



DEMO



SETTING THE PACE FOR EXCELLENCE

2021 DEMO BASE PAY PAY TABLE															
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE															
EFFECTIVE JANUARY 2021															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Min	\$19,738	\$22,194	\$24,216	\$27,184	\$30,414	\$33,903	\$37,674	\$41,723	\$46,083	\$50,748	\$55,756	\$66,829	\$79,468	\$93,907	\$110,460
Max	\$24,690	\$27,929	\$31,479	\$35,338	\$39,540	\$44,073	\$48,978	\$54,242	\$59,907	\$65,976	\$72,487	\$86,881	\$103,309	\$122,077	\$143,598
Engineering and Scientific (NN)					\$30,414			\$54,242	\$46,083		\$72,487	\$66,829	\$103,309	\$93,907	\$143,598
Professional, Technical, and Administrative (NQ)					\$30,414			\$54,242	\$46,083			\$86,881	\$79,468	\$122,077	\$110,460 \$143,598
Technical and Administrative Support (NU)	\$19,738			\$35,338	\$30,414			\$54,242	\$46,083 \$59,907						
Nuclear Materials Courier (NV)								\$41,723		\$65,976	\$55,756 \$72,487	\$66,829 \$86,881	\$79,468 \$103,309		



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SETTING THE PACE FOR EXCELLENCE

2021 DEMO LOCALITY PAY TABLE WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA															
INCORPORATING THE 1.0% GENERAL INCREASE + 30.48% LOCALITY															
EFFECTIVE JANUARY 2021															
30.48%															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Min	\$25,754	\$28,959	\$31,597	\$35,470	\$39,684	\$44,237	\$49,157	\$54,440	\$60,129	\$66,216	\$72,750	\$87,198	\$103,690	\$122,530	\$144,128
Max	\$32,216	\$36,442	\$41,074	\$46,109	\$51,592	\$57,506	\$63,906	\$70,775	\$78,167	\$86,085	\$94,581	\$113,362	\$134,798	\$159,286	\$172,500
Engineering and Scientific (NN)					\$39,684			\$70,775	\$60,129		\$94,581	\$87,198	\$134,798	\$122,530	\$172,500
Professional, Technical, and Administrative (NQ)					\$39,684			\$70,775	\$60,129			\$113,362	\$103,690	\$159,286	\$144,128 \$172,500
Technical and Administrative Support (NU)	\$25,754			\$46,109	\$39,684			\$70,775	\$60,129 \$78,167						
Nuclear Materials Courier (NV)								\$54,440		\$86,085	\$72,750 \$94,581	\$87,198 \$113,362	\$103,690 \$134,798		



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SETTING THE PACE FOR EXCELLENCE

2021 DEMO LOCALITY PAY TABLE SAN JOSE-SAN FRANCISCO-OAKLAND, CA															
INCORPORATING THE 1.0% GENERAL INCREASE + 41.44% LOCALITY															
EFFECTIVE JANUARY 2021															
41.44%															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Min	\$27,917	\$31,391	\$34,251	\$38,449	\$43,018	\$47,952	\$53,286	\$59,013	\$65,180	\$71,778	\$78,861	\$94,523	\$112,400	\$132,822	\$156,235
Max	\$34,922	\$39,503	\$44,524	\$49,982	\$55,925	\$62,337	\$69,274	\$76,720	\$84,732	\$93,316	\$102,526	\$122,884	\$146,120	\$172,500	\$172,500
Engineering and Scientific (NN)					\$43,018			\$76,720	\$65,180		\$102,526	\$94,523	\$146,120	\$132,822	\$172,500
Professional, Technical, and Administrative (NQ)					\$43,018			\$76,720	\$65,180			\$122,884	\$112,400	\$172,500	\$156,235 \$172,500
Technical and Administrative Support (NU)	\$27,917			\$49,982	\$43,018			\$76,720	\$65,180 \$84,732						
Nuclear Materials Courier (NV)								\$59,013		\$93,316	\$78,861 \$102,526	\$94,523 \$122,884	\$112,400 \$146,120		



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SETTING THE PACE FOR EXCELLENCE

