



The Director

## UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

CPM 2023-21  
December 21, 2023

### **Memorandum for Heads of Executive Departments and Agencies**

From: Kiran A. Ahuja  
Director

Subject: 2023 Annual Review of Special Rates (Results)

The U.S. Office of Personnel Management (OPM) conducts an annual review of special rates established under 5 U.S.C. 5305 to determine the disposition of special rate schedules when General Schedule (GS) pay is adjusted under 5 U.S.C. 5303. Based on OPM's annual review, special rate tables may be terminated, decreased, or increased. (See OPM's September 12, 2023, data call memorandum ([CPM 2023-17](#)) for further information.)

Agencies were informed in the September 2023 data call memorandum that the default January 2024 adjustment for special rates would be equal to the January 2024 across-the-board adjustment for GS base rates. That memorandum also noted that the across-the-board adjustment for GS base rates would be 4.7 percent, as specified in the [President's alternative plan for January 2024 pay adjustments](#).

Further, pursuant to OPM's instructions, each agency conducted a review of its special rate schedules. One agency requested a January 2024 adjustment for special rates different from the default amount (for additional details see the section "Adjustments Different from the Default GS Adjustment" below). Accordingly, based on the 2023 annual review of special rates, I have determined that the January 2024 adjustment for existing special rates will be 4.7 percent. The effective date for January 2024 pay adjustments is the first day of the first applicable pay period beginning on or after January 1, 2024 (January 14, 2024, based on the standard biweekly payroll cycle).

Please note that agencies having existing or likely staffing problems can submit special rate requests any time throughout a calendar year. Information on how agencies can make special rate requests is posted on the OPM website at <https://www.opm.gov/special-rates/srsrequest.aspx>. Additional information regarding the 2023 annual review and January 2024 special rates is provided below.

## **Special Rates in Nonforeign Areas**

For the 2023 Annual Review, we reminded agencies of the results of our analysis of special rates in nonforeign areas during the 2012 annual review, and that special rates in nonforeign areas would be reexamined yearly as part of our overall annual review of special rates. During the 2023 Annual Review, no agencies requested termination of special rates or a pay adjustment different from the base GS increase for positions in nonforeign areas.

Accordingly, special rates in nonforeign areas will receive the 4.7-percent increase. Also, special rate tables currently receiving Nonforeign Area Retirement Equity Assurance Act of 2009 (NAREAA) additional adjustments will receive the NAREAA additional adjustments shown in Attachment 1.

## **Capped Special Rates**

Under 5 U.S.C. 5305(a)(1), the maximum special rate is the rate payable for level IV of the Executive Schedule (EX-IV), which is \$191,900 in 2024. Some special rates for 2024 are capped at that EX-IV rate. Attachment 2 lists capped special rates by table, grade, and step.

## **Adjustments Different from the Default GS Adjustment**

As noted above, only one agency requested an adjustment different from the default amount. Specifically, the Department of Justice (DOJ) requested that Special Rate Table 0751 receive a 3-percent increase in addition to the 4.7-percent default base General Schedule adjustment. OPM has approved that request based on staffing issues DOJ documented in the request, which covers approximately 23 GS-0644 Medical Technologist positions within the Bureau of Prisons.

## **Terminated Special Rates**

Special rates are terminated based on OPM's annual review of special rates when covered agencies report to OPM that applicable special rates are no longer necessary or when GS locality rates of pay exceed special rates at the same grade and step due to increases in locality pay. (Under 5 U.S.C. 5305(h), an employee's entitlement to a special rate ends if the employee is entitled to a higher rate of basic pay, such as a locality rate of pay under 5 U.S.C. 5304.)

The Department of Health and Human Services requested that Special Rate Table 0487 covering only the Indian Health Service (IHS) be terminated in January 2024 because

IHS has created Title 38 special salary rate tables for the two occupations Table 0487 covers with pay rates higher than Table 0487 provides. Under 5 CFR 530.303(d), an employee covered by a special rate schedule is not entitled to a special rate for any purpose with respect to any period during which the employee is entitled to a higher rate of basic pay under any other legal authority. OPM approved the request, and Special Rate Table 0487 is terminated effective January 14, 2024.

Seven special rate tables will terminate effective January 14, 2024, because higher locality rates apply at all steps of each covered grade due to January 2024 increases in locality pay percentages. Those seven special rate tables are Tables 0072, 0222, 0305, 0385, 0442, 0456, and 0645.

In addition, some special rates tables will have one or more pay rates that terminate effective January 14, 2024, because applicable 2024 locality rates of pay are higher due to January 2024 increases in locality pay percentages. In such cases, the special rate tables will not show a special rate at affected grades and steps because higher locality pay rates apply. Also, for some special rate tables that cover multiple locations, certain locations will be removed from coverage because the 2024 locality rates in those locations are higher than the special rates at all grades and steps. Termination of special rates in these situations will not result in a loss of pay for covered employees because they will receive a higher locality rate of pay.

