



## NCUA Bargaining National Pay Structure and Locality Rates January 1, 2012

### 2011 NATIONAL PAY STRUCTURE

Grade	Minimum	Midpoint	Maximum
CU-1	\$17,688	\$23,584	\$29,481
CU-2	\$19,405	\$25,873	\$32,342
CU-3	\$21,359	\$28,478	\$35,598
CU-4	\$23,454	\$31,272	\$39,090
CU-5	\$25,816	\$34,421	\$43,026
CU-6	\$28,687	\$38,249	\$47,811
CU-7	\$31,838	\$42,450	\$53,063
CU-8	\$35,363	\$47,151	\$58,938
CU-9	\$39,298	\$52,397	\$65,497
CU-10	\$43,636	\$58,182	\$72,727
CU-11	\$50,293	\$67,058	\$83,822
CU-12	\$58,148	\$77,530	\$96,913
CU-13	\$67,174	\$89,565	\$111,956
CU-14	\$77,502	\$103,336	\$129,170
CU-15	\$89,557	\$119,409	\$149,262

### LOCALITY RATES

Locality	Rate
Atlanta	20.06%
Boston	30.55%
Buffalo	14.28%
Chicago	27.82%
Cincinnati	17.06%
Cleveland	18.59%
Columbus	16.98%
Dallas	23.25%
Dayton	12.93%
Denver	23.92%
Detroit	23.69%
Hartford	31.61%
Hawaii	16.51%
Houston	27.06%
Huntsville	17.16%
Indianapolis	14.59%
Los Angeles	30.96%
Miami	24.83%
Milwaukee	18.64%
Minneapolis	25.23%
New York City	35.61%
Philadelphia	24.73%
Phoenix	16.73%
Pittsburgh	18.06%
Portland, OR	26.12%
Raleigh	11.61%
Richmond	14.36%
Sacramento	25.64%
San Diego	28.82%
San Francisco	44.21%
Seattle	26.52%
Washington/Baltimore	24.87%
Rest of United States	10.32%

### APPLICATION OF LOCALITY RATES

Locality rates apply to duty locations within the continental United States.

To apply locality rates:

$$\text{National Pay Rate} \times (1 + \text{Locality Rate}) = \text{Total Basic Pay}$$

To remove locality rates:

$$\text{Total Basic Pay} / (1 + \text{Locality Rate}) = \text{National Pay Rate}$$