2021 DEMO LOCALITY PAY TABLE ALBUQUERQUE-SANTA FE-LAS VEGAS, NM															
INCORPORATING THE 1.0% GENERAL INCREASE + 16.68% LOCALITY															
EFFECTIVE JANUARY 2021															
16.68%															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Min	\$23,030	\$25,896	\$28,255	\$31,718	\$35,487	\$39,558	\$43,958	\$48,682	\$53,770	\$59,213	\$65,056	\$77,976	\$92,723	\$109,571	\$128,885
Max	\$28,808	\$32,588	\$36,730	\$41,232	\$46,135	\$51,424	\$57,148	\$63,290	\$69,899	\$76,981	\$84,578	\$101,373	\$120,541	\$142,439	\$167,550
Engineering and Scientific (NN)					\$35,487			\$63,290	\$53,770		\$84,578	\$77,976	\$120,541	\$109,571	\$167,550
Professional, Technical, and Administrative (NQ)					\$35,487			\$63,290	\$53,770			\$101,373	\$92,723	\$142,439	\$128,885 \$167,550
Technical and Administrative Support (NU)	\$23,030			\$41,232	\$35,487			\$63,290	\$53,770 \$69,899						
Nuclear Materials Courier (NV)								\$48,682		\$76,981	\$65,056 \$84,578	\$77,976 \$101,373	\$92,723 \$120,541		



DEMO



SETTING THE PACE FOR EXCELLENCE

2021 DEMO LOCALITY PAY TABLE LAS VEGAS-HENDERSON, NV-AZ															
INCORPORATING THE 1.0% GENERAL INCREASE + 17.68% LOCALITY															
EFFECTIVE JANUARY 2021															
17.68%															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Min	\$23,228	\$26,118	\$28,497	\$31,990	\$35,791	\$39,897	\$44,335	\$49,100	\$54,230	\$59,720	\$65,614	\$78,644	\$93,518	\$110,510	\$129,989
Max	\$29,055	\$32,867	\$37,044	\$41,586	\$46,531	\$51,865	\$57,637	\$63,832	\$70,499	\$77,641	\$85,303	\$102,242	\$121,574	\$143,660	\$168,986
Engineering and Scientific (NN)					\$35,791			\$63,832	\$54,230		\$85,303	\$78,644	\$121,574	\$110,510	\$168,986
Professional, Technical, and Administrative (NQ)					\$35,791			\$63,832	\$54,230			\$102,242	\$93,518	\$143,660	\$129,989 \$168,986
Technical and Administrative Support (NU)	\$23,228			\$41,586	\$35,791			\$63,832	\$54,230 \$70,499						
Nuclear Materials Courier (NV)								\$49,100		\$77,641	\$65,614 \$85,303	\$78,644 \$102,242	\$93,518 \$121,574		



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SETTING THE PACE FOR EXCELLENCE

2021 DEMO LOCALITY PAY TABLE KANSAS CITY-OVERLAND PARK-KANSAS CITY, MO-KS															
INCORPORATING THE 1.0% GENERAL INCREASE + 17.13% LOCALITY															
EFFECTIVE JANUARY 2021															
17.13%															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Min	\$23,119	\$25,996	\$28,364	\$31,841	\$35,624	\$39,711	\$44,128	\$48,870	\$53,977	\$59,441	\$65,307	\$78,277	\$93,081	\$109,993	\$129,382
Max	\$28,919	\$32,713	\$36,871	\$41,391	\$46,313	\$51,623	\$57,368	\$63,534	\$70,169	\$77,278	\$84,904	\$101,764	\$121,006	\$142,989	\$168,196
Engineering and Scientific (NN)					\$35,624			\$63,534	\$53,977		\$84,904	\$78,277	\$121,006	\$109,993	\$168,196
Professional, Technical, and Administrative (NQ)					\$35,624			\$63,534	\$53,977			\$101,764	\$93,081	\$142,989	\$129,382 \$168,196
Technical and Administrative Support (NU)	\$23,119			\$41,391	\$35,624			\$63,534	\$53,977 \$70,169						
Nuclear Materials Courier (NV)								\$48,870		\$77,278	\$65,307 \$84,904	\$78,277 \$101,764	\$93,081 \$121,006		



DEMO



SETTING THE PACE FOR EXCELLENCE

2021 DEMO LOCALITY PAY TABLE REST OF UNITED STATES															
INCORPORATING THE 1.0% GENERAL INCREASE + 15.95% LOCALITY															
EFFECTIVE JANUARY 2021															
15.95%															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Min	\$22,886	\$25,734	\$28,078	\$31,520	\$35,265	\$39,311	\$43,683	\$48,378	\$53,433	\$58,842	\$64,649	\$77,488	\$92,143	\$108,885	\$128,078
Max	\$28,628	\$32,384	\$36,500	\$40,974	\$45,847	\$51,103	\$56,790	\$62,894	\$69,462	\$76,499	\$84,049	\$100,739	\$119,787	\$141,548	\$166,502
Engineering and Scientific (NN)					\$35,265			\$62,894	\$53,433		\$84,049	\$77,488	\$119,787	\$108,885	\$166,502
Professional, Technical, and Administrative (NQ)					\$35,265			\$62,894	\$53,433			\$100,739	\$92,143	\$141,548	\$128,078 \$166,502
Technical and Administrative Support (NU)	\$22,886			\$40,974	\$35,265			\$62,894	\$53,433 \$69,462						
Nuclear Materials Courier (NV)								\$48,378		\$76,499	\$64,649 \$84,049	\$77,488 \$100,739	\$92,143 \$119,787		



