

**NAVAL POSTGRADUATE SCHOOL  
CIVILIAN FACULTY SCHEDULE**  
INCORPORATING THE 1.00% GENERAL INCREASE EFFECTIVE JANUARY 2021

(Base Salary)

S T E P	AD-1 INSTRUCTOR	S T E P	AD-3 ASSISTANT PROFESSOR	S T E P	AD-5 ASSOCIATE PROFESSOR	S T E P	AD-7 PROFESSOR	S T E P	AD-9 ADMIN FACULTY	S T E P	AD-11 ACADEMIC DEAN
1	\$44,948	7	\$54,324	17	\$69,952	25	\$83,621	20	\$75,078	I	\$143,164
2	\$46,511	8	\$55,887	18	\$71,661	26	\$85,329	21	\$76,786	II	\$144,774
3	\$48,073	9	\$57,450	19	\$73,369	27	\$87,038	22	\$78,495	III	\$146,384
4	\$49,636	10	\$59,013	20	\$75,078	28	\$88,747	23	\$80,204	IV	\$147,994
5	\$51,199	11	\$60,575	21	\$76,786	29	\$90,455	24	\$81,912	V	\$149,604
6	\$52,762	12	\$62,138	22	\$78,495	30	\$92,164	25	\$83,621	VI	\$151,214
7	\$54,324	13	\$63,701	23	\$80,204	31	\$93,872	26	\$85,329	VII	\$152,824
8	\$55,887	14	\$65,264	24	\$81,912	32	\$95,940	27	\$87,038	VIII	\$154,434
9	\$57,450	15	\$66,826	25	\$83,621	33	\$98,007	28	\$88,747	IX	\$156,043
10	\$59,013	16	\$68,389	26	\$85,329	34	\$100,075	29	\$90,455	X	\$157,653
11	\$60,575	17	\$69,952	27	\$87,038	35	\$102,142	30	\$92,164	XI	\$159,263
12	\$62,138	18	\$71,661	28	\$88,747	36	\$104,210	31	\$93,872	XII	\$160,873
13	\$63,701	19	\$73,369	29	\$90,455	37	\$106,277	32	\$95,940	XIII	\$162,483
14	\$65,264	20	\$75,078	30	\$92,164	38	\$108,345	33	\$98,007	XIV	\$164,093
15	\$66,826	21	\$76,786	31	\$93,872	39	\$110,413	34	\$100,075	XV	\$165,703
16	\$68,389	22	\$78,495	32	\$95,940	40	\$112,480	35	\$102,142	XVI	\$167,313
17	\$69,952	23	\$80,204	33	\$98,007	41	\$114,548	36	\$104,210	XVII	\$168,923
18	\$71,661	24	\$81,912	34	\$100,075	42	\$116,615	37	\$106,277	XVIII	\$170,533
19	\$73,369	25	\$83,621	35	\$102,142	43	\$118,683	38	\$108,345	XIX	\$172,143
20	\$75,078	26	\$85,329	36	\$104,210	44	\$120,750	39	\$110,413		(\$172,500)
21	\$76,786	27	\$87,038	37	\$106,277	45	\$122,818	40	\$112,480		
22	\$78,495	28	\$88,747	38	\$108,345	46	\$124,886	41	\$114,548		
23	\$80,204	29	\$90,455	39	\$110,413	47	\$126,953	42	\$116,615		
24	\$81,912	30	\$92,164	40	\$112,480	48	\$129,021	43	\$118,683		
25	\$83,621	31	\$93,872	41	\$114,548	49	\$131,088	44	\$120,750		
26	\$85,329	32	\$95,940	42	\$116,615	50	\$133,156	45	\$122,818		
27	\$87,038	33	\$98,007	43	\$118,683	51	\$135,223	46	\$124,886		
28	\$88,747	34	\$100,075	44	\$120,750	52	\$137,291	47	\$126,953		
	(\$88,747)	35	\$102,142	45	\$122,818	53	\$139,359	48	\$129,021		
		36	\$104,210	46	\$124,886	54	\$141,427	49	\$131,088		
		37	\$106,277	47	\$126,953	55	\$143,494	50	\$133,156		
		38	\$108,345	48	\$129,021	56	\$145,562	51	\$135,223		
		39	\$110,413	49	\$131,088	57	\$147,629	52	\$137,291		
		40	\$112,480	50	\$133,156	58	\$149,697	53	\$139,359		
		41	\$114,548	51	\$135,223	59	\$151,765	54	\$141,427		
		42	\$116,615	52	\$137,291	60	\$153,832	55	\$143,494		
		43	\$118,683	53	\$139,359	61	\$155,900	56	\$145,562		
		44	\$120,750	54	\$141,427	62	\$157,967	57	\$147,629		
		45	\$122,818	55	\$143,494	63	\$160,035	58	\$149,697		
		46	\$124,886	56	\$145,562	64	\$162,102	59	\$151,765		
		47	\$126,953	57	\$147,629	65	\$164,170	60	\$153,832		
		48	\$129,021	58	\$149,697	66	\$166,238	61	\$155,900		
		49	\$131,088	59	\$151,765	67	\$168,305	62	\$157,967		
		50	\$133,156	60	\$153,832	68	\$170,373	63	\$160,035		
		51	\$135,223	61	\$155,900	69	\$172,440	64	\$162,102		
			(\$135,223)	62	\$157,967	70	\$172,500	65	\$164,170		
					(\$157,967)	71	\$172,500	66	\$166,238		
						72	\$172,500	67	\$168,305		
						73	\$172,500	68	\$170,373		
						74	\$172,500	69	\$172,440		
						75	\$172,500	70	\$172,500		
						76	\$172,500	71	\$172,500		
						77	\$172,500	72	\$172,500		
						78	\$172,500	73	\$172,500		
						79	\$172,500	74	\$172,500		
						80	\$172,500	75	\$172,500		
							(\$172,500)	76	\$172,500		
								77	\$172,500		
								78	\$172,500		
								79	\$172,500		
								80	\$172,500		
									(\$172,500)		

