



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

CPM 2025-19
December 18, 2025

Memorandum for Heads of Executive Departments and Agencies

From: Scott Kupor
Director

Subject: **2025 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. OPM conducts such annual reviews under 5 CFR 530.307(a), and may terminate, decrease, or increase special rate tables based on such a review. This memorandum announces decisions I have made for January 2026 special rates based on the 2025 annual review of special rates.

For the January 2026 adjustment of special rate tables, no special rate tables will be terminated or reduced. Further, all existing special rate tables will receive a 1.0 percent increase, consistent with 5 U.S.C. 5303(a) and the increase provided for GS base rates under President Trump's [alternative plan](#). The effective date for the January 2026 pay adjustment is the first day of the first applicable pay period beginning on or after January 1, 2026 (January 11, 2026, based on the standard biweekly payroll cycle).

As directed under the same alternative plan, OPM will use its special rate authority to implement an additional increase of approximately 2.8 percent for certain law enforcement personnel so that they will receive a 3.8 percent total increase in January 2026. The new law enforcement personnel special rates are being determined through a process separate from this annual review of existing special rate tables. Information on the new law enforcement special rates will be shared with agencies by separate memoranda. (OPM has posted a "2026 Special Rates for Certain Law Enforcement Personnel" [document](#) on its website that provides more information on this topic.)

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. Additional information regarding the 2025 annual review and January 2026 special rates is provided below.

Special Rates in Nonforeign Areas

During the 2012 annual review of special rates, we analyzed data from the special data call for nonforeign areas detailed in [CPM-2011-22](#). Based on that analysis, we subsequently announced in [CPM 2012-14](#) that in 2013 we would not reduce the special rate additional adjustments in effect at the end of the 3-year phase in period (January 2010 - January 2012) established under the Non-Foreign Area Retirement Equity Assurance Act of 2009 (NAREAA).

As noted in CPM 2012-14, special rates in nonforeign areas, like all other special rates, will be reexamined yearly as part of the overall annual review of special rates. As a result of the 2025 Annual Review, no special rates in nonforeign areas will receive a pay adjustment different from the base GS increase for positions. Accordingly, special rates in nonforeign areas will receive a 1.0-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 \$197,200 in 2026. Some special rates for 2026 are capped at that EX-IV rate. Attachment 2 lists capped special rates by table, grade, and step.

Terminated Special Rates

Special rates are terminated based on OPM's annual review of special rates when special rates no longer exceed GS locality rates of pay 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.) Since GS locality pay rates will remain the same in 2026 as in 2025, no special rates will be terminated in 2026 based on higher applicable locality rates of pay.

Special rates may also be terminated when covered agencies report to OPM that applicable special rates are no longer necessary. Agencies may request OPM terminate existing special rates at any time.

Additional Information

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

Attachment 1 - 2026 Additional Adjustments for Special Rate Tables in Nonforeign Areas (see below)

Attachment 2 - Capped Special Rates in 2026 (see below)

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs and Human Resources Directors

Attachment 1—2026 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 (\$197,200 in 2026). The EX-IV cap will be reflected in published special rate schedules.

2026 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	7,308	7,553	7,796	8,038	8,281	8,423	8,663	8,905	8,915	9,141
2	8,217	8,413	8,685	8,915	9,015	9,280	9,545	9,810	10,075	10,340
3	8,966	9,265	9,564	9,863	10,162	10,461	10,760	11,059	11,358	11,657
4	10,065	10,401	10,736	11,072	11,407	11,743	12,078	12,414	12,750	13,085
5	11,261	11,636	12,012	12,387	12,762	13,138	13,513	13,889	14,264	14,639
6	12,553	12,971	13,390	13,808	14,226	14,645	15,063	15,482	15,900	16,319
7	13,949	14,414	14,879	15,344	15,809	16,274	16,739	17,204	17,669	18,134
8	15,448	15,963	16,478	16,993	17,507	18,022	18,537	19,052	19,567	20,082
9	17,062	17,631	18,200	18,769	19,338	19,907	20,476	21,045	21,614	22,182
10	18,790	19,416	20,042	20,668	21,294	21,920	22,547	23,173	23,799	24,425
11	20,644	21,332	22,021	22,709	23,397	24,086	24,774	25,462	26,150	26,839
12	24,743	25,568	26,393	27,218	28,043	28,868	29,693	30,517	31,342	32,167
13	29,423	30,404	31,385	32,366	33,347	34,327	35,308	36,289	37,270	38,251
14	34,770	35,929	37,088	38,247	39,406	40,565	41,724	42,883	44,043	45,202
15	40,898	42,261	43,625	44,988	46,351	47,714	49,078	50,441	51,804	53,168