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SETTING THE PACE FOR EXCELLENCE

2021 DEMO LOCALITY PAY TABLE PITTSBURGH-NEW CASTLE-WEIRTON, PA-OH-WV															
INCORPORATING THE 1.0% GENERAL INCREASE + 19.40% LOCALITY															
EFFECTIVE JANUARY 2021															
19.40%															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Min	\$23,567	\$26,500	\$28,914	\$32,458	\$36,314	\$40,480	\$44,983	\$49,817	\$55,023	\$60,593	\$66,573	\$79,794	\$94,885	\$112,125	\$131,889
Max	\$29,480	\$33,347	\$37,586	\$42,194	\$47,211	\$52,623	\$58,480	\$64,765	\$71,529	\$78,775	\$86,549	\$103,736	\$123,351	\$145,760	\$171,456
Engineering and Scientific (NN)					\$36,314			\$64,765	\$55,023		\$86,549	\$79,794	\$123,351	\$112,125	\$171,456
Professional, Technical, and Administrative (NQ)					\$36,314			\$64,765	\$55,023			\$103,736	\$94,885	\$145,760	\$131,889 \$171,456
Technical and Administrative Support (NU)	\$23,567			\$42,194	\$36,314			\$64,765	\$55,023 \$71,529						
Nuclear Materials Courier (NV)								\$49,817		\$78,775	\$66,573 \$86,549	\$79,794 \$103,736	\$94,885 \$123,351		



DEMO



SETTING THE PACE FOR EXCELLENCE

2021 DEMO LOCALITY PAY TABLE ALBANY-SCHENECTADY, NY-MA															
INCORPORATING THE 1.0% GENERAL INCREASE + 17.88% LOCALITY															
EFFECTIVE JANUARY 2021															
17.88%															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Min	\$23,267	\$26,162	\$28,546	\$32,044	\$35,852	\$39,965	\$44,410	\$49,183	\$54,323	\$59,822	\$65,725	\$78,778	\$93,677	\$110,698	\$130,210
Max	\$29,105	\$32,923	\$37,107	\$41,656	\$46,610	\$51,953	\$57,735	\$63,940	\$70,618	\$77,773	\$85,448	\$102,415	\$121,781	\$143,904	\$169,273
Engineering and Scientific (NN)					\$35,852			\$63,940	\$54,323		\$85,448	\$78,778	\$121,781	\$110,698	\$169,273
Professional, Technical, and Administrative (NQ)					\$35,852			\$63,940	\$54,323			\$102,415	\$93,677	\$143,904	\$130,210 \$169,273
Technical and Administrative Support (NU)	\$23,267			\$41,656	\$35,852			\$63,940	\$54,323 \$70,618						
Nuclear Materials Courier (NV)								\$49,183		\$77,773	\$65,725 \$85,448	\$78,778 \$102,415	\$93,677 \$121,781		

Career Paths	2021 DEMO and Excepted Service (EN) Base Pay Scales															Above GS		
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15			
	min	\$19,738	\$22,194	\$24,216	\$27,184	\$30,414	\$33,903	\$37,674	\$41,723	\$46,083	\$50,748	\$55,756	\$66,829	\$79,468	\$93,907	\$110,460		
max	\$24,690	\$27,929	\$31,479	\$35,338	\$39,540	\$44,073	\$48,978	\$54,242	\$59,907	\$65,976	\$72,487	\$86,881	\$103,309	\$122,077	\$143,598			
Engineering and Scientific (NN)					Band 01 \$30,414-\$54,242				Band 02 \$46,083-\$72,487			Band 03 \$66,829-\$103,309		Band 04 \$93,907-\$143,598				
Professional, Technical, and Administrative (NQ)					Band 01 \$30,414-\$54,242				Band 02 \$46,083-\$86,881				Band 03 \$79,468-\$122,077		Band 04 \$110,460-\$143,598			
Technical and Administrative Support (NU)	Band 01 \$19,738-\$35,338				Band 02 \$30,414-\$54,242				Band 03 \$46,083-\$59,907									
Nuclear Materials Courier (NV)								Band 01 \$41,723-\$65,976			Band 02 \$55,756-\$72,487	Band 03 \$66,829-\$86,881	Band 04 \$79,468-\$103,309					
Excepted Service (EN)								Developmental GS7/6-GS 12/1 \$43,954-\$66,829				EN 03 GS 12/1-GS 14/5 \$66,829-\$106,427		EN 04 GS 14/1-GS 15/1+ 136% \$93,907-\$150,226	EN 05 120% of GS 15/1-EX-IV \$132,552-\$172,500			
Senior Executive Service (SES), Senior Leader (SL), Scientific and Technical (ST)																	Min	\$132,552
																	Max	\$199,300