### **Additional Information**

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

Attachment 1 - 2024 Additional Adjustments for Special Rate Tables in Nonforeign Areas

Attachment 2 - Capped Special Rates in 2024

cc: Chief Human Capital Officers (CHCOs)

Deputy CHCOs

Human Resources Directors

**Attachment 1—2024 Additional Adjustments for Special Rate Tables in Nonforeign Areas**

Under section 1915(b) of the Nonforeign Area Retirement Equity Assurance Act of 2009 (NAREAA), during the January 2010-January 2012 transition period, special “additional adjustments” were added to the special rates that would have otherwise been payable in nonforeign areas. These additional adjustments were designed to provide special rate increases equal to the locality pay increases received by non-special rate employees during the transition period. They are added to the special rate supplement that would have otherwise applied. Special rate supplements and additional adjustments are payable only to the extent they do not cause the employee’s special rate to exceed the statutory EX-IV cap on special rates (\$191,900 in 2024). The EX-IV cap will be reflected in published special rate schedules.

**2024 Additional Adjustments for Special Rate Tables in the State of Alaska (Annual Amounts in Dollars)**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	7,027	7,263	7,496	7,729	7,962	8,098	8,330	8,563	8,572	8,790
2	7,901	8,089	8,351	8,572	8,669	8,924	9,179	9,434	9,689	9,944
3	8,621	8,909	9,196	9,483	9,770	10,058	10,345	10,632	10,920	11,207
4	9,677	10,000	10,322	10,645	10,967	11,290	11,612	11,935	12,257	12,580
5	10,827	11,188	11,549	11,910	12,271	12,632	12,992	13,353	13,714	14,075
6	12,070	12,472	12,874	13,277	13,679	14,082	14,484	14,886	15,289	15,691
7	13,412	13,859	14,307	14,754	15,201	15,648	16,095	16,542	16,989	17,436
8	14,853	15,348	15,844	16,339	16,834	17,329	17,824	18,319	18,814	19,309
9	16,406	16,953	17,499	18,046	18,593	19,140	19,687	20,234	20,780	21,327
10	18,066	18,668	19,271	19,873	20,475	21,077	21,679	22,281	22,883	23,485
11	19,849	20,511	21,173	21,834	22,496	23,157	23,819	24,480	25,142	25,804
12	23,791	24,584	25,377	26,170	26,963	27,756	28,549	29,342	30,135	30,928
13	28,291	29,234	30,177	31,120	32,064	33,007	33,950	34,893	35,836	36,779
14	33,431	34,546	35,660	36,775	37,889	39,004	40,118	41,233	42,347	43,461
15	39,324	40,635	41,945	43,256	44,567	45,877	47,188	48,499	49,809	51,120

**Attachment 1—2024 Additional Adjustments for Special Rate Tables in Nonforeign Areas**

**2024 Additional Adjustments for Special Rate Tables in the State of Hawaii  
(Annual Amounts in Dollars)**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	4,791	4,952	5,111	5,269	5,428	5,521	5,679	5,838	5,844	5,993
2	5,387	5,515	5,694	5,844	5,910	6,084	6,258	6,432	6,606	6,780
3	5,878	6,074	6,270	6,466	6,661	6,857	7,053	7,249	7,445	7,641
4	6,598	6,818	7,038	7,258	7,477	7,697	7,917	8,137	8,357	8,577
5	7,382	7,628	7,874	8,120	8,366	8,612	8,858	9,104	9,350	9,596
6	8,229	8,503	8,778	9,052	9,326	9,601	9,875	10,149	10,424	10,698
7	9,144	9,449	9,754	10,059	10,364	10,669	10,973	11,278	11,583	11,888
8	10,127	10,464	10,802	11,139	11,477	11,815	12,152	12,490	12,827	13,165
9	11,185	11,558	11,931	12,304	12,677	13,049	13,422	13,795	14,168	14,541
10	12,317	12,728	13,138	13,549	13,960	14,370	14,781	15,191	15,602	16,012
11	13,533	13,984	14,435	14,886	15,337	15,788	16,239	16,690	17,142	17,593
12	16,221	16,761	17,302	17,843	18,383	18,924	19,464	20,005	20,546	21,086
13	19,289	19,932	20,575	21,218	21,861	22,504	23,147	23,790	24,433	25,076
14	22,793	23,553	24,313	25,073	25,832	26,592	27,352	28,112	28,872	29,632
15	26,811	27,704	28,598	29,491	30,385	31,279	32,172	33,066	33,959	34,853

