive Schedule Level IV). Salary = base pay + locality percentage, rounded to the dollar.