2021 DEMO BASE PAY
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE
EFFECTIVE JANUARY 2021

	-5%	Min	30%	60%	Max	+5%
NN-01	\$28,893	\$30,414	\$38,357	\$46,299	\$54,242	\$56,954
NN-02	\$43,779	\$46,083	\$54,884	\$63,686	\$72,487	\$76,111
NN-03	\$63,488	\$66,829	\$78,989	\$91,149	\$103,309	\$108,474
NN-04	\$89,212	\$93,907	\$110,471	\$127,034	\$143,598	\$150,778
NQ-01	\$28,893	\$30,414	\$38,357	\$46,299	\$54,242	\$56,954
NQ-02	\$43,779	\$46,083	\$59,682	\$73,282	\$86,881	\$91,225
NQ-03	\$75,495	\$79,468	\$93,671	\$107,874	\$122,077	\$128,181
NQ-04	\$104,937	\$110,460	\$121,506	\$132,552	\$143,598	\$150,778
NU-01	\$18,751	\$19,738	\$24,938	\$30,138	\$35,338	\$37,105
NU-02	\$28,893	\$30,414	\$38,357	\$46,299	\$54,242	\$56,954
NU-03	\$43,779	\$46,083	\$50,691	\$55,299	\$59,907	\$62,902
NV-01	\$39,637	\$41,723	\$49,807	\$57,892	\$65,976	\$69,275
NV-02	\$52,968	\$55,756	\$61,333	\$66,910	\$72,487	\$76,111
NV-03	\$63,488	\$66,829	\$73,513	\$80,197	\$86,881	\$91,225
NV-04	\$75,495	\$79,468	\$87,415	\$95,362	\$103,309	\$108,474

Rest of United States
INCORPORATING THE LOCALITY RATE OF 0.1595
EFFECTIVE JANUARY 2021

	-5%	Min	30%	60%	Max	+5%
NN-01	\$31,826	\$35,265	\$44,475	\$53,684	\$62,894	\$66,038
NN-02	\$48,224	\$53,433	\$63,638	\$73,844	\$84,049	\$88,251
NN-03	\$69,934	\$77,488	\$91,588	\$105,687	\$119,787	\$125,776
NN-04	\$98,269	\$108,885	\$128,091	\$147,296	\$166,502	\$174,827
NQ-01	\$31,826	\$35,265	\$44,475	\$53,684	\$62,894	\$66,038
NQ-02	\$48,224	\$53,433	\$69,202	\$84,970	\$100,739	\$105,775
NQ-03	\$83,159	\$92,143	\$108,611	\$125,080	\$141,548	\$148,626
NQ-04	\$115,591	\$128,078	\$140,886	\$153,694	\$166,502	\$174,827
NU-01	\$20,654	\$22,886	\$28,915	\$34,945	\$40,974	\$43,023
NU-02	\$31,826	\$35,265	\$44,475	\$53,684	\$62,894	\$66,038
NU-03	\$48,224	\$53,433	\$58,776	\$64,119	\$69,462	\$72,935
NV-01	\$43,661	\$48,378	\$57,752	\$67,125	\$76,499	\$80,324
NV-02	\$58,346	\$64,649	\$71,116	\$77,582	\$84,049	\$88,251
NV-03	\$69,934	\$77,488	\$85,238	\$92,989	\$100,739	\$105,775
NV-04	\$83,159	\$92,143	\$101,358	\$110,572	\$119,787	\$125,776

Las Vegas-Henderson, NV-AZ
INCORPORATING THE LOCALITY RATE OF 0.1768
EFFECTIVE JANUARY 2021