**2024 Additional Adjustments for Special Rate Tables in Other Nonforeign Areas  
as Defined in 5 CFR Part 591  
(Annual Amounts in Dollars)**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	3,698	3,822	3,945	4,068	4,190	4,262	4,384	4,506	4,511	4,626
2	4,158	4,257	4,395	4,511	4,562	4,696	4,831	4,965	5,099	5,233
3	4,537	4,688	4,840	4,991	5,142	5,293	5,444	5,596	5,747	5,898
4	5,093	5,263	5,433	5,602	5,772	5,942	6,111	6,281	6,451	6,621
5	5,698	5,888	6,078	6,268	6,458	6,648	6,838	7,028	7,217	7,407
6	6,352	6,564	6,776	6,987	7,199	7,411	7,623	7,834	8,046	8,258
7	7,059	7,294	7,529	7,765	8,000	8,235	8,471	8,706	8,941	9,176
8	7,817	8,078	8,338	8,599	8,859	9,120	9,380	9,641	9,901	10,162
9	8,634	8,922	9,210	9,497	9,785	10,073	10,361	10,649	10,936	11,224
10	9,508	9,825	10,142	10,459	10,776	11,092	11,409	11,726	12,043	12,360
11	10,446	10,795	11,143	11,491	11,839	12,187	12,535	12,884	13,232	13,580
12	12,521	12,938	13,356	13,773	14,190	14,607	15,025	15,442	15,859	16,277
13	14,889	15,385	15,882	16,378	16,874	17,371	17,867	18,364	18,860	19,356
14	17,594	18,181	18,767	19,354	19,940	20,527	21,113	21,700	22,287	22,873
15	20,695	21,385	22,075	22,765	23,455	24,144	24,834	25,524	26,214	26,904

**Attachment 2—Capped Special Rates in 2024**

Under 5 U.S.C. 5305(a)(1), the maximum special rate is the rate payable for level IV of the Executive Schedule (\$191,900 in 2024).

A total of 522 special rates are capped in 2024 and these are shown in the table below by special rate table code, grade, and step.

<b>Special Rate Table Code</b>	<b>Grade</b>	<b>Capped Steps</b>
0565	15	7-10
0566	15	9-10
0571	15	6-10
0576	15	7-10
0701	15	7-10
0702	15	5-10
0703	15	5-10
0704	15	5-10
0705	15	6-10
0706	15	5-10
0710	15	6-10
0711	15	6-10
0712	15	6-10
0713	15	6-10
0714	15	6-10
0715	15	6-10
0716	15	6-10
0717	15	6-10
0718	15	6-10
0719	15	6-10
0720	15	6-10
0721	15	6-10
0722	15	6-10
0734	15	8-10
0735	15	8-10
0736	15	8-10
0737	15	7-10
0738	15	7-10
0739	15	7-10
0740	15	7-10
0741	15	6-10
0742	15	6-10
0743	15	6-10
0744	15	6-10
0745	15	5-10

**Attachment 2—Capped Special Rates in 2024**

<b>Special Rate Table Code</b>	<b>Grade</b>	<b>Capped Steps</b>
0746	15	5-10
0747	15	5-10
0748	14	10
0748	15	4-10
0749	14	10
0749	15	4-10
0750	14	8-10
0750	15	2-10
0752	15	5-10
0759	13	10
0759	14	6-10
0759	15	3-10
0760	14	8-10
0760	15	4-10
0761	14	8-10
0761	15	5-10
0762	14	9-10
0762	15	6-10
0763	14	10
0763	15	6-10
0764	14	10
0764	15	7-10
0765	15	8-10
0766	15	8-10
0767	15	9-10
0771	14	9-10
0777	14	8-10
0777	15	2-10
0778	14	8-10
0785	14	9-10
0788	14	6-10
0788	15	1-10
0789	14	8-10
0789	15	3-10
0790	14	9-10
0790	15	3-10
0791	14	10
0791	15	4-10
0792	15	5-10
0793	15	6-10
0794	15	6-10
0795	15	7-10
0796	15	7-10

**Attachment 2—Capped Special Rates in 2024**

<b>Special Rate Table Code</b>	<b>Grade</b>	<b>Capped Steps</b>
0797	14	9-10
0797	15	4-10
0798	15	7-10
0799	15	5-10
0804	14	8-10
0804	15	5-10
0805	15	8-10
0806	14	9-10
0806	15	6-10
0807	14	10
0807	15	6-10
0808	14	10
0808	15	7-10
0809	15	8-10
0810	15	9-10
290A	14	8-10
290A	15	4-10
290H	15	7-10
290P	15	8-10
499A	14	10
499A	15	5-10
499H	15	8-10
499P	15	10
558A	14	8-10
558A	15	4-10
558H	14	10
558H	15	7-10
558P	15	8-10
565A	14	5-10
565A	15	1-10
565F	15	7-10
565H	14	8-10
565H	15	2-10
566A	14	7-10
566A	15	1-10
566F	15	9-10
566H	14	9-10
566H	15	3-10
700H	14	10
700H	15	4-10