



# NCUA CU Bargaining/Non-Bargaining & SSP National Pay Structure and Locality Rates

Effective - (12/20/2020)

## 2021 NATIONAL PAY RATES - CU

National Pay Rate			Total Pay Cap
Band	Minimum	Maximum	
CU-1	\$20,536	\$32,241	\$45,716
CU-2	\$22,529	\$35,370	\$50,615
CU-3	\$24,797	\$38,932	\$55,515
CU-4	\$27,229	\$42,750	\$60,952
CU-5	\$29,971	\$47,055	\$67,484
CU-6	\$33,305	\$52,289	\$75,102
CU-7	\$36,962	\$58,031	\$82,719
CU-8	\$41,054	\$64,455	\$92,518
CU-9	\$45,624	\$71,629	\$102,316
CU-10	\$50,660	\$79,536	\$114,285
CU-11	\$58,389	\$91,670	\$130,616
CU-12	\$67,507	\$105,986	\$152,384
CU-13	\$77,985	\$122,437	\$174,152
CU-14	\$89,976	\$141,263	\$201,366
CU-15	\$103,973	\$163,237	\$228,581

## 2021 NATIONAL PAY STRUCTURE - SSP

National Pay Rate			Total Pay Cap
Band	Minimum	Maximum	
SSP-01	\$157,642	\$204,935	\$243,000
SSP-02	\$177,852	\$231,207	\$263,000
SSP-03	\$198,064	\$257,483	\$283,000

## 2021 LOCALITY AREA RATES\*

Locality Area	Locality Rate*
Alaska	34.32%
Albany	27.32%
Albuquerque	20.25%
Atlanta	26.81%
Austin	29.32%
Birmingham	18.32%
Boston	41.57%
Buffalo	26.81%
Burlington	25.32%
Charlotte	24.32%
Chicago	36.25%
Cincinnati	23.06%
Cleveland	24.59%
Colorado Springs	26.32%
Columbus	24.98%
Corpus Christi	18.32%
Dallas	37.25%
Davenport	22.41%
Dayton	24.28%
Denver	40.92%
Des Moines	16.60%
Detroit	33.76%
Harrisburg	23.74%
Hartford	39.22%
Hawaii	38.00%
Houston	45.06%
Huntsville	31.16%
Indianapolis	20.59%
Kansas City	22.32%
Laredo	31.32%
Las Vegas	26.43%
Los Angeles	48.96%
Miami	30.83%
Milwaukee	26.64%
Minneapolis	35.23%
New York City	52.61%
Omaha	18.21%
Palm Bay	19.37%
Philadelphia	39.38%
Phoenix	28.06%
Pittsburgh	25.38%
Portland	32.48%
Raleigh	25.38%
Rest of United States	16.32%
Richmond	28.36%
Sacramento	39.31%
San Antonio	22.32%
San Diego	48.82%
San Jose (San Francisco)	64.21%
Seattle	44.52%
St. Louis	26.32%
Tucson	23.25%
Virginia Beach	21.32%
Washington/Baltimore	48.87%

### APPLICATION OF LOCALITY RATES

Locality rates apply to all NCUA Official Duty Stations.

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

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

**Total Pay** may not exceed the **Total Pay Cap**

\* Calculations based on Article 9, Section 4(C) of the 2018 NCUA and NTEU Collective Bargaining Agreement.