17.68%

	-5%	Min	30%	60%	Max	+5%
NN-01	\$32,301	\$35,791	\$45,138	\$54,485	\$63,832	\$67,023
NN-02	\$48,943	\$54,230	\$64,588	\$74,945	\$85,303	\$89,567
NN-03	\$70,978	\$78,644	\$92,954	\$107,264	\$121,574	\$127,652
NN-04	\$99,735	\$110,510	\$130,002	\$149,494	\$168,986	\$177,436
NQ-01	\$32,301	\$35,791	\$45,138	\$54,485	\$63,832	\$67,023
NQ-02	\$48,943	\$54,230	\$70,234	\$86,238	\$102,242	\$107,354
NQ-03	\$84,400	\$93,518	\$110,232	\$126,946	\$143,660	\$150,843
NQ-04	\$117,315	\$129,989	\$142,988	\$155,987	\$168,986	\$177,436
NU-01	\$20,962	\$23,228	\$29,347	\$35,467	\$41,586	\$43,665
NU-02	\$32,301	\$35,791	\$45,138	\$54,485	\$63,832	\$67,023
NU-03	\$48,943	\$54,230	\$59,653	\$65,076	\$70,499	\$74,023
NV-01	\$44,312	\$49,100	\$58,614	\$68,127	\$77,641	\$81,523
NV-02	\$59,217	\$65,614	\$72,177	\$78,740	\$85,303	\$89,567
NV-03	\$70,978	\$78,644	\$86,510	\$94,376	\$102,242	\$107,354
NV-04	\$84,400	\$93,518	\$102,870	\$112,222	\$121,574	\$127,652

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

INCORPORATING THE LOCALITY RATE OF 0.3048

EFFECTIVE JANUARY 2021

30.48%

	-5%	Min	30%	60%	Max	+5%
NN-01	\$35,814	\$39,684	\$50,048	\$60,411	\$70,775	\$74,314
NN-02	\$54,267	\$60,129	\$71,613	\$83,097	\$94,581	\$99,310
NN-03	\$78,698	\$87,198	\$103,065	\$118,931	\$134,798	\$141,537
NN-04	\$110,583	\$122,530	\$139,187	\$155,843	\$172,500	\$181,125
NQ-01	\$35,814	\$39,684	\$50,048	\$60,411	\$70,775	\$74,314
NQ-02	\$54,267	\$60,129	\$77,873	\$95,618	\$113,362	\$119,030
NQ-03	\$93,580	\$103,690	\$122,222	\$140,754	\$159,286	\$167,251
NQ-04	\$130,076	\$144,128	\$153,585	\$163,043	\$172,500	\$181,125
NU-01	\$23,242	\$25,754	\$32,539	\$39,324	\$46,109	\$48,415
NU-02	\$35,814	\$39,684	\$50,048	\$60,411	\$70,775	\$74,314
NU-03	\$54,267	\$60,129	\$66,142	\$72,154	\$78,167	\$82,075
NV-01	\$49,132	\$54,440	\$64,988	\$75,537	\$86,085	\$90,390
NV-02	\$65,658	\$72,750	\$80,027	\$87,304	\$94,581	\$99,310
NV-03	\$78,698	\$87,198	\$95,919	\$104,641	\$113,362	\$119,030
NV-04	\$93,580	\$103,690	\$114,059	\$124,429	\$134,798	\$141,537

Albuquerque-Santa Fe-Las Vegas, NM

INCORPORATING THE LOCALITY RATE OF 0.1668

EFFECTIVE JANUARY 2021

16.68%

	-5%	Min	30%	60%	Max	+5%
NN-01	\$32,026	\$35,487	\$44,755	\$54,022	\$63,290	\$66,454
NN-02	\$48,527	\$53,770	\$64,039	\$74,309	\$84,578	\$88,806
NN-03	\$70,374	\$77,976	\$92,164	\$106,353	\$120,541	\$126,567
NN-04	\$98,887	\$109,571	\$128,897	\$148,224	\$167,550	\$175,928
NQ-01	\$32,026	\$35,487	\$44,755	\$54,022	\$63,290	\$66,454
NQ-02	\$48,527	\$53,770	\$69,638	\$85,505	\$101,373	\$106,441
NQ-03	\$83,683	\$92,723	\$109,295	\$125,867	\$142,439	\$149,562
NQ-04	\$116,318	\$128,885	\$141,773	\$154,662	\$167,550	\$175,928
NU-01	\$20,784	\$23,030	\$29,097	\$35,165	\$41,232	\$43,294
NU-02	\$32,026	\$35,487	\$44,755	\$54,022	\$63,290	\$66,454
NU-03	\$48,527	\$53,770	\$59,146	\$64,523	\$69,899	\$73,394
NV-01	\$43,936	\$48,682	\$58,115	\$67,548	\$76,981	\$80,830
NV-02	\$58,713	\$65,056	\$71,563	\$78,071	\$84,578	\$88,806
NV-03	\$70,374	\$77,976	\$85,775	\$93,574	\$101,373	\$106,441
NV-04	\$83,683	\$92,723	\$101,996	\$111,268	\$120,541	\$126,567

