



NCUA CU Bargaining/Non-Bargaining & SSP National Pay Structure and Locality Rates Effective - December 25, 2016

2017 LOCALITY AREA RATES

2017 NATIONAL PAY RATES - CU (Base)

Band	Minimum	Maximum	Total Pay Cap
CU-1	\$19,541	\$30,679	\$45,070
CU-2	\$21,436	\$33,655	\$49,900
CU-3	\$23,595	\$37,044	\$54,730
CU-4	\$25,910	\$40,678	\$60,090
CU-5	\$28,518	\$44,773	\$66,530
CU-6	\$31,690	\$49,753	\$74,040
CU-7	\$35,171	\$55,218	\$81,550
CU-8	\$39,064	\$61,330	\$91,210
CU-9	\$43,412	\$68,157	\$100,870
CU-10	\$48,204	\$75,680	\$112,670
CU-11	\$55,558	\$87,226	\$128,770
CU-12	\$64,235	\$100,849	\$150,230
CU-13	\$74,205	\$116,502	\$171,690
CU-14	\$85,615	\$134,416	\$198,520
CU-15	\$98,932	\$155,324	\$225,350

2017 NATIONAL PAY STRUCTURE - SSP (Base)

Band	Minimum	Maximum	Total Pay Cap
SSP-01	\$150,000	\$195,000	\$240,000
SSP-02	\$170,000	\$220,000	\$262,000
SSP-03	\$190,000	\$245,000	\$279,000

Locality Area	Locality Rate*
Alaska	22.32%
Albany	21.32%
Albuquerque	18.32%
Atlanta	28.06%
Austin	21.32%
Boston	39.55%
Buffalo	24.28%
Charlotte	20.32%
Chicago	35.82%
Cincinnati	23.06%
Cleveland	24.59%
Colorado Springs	21.32%
Columbus	23.36%
Dallas	32.25%
Davenport	19.32%
Dayton	21.93%
Denver	34.92%
Detroit	32.69%
Harrisburg	20.32%
Hartford	39.61%
Hawaii	38.00%
Houston	38.06%
Huntsville	27.16%
Indianapolis	20.59%
Kansas City	18.32%
Laredo	22.32%
Las Vegas	22.32%
Los Angeles	42.96%
Miami	30.83%
Milwaukee	26.64%
Minneapolis	33.23%
New York City	46.61%
Palm Bay	19.32%
Philadelphia	35.73%
Phoenix	25.73%
Pittsburgh	26.06%
Portland	33.12%
Raleigh	21.61%
Rest of United States	16.32%
Richmond	22.36%
Sacramento	35.64%
San Diego	40.82%
San Jose (San Francisco)	56.21%
Seattle	37.52%
St. Louis	21.32%
Tucson	20.32%
Washington/Baltimore	36.87%

APPLICATION OF LOCALITY RATES

Locality rates apply to all NCUA duty locations within the United States.

To apply locality rates: **Base Rate X (1+Locality Rate) = Total Pay**

To remove locality rates: **Total Pay / (1+ Locality Rate) = Base Rate**

* Calculations based on Article 9, Section 4(C)(1) of the 2015 NCUA and NTEU Collective Bargaining Agreement