Attachment 1—2026 Additional Adjustments for Special Rate Tables in Nonforeign Areas**2026 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	5,016	5,184	5,351	5,517	5,683	5,781	5,946	6,112	6,119	6,274
2	5,640	5,774	5,961	6,119	6,187	6,369	6,551	6,733	6,915	7,097
3	6,154	6,359	6,564	6,770	6,975	7,180	7,385	7,590	7,796	8,001
4	6,908	7,138	7,369	7,599	7,829	8,060	8,290	8,520	8,751	8,981
5	7,729	7,986	8,244	8,502	8,759	9,017	9,275	9,532	9,790	10,048
6	8,615	8,903	9,190	9,477	9,764	10,051	10,339	10,626	10,913	11,200
7	9,574	9,893	10,212	10,531	10,850	11,170	11,489	11,808	12,127	12,446
8	10,603	10,956	11,309	11,663	12,016	12,369	12,723	13,076	13,429	13,783
9	11,711	12,101	12,492	12,882	13,272	13,663	14,053	14,444	14,834	15,225
10	12,896	13,326	13,756	14,185	14,615	15,045	15,475	15,904	16,334	16,764
11	14,169	14,641	15,114	15,586	16,058	16,531	17,003	17,476	17,948	18,421
12	16,982	17,549	18,115	18,681	19,247	19,813	20,379	20,945	21,511	22,078
13	20,194	20,868	21,541	22,214	22,887	23,560	24,234	24,907	25,580	26,253
14	23,864	24,659	25,455	26,250	27,046	27,842	28,637	29,433	30,228	31,024
15	28,070	29,006	29,941	30,877	31,813	32,748	33,684	34,620	35,556	36,491

**2026 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	3,853	3,982	4,110	4,238	4,365	4,440	4,567	4,695	4,700	4,819
2	4,332	4,435	4,579	4,700	4,753	4,892	5,032	5,172	5,311	5,451
3	4,727	4,885	5,042	5,200	5,358	5,515	5,673	5,830	5,988	6,146
4	5,306	5,483	5,660	5,837	6,014	6,191	6,368	6,545	6,721	6,898
5	5,937	6,135	6,333	6,530	6,728	6,926	7,124	7,322	7,520	7,718
6	6,618	6,838	7,059	7,280	7,500	7,721	7,941	8,162	8,382	8,603
7	7,354	7,599	7,844	8,089	8,334	8,580	8,825	9,070	9,315	9,560
8	8,144	8,416	8,687	8,958	9,230	9,501	9,773	10,044	10,315	10,587
9	8,995	9,295	9,595	9,895	10,195	10,495	10,795	11,095	11,395	11,694
10	9,906	10,236	10,566	10,896	11,226	11,556	11,886	12,216	12,547	12,877
11	10,883	11,246	11,609	11,972	12,335	12,698	13,061	13,423	13,786	14,149
12	13,045	13,479	13,914	14,349	14,784	15,219	15,654	16,089	16,523	16,958
13	15,512	16,029	16,546	17,063	17,580	18,097	18,614	19,131	19,649	20,166
14	18,330	18,941	19,552	20,164	20,775	21,386	21,997	22,608	23,219	23,830
15	21,561	22,280	22,999	23,717	24,436	25,155	25,874	26,592	27,311	28,030

Attachment 2—Capped Special Rates in 2026

Under 5 U.S.C. 5305(a)(1), the maximum special rate is the rate payable for level IV of the Executive Schedule (\$197,200 in 2026).

A total of 533 special rates are capped in 2026 and these are shown in the table below by special rate table code, grade, and step.

Special Rate Table Code	Grade	Capped Steps
0565	15	8-10
0566	15	9-10
0571	15	6-10
0576	14	9-10
0576	15	4-10
0701	15	8-10
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
0714	15	6-10
0715	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	8-10
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
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

Attachment 2—Capped Special Rates in 2026

Special Rate Table Code	Grade	Capped Steps
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
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	8-10
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
0811	15	5-10
0812	15	6-10
290A	14	8-10
290A	15	4-10
290H	15	7-10
290P	15	8-10

Attachment 2—Capped Special Rates in 2026

Special Rate Table Code	Grade	Capped Steps
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	8-10
565H	14	8-10
565H	15	2-10
566A	14	6-10
566A	15	1-10
566F	15	9-10
566H	14	9-10
566H	15	3-10
700H	14	10
700H	15	4-10
811F	15	5-10
812F	15	6-10