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

INCORPORATING THE LOCALITY RATE OF 0.194

EFFECTIVE JANUARY 2021

19.40%

	-5%	Min	30%	60%	Max	+5%
NN-01	\$32,773	\$36,314	\$45,798	\$55,281	\$64,765	\$68,003
NN-02	\$49,658	\$55,023	\$65,532	\$76,040	\$86,549	\$90,877
NN-03	\$72,015	\$79,794	\$94,313	\$108,832	\$123,351	\$129,518
NN-04	\$101,193	\$112,125	\$131,902	\$151,679	\$171,456	\$180,029
NQ-01	\$32,773	\$36,314	\$45,798	\$55,281	\$64,765	\$68,003
NQ-02	\$49,658	\$55,023	\$71,261	\$87,498	\$103,736	\$108,923
NQ-03	\$85,634	\$94,885	\$111,843	\$128,802	\$145,760	\$153,048
NQ-04	\$119,030	\$131,889	\$145,078	\$158,267	\$171,456	\$180,029
NU-01	\$21,269	\$23,567	\$29,776	\$35,985	\$42,194	\$44,303
NU-02	\$32,773	\$36,314	\$45,798	\$55,281	\$64,765	\$68,003
NU-03	\$49,658	\$55,023	\$60,525	\$66,027	\$71,529	\$75,105
NV-01	\$44,960	\$49,817	\$59,470	\$69,122	\$78,775	\$82,714
NV-02	\$60,082	\$66,573	\$73,232	\$79,890	\$86,549	\$90,877
NV-03	\$72,015	\$79,794	\$87,775	\$95,755	\$103,736	\$108,923
NV-04	\$85,634	\$94,885	\$104,374	\$113,862	\$123,351	\$129,518

San Jose-San Francisco-Oakland, CA
INCORPORATING THE LOCALITY RATE OF 0.4144
EFFECTIVE JANUARY 2021

41.44%

	-5%	Min	30%	60%	Max	+5%
NN-01	\$38,822	\$43,018	\$54,252	\$65,486	\$76,720	\$80,556
NN-02	\$58,825	\$65,180	\$77,629	\$90,077	\$102,526	\$107,651
NN-03	\$85,308	\$94,523	\$111,722	\$128,921	\$146,120	\$153,426
NN-04	\$119,872	\$132,822	\$146,048	\$159,274	\$172,500	\$181,125
NQ-01	\$38,822	\$43,018	\$54,252	\$65,486	\$76,720	\$80,556
NQ-02	\$58,825	\$65,180	\$84,415	\$103,649	\$122,884	\$129,029
NQ-03	\$101,441	\$112,400	\$132,433	\$152,467	\$172,500	\$181,125
NQ-04	\$141,002	\$156,235	\$161,657	\$167,078	\$172,500	\$181,125
NU-01	\$25,195	\$27,917	\$35,272	\$42,627	\$49,982	\$52,481
NU-02	\$38,822	\$43,018	\$54,252	\$65,486	\$76,720	\$80,556
NU-03	\$58,825	\$65,180	\$71,697	\$78,215	\$84,732	\$88,969
NV-01	\$53,259	\$59,013	\$70,447	\$81,882	\$93,316	\$97,983
NV-02	\$71,173	\$78,861	\$86,749	\$94,638	\$102,526	\$107,651
NV-03	\$85,308	\$94,523	\$103,977	\$113,430	\$122,884	\$129,029
NV-04	\$101,441	\$112,400	\$123,640	\$134,880	\$146,120	\$153,426

Kansas City-Overland Park-Kansas City, MO-KS
INCORPORATING THE LOCALITY RATE OF 0.1713
EFFECTIVE JANUARY 2021

17.13%

	-5%	Min	30%	60%	Max	+5%
NN-01	\$32,150	\$35,624	\$44,927	\$54,231	\$63,534	\$66,710
NN-02	\$48,714	\$53,977	\$64,286	\$74,595	\$84,904	\$89,149
NN-03	\$70,646	\$78,277	\$92,520	\$106,763	\$121,006	\$127,056
NN-04	\$99,269	\$109,993	\$129,394	\$148,795	\$168,196	\$176,606
NQ-01	\$32,150	\$35,624	\$44,927	\$54,231	\$63,534	\$66,710
NQ-02	\$48,714	\$53,977	\$69,906	\$85,835	\$101,764	\$106,852
NQ-03	\$84,006	\$93,081	\$109,717	\$126,353	\$142,989	\$150,138
NQ-04	\$116,767	\$129,382	\$142,320	\$155,258	\$168,196	\$176,606
NU-01	\$20,864	\$23,119	\$29,210	\$35,300	\$41,391	\$43,461
NU-02	\$32,150	\$35,624	\$44,927	\$54,231	\$63,534	\$66,710
NU-03	\$48,714	\$53,977	\$59,374	\$64,772	\$70,169	\$73,677
NV-01	\$44,105	\$48,870	\$58,339	\$67,809	\$77,278	\$81,142
NV-02	\$58,940	\$65,307	\$71,839	\$78,372	\$84,904	\$89,149
NV-03	\$70,646	\$78,277	\$86,106	\$93,935	\$101,764	\$106,852
NV-04	\$84,006	\$93,081	\$102,389	\$111,698	\$121,006	\$127,056

