



NCUA CU Bargaining/Non-Bargaining & SSP National Pay Structure and Locality Rates Effective - (12/23/2018)

2019 NATIONAL PAY RATES - CU

National Pay Rate			Total Pay Cap
Band	Minimum	Maximum	
CU-1	\$20,032	\$31,450	\$45,716
CU-2	\$21,976	\$34,502	\$50,615
CU-3	\$24,189	\$37,976	\$55,515
CU-4	\$26,561	\$41,701	\$60,952
CU-5	\$29,236	\$45,900	\$67,484
CU-6	\$32,487	\$51,005	\$75,102
CU-7	\$36,055	\$56,607	\$82,719
CU-8	\$40,046	\$62,873	\$92,518
CU-9	\$44,504	\$69,872	\$102,316
CU-10	\$49,417	\$77,584	\$114,285
CU-11	\$56,955	\$89,420	\$130,616
CU-12	\$65,851	\$103,386	\$152,384
CU-13	\$76,071	\$119,432	\$174,152
CU-14	\$87,769	\$137,797	\$201,366
CU-15	\$101,422	\$159,232	\$228,581

2019 NATIONAL PAY STRUCTURE - SSP

National Pay Rate			Total Pay Cap
Band	Minimum	Maximum	
SSP-01	\$153,774	\$199,906	\$243,000
SSP-02	\$173,488	\$225,534	\$263,000
SSP-03	\$193,203	\$251,164	\$283,000

2019 NEW LOCALITY AREA RATES**

Corpus Christi	16.32%
Birmingham	16.32%
Burlington	19.32%
Omaha	16.32%
San Antonio	17.32%
Virginia Beach	17.32%

2019 LOCALITY AREA RATES*

Locality Area	Locality Rate*
Alaska	28.32%
Albany	24.32%
Albuquerque	18.32%
Atlanta	27.94%
Austin	25.32%
Boston	39.57%
Buffalo	26.81%
Charlotte	22.32%
Chicago	35.82%
Cincinnati	23.06%
Cleveland	24.59%
Colorado Springs	24.32%
Columbus	22.98%
Dallas	34.25%
Davenport	21.10%
Dayton	22.28%
Denver	37.92%
Detroit	32.69%
Harrisburg	22.32%
Hartford	39.61%
Hawaii	38.00%
Houston	42.06%
Huntsville	29.16%
Indianapolis	20.59%
Kansas City	20.32%
Laredo	27.32%
Las Vegas	25.32%
Los Angeles	45.96%
Miami	30.83%
Milwaukee	26.64%
Minneapolis	33.23%
New York City	49.61%
Palm Bay	19.37%
Philadelphia	38.28%
Phoenix	28.06%
Pittsburgh	26.06%
Portland	32.12%
Raleigh	23.61%
Rest of United States	16.32%
Richmond	25.36%
Sacramento	37.31%
San Diego	45.82%
San Jose (San Francisco)	61.21%
Seattle	40.52%
St. Louis	24.32%
Tucson	23.24%
Washington/Baltimore	42.87%

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)(1) of the 2015 NCUA and NTEU Collective Bargaining Agreement.

** Effective on the first day of the first pay period after January 1, 2019.