( ) Indicates maximum payable rate for applicable grade.  
Maximum rate limited to the rate for level IV of the Executive  
Schedule, \$172,500.

Approved: Effective 5 January 2021

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ANN E. RONDEAU, Ed.D  
Vice Admiral, U.S. Navy (Ret.)

**NAVAL POSTGRADUATE SCHOOL  
ANNUAL CIVILIAN FACULTY SCHEDULE**  
INCORPORATING LOCALITY-BASED COMPARABILITY PAYMENTS FOR  
SAN JOSE-SAN FRANCISCO-OAKLAND, CA OF 41.44% EFFECTIVE JANUARY 2021

(Annual Salary)

S T E P	AD-1 INSTRUCTOR	S T E P	AD-3 ASSISTANT PROFESSOR	S T E P	AD-5 ASSOCIATE PROFESSOR	S T E P	AD-7 PROFESSOR	S T E P	AD-9 ADMIN FACULTY	S T E P	AD-11 ACADEMIC DEAN
1	\$63,575	7	\$76,836	17	\$98,941	25	\$118,274	20	\$106,191	I	\$183,300
2	\$65,786	8	\$79,047	18	\$101,358	26	\$120,690	21	\$108,607	II	\$183,300
3	\$67,995	9	\$81,258	19	\$103,774	27	\$123,107	22	\$111,024	III	\$183,300
4	\$70,206	10	\$83,468	20	\$106,191	28	\$125,524	23	\$113,441	IV	\$183,300
5	\$72,416	11	\$85,678	21	\$108,607	29	\$127,940	24	\$115,857	V	\$183,300
6	\$74,627	12	\$87,888	22	\$111,024	30	\$130,357	25	\$118,274	VI	\$183,300
7	\$76,836	13	\$90,099	23	\$113,441	31	\$132,773	26	\$120,690	VII	\$183,300
8	\$79,047	14	\$92,310	24	\$115,857	32	\$135,698	27	\$123,107	VIII	\$183,300
9	\$81,258	15	\$94,519	25	\$118,274	33	\$138,622	28	\$125,524	IX	\$183,300
10	\$83,468	16	\$96,730	26	\$120,690	34	\$141,547	29	\$127,940	X	\$183,300
11	\$85,678	17	\$98,941	27	\$123,107	35	\$144,470	30	\$130,357	XI	\$183,300
12	\$87,888	18	\$101,358	28	\$125,524	36	\$147,395	31	\$132,773	XII	\$183,300
13	\$90,099	19	\$103,774	29	\$127,940	37	\$150,319	32	\$135,698	XIII	\$183,300
14	\$92,310	20	\$106,191	30	\$130,357	38	\$153,244	33	\$138,622	XIV	\$183,300
15	\$94,519	21	\$108,607	31	\$132,773	39	\$156,169	34	\$141,547	XV	\$183,300
16	\$96,730	22	\$111,024	32	\$135,698	40	\$159,092	35	\$144,470	XVI	\$183,300
17	\$98,941	23	\$113,441	33	\$138,622	41	\$162,017	36	\$147,395	XVII	\$183,300
18	\$101,358	24	\$115,857	34	\$141,547	42	\$164,941	37	\$150,319	XVIII	\$183,300
19	\$103,774	25	\$118,274	35	\$144,470	43	\$167,866	38	\$153,244	XIX	\$183,