Albany-Schenectady, NY-MA
INCORPORATING THE LOCALITY RATE OF 0.1788
EFFECTIVE JANUARY 2021

17.88%

	-5%	Min	30%	60%	Max	+5%
NN-01	\$32,356	\$35,852	\$45,215	\$54,577	\$63,940	\$67,137
NN-02	\$49,026	\$54,323	\$64,698	\$75,073	\$85,448	\$89,720
NN-03	\$71,098	\$78,778	\$93,112	\$107,447	\$121,781	\$127,869
NN-04	\$99,904	\$110,698	\$130,223	\$149,748	\$169,273	\$177,737
NQ-01	\$32,356	\$35,852	\$45,215	\$54,577	\$63,940	\$67,137
NQ-02	\$49,026	\$54,323	\$70,354	\$86,384	\$102,415	\$107,536
NQ-03	\$84,544	\$93,677	\$110,419	\$127,162	\$143,904	\$151,100
NQ-04	\$117,515	\$130,210	\$143,231	\$156,252	\$169,273	\$177,737
NU-01	\$20,998	\$23,267	\$29,397	\$35,526	\$41,656	\$43,739
NU-02	\$32,356	\$35,852	\$45,215	\$54,577	\$63,940	\$67,137
NU-03	\$49,026	\$54,323	\$59,755	\$65,186	\$70,618	\$74,149
NV-01	\$44,388	\$49,183	\$58,713	\$68,243	\$77,773	\$81,661
NV-02	\$59,317	\$65,725	\$72,299	\$78,874	\$85,448	\$89,720
NV-03	\$71,098	\$78,778	\$86,657	\$94,536	\$102,415	\$107,536
NV-04	\$84,544	\$93,677	\$103,045	\$112,413	\$121,781	\$127,869

2021 EXCEPTED SERVICE (EN) PAY RANGES**Base**

	Minimum	Maximum	Salary Range Equivalency	Work Level Equivalency
Developmental	\$43,954	\$66,829	GS-7/6 to GS- 12/1	GS-5 thru GS-11
III	\$66,829	\$106,427	GS-12/1 to GS-14/5	GS-12 thru GS-13
IV	\$93,907	\$150,226	GS-14/1 to 136% of GS-15/1	GS-14 thru GS-15
V	\$132,552	\$172,500	SL min. rate to EX-IV	Above GS-15

**The maximum annual basic pay cannot exceed Executive Level IV (currently \$172,500).

2021 EXCEPTED SERVICE (EN) PAY RANGES**Washington-Baltimore-Arlington, DC-MD-VA-WV-PA**

Special Grade	Minimum	Maximum	Salary Range Equivalency	Work Level Equivalency
Developmental	\$57,351	\$87,198	GS-7/6 to GS- 12/1	GS-5 thru GS-11
III	\$87,198	\$138,866	GS-12/1 to GS-14/5	GS-12 thru GS-13
IV	\$122,530	\$183,300	GS-14/1 to 136% of GS-15/1	GS-14 thru GS-15
V	\$172,954	\$183,300	SL min. rate to EX-IV	Above GS-15

**The maximum adjusted basic pay permissible (i.e., basic pay + locality pay is Executive Level III (currently \$183,300). [5 USC 5304(g)(2)]

2021 EXCEPTED SERVICE (EN) PAY RANGES**San Jose-San Francisco-Oakland, CA**

Special Grade	Minimum	Maximum	Salary Range Equivalency	Work Level Equivalency
Developmental	\$62,169	\$94,523	GS-7/6 to GS- 12/1	GS-5 thru GS-11
III	\$94,523	\$150,530	GS-12/1 to GS-14/5	GS-12 thru GS-13
IV	\$132,822	\$183,300	GS-14/1 to 136% of GS-15/1	GS-14 thru GS-15
V	\$183,300	\$183,300	SL min. rate to EX-IV	Above GS-15

**The maximum adjusted basic pay permissible (i.e., basic pay + locality pay is Executive Level III (currently \$183,300). [5 USC 5304(g)(2)]

2021 EXCEPTED SERVICE (EN) PAY RANGES**Albuquerque-Santa Fe-Las Vegas, NM**

Special Grade	Minimum	Maximum	Salary Range Equivalency	Work Level Equivalency
Developmental	\$51,286	\$77,976	GS-7/6 to GS- 12/1	GS-5 thru GS-11
III	\$77,976	\$124,179	GS-12/1 to GS-14/5	GS-12 thru GS-13
IV	\$109,571	\$175,284	GS-14/1 to 136% of GS-15/1	GS-14 thru GS-15
V	\$154,662	\$183,300	SL min. rate to EX-IV	Above GS-15

**The maximum adjusted basic pay permissible (i.e., basic pay + locality pay is Executive Level III (currently \$183,300). [5 USC 5304(g)(2)]

2021 EXCEPTED SERVICE (EN) PAY RANGES**Las Vegas-Henderson, NV-AZ**

Special Grade	Minimum	Maximum	Salary Range Equivalency	Work Level Equivalency
Developmental	\$51,725	\$78,644	GS-7/6 to GS- 12/1	GS-5 thru GS-11
III	\$78,644	\$125,243	GS-12/1 to GS-14/5	GS-12 thru GS-13
IV	\$110,510	\$176,786	GS-14/1 to 136% of GS-15/1	GS-14 thru GS-15
V	\$155,987	\$183,300	SL min. rate to EX-IV	Above GS-15

**The maximum adjusted basic pay permissible (i.e., basic pay + locality pay is Executive Level III (currently \$183,300). [5 USC 5304(g)(2)]

2021 EXCEPTED SERVICE (EN) PAY RANGES**Kansas City-Overland Park-Kansas City, MO-KS**

Special Grade	Minimum	Maximum	Salary Range Equivalency	Work Level Equivalency
Developmental	\$51,483	\$78,277	GS-7/6 to GS- 12/1	GS-5 thru GS-11
III	\$78,277	\$124,658	GS-12/1 to GS-14/5	GS-12 thru GS-13
IV	\$109,993	\$175,960	GS-14/1 to 136% of GS-15/1	GS-14 thru GS-15
V	\$155,258	\$183,300	SL min. rate to EX-IV	Above GS-15

**The maximum adjusted basic pay permissible (i.e., basic pay + locality pay is Executive Level III (currently \$183,300). [5 USC 5304(g)(2)]

2021 EXCEPTED SERVICE (EN) PAY RANGES**Rest of United States**

Special Grade	Minimum	Maximum	Salary Range Equivalency	Work Level Equivalency
Developmental	\$50,965	\$77,488	GS-7/6 to GS- 12/1	GS-5 thru GS-11
III	\$77,488	\$123,402	GS-12/1 to GS-14/5	GS-12 thru GS-13
IV	\$108,885	\$174,187	GS-14/1 to 136% of GS-15/1	GS-14 thru GS-15
V	\$153,694	\$183,300	SL min. rate to EX-IV	Above GS-15

**The maximum adjusted basic pay permissible (i.e., basic pay + locality pay is Executive Level III (currently \$183,300). [5 USC 5304(g)(2)]

2021 EXCEPTED SERVICE (EN) PAY RANGES**Pittsburgh-New Castle-Weirton, PA-OH-WV**

Special Grade	Minimum	Maximum	Salary Range Equivalency	Work Level Equivalency
Developmental	\$52,481	\$79,794	GS-7/6 to GS- 12/1	GS-5 thru GS-11
III	\$79,794	\$127,074	GS-12/1 to GS-14/5	GS-12 thru GS-13
IV	\$112,125	\$179,370	GS-14/1 to 136% of GS-15/1	GS-14 thru GS-15
V	\$158,267	\$183,300	SL min. rate to EX-IV	Above GS-15

**The maximum adjusted basic pay permissible (i.e., basic pay + locality pay is Executive Level III (currently \$183,300). [5 USC 5304(g)(2)]

2021 EXCEPTED SERVICE (EN) PAY RANGES**Albany-Schenectady, NY-MA**

Special Grade	Minimum	Maximum	Salary Range Equivalency	Work Level Equivalency
Developmental	\$51,813	\$78,778	GS-7/6 to GS- 12/1	GS-5 thru GS-11
III	\$78,778	\$125,456	GS-12/1 to GS-14/5	GS-12 thru GS-13
IV	\$110,698	\$177,086	GS-14/1 to 136% of GS-15/1	GS-14 thru GS-15
V	\$156,252	\$183,300	SL min. rate to EX-IV	Above GS-15

**The maximum adjusted basic pay permissible (i.e., basic pay + locality pay is Executive Level III (currently \$183,300). [5 USC 5304(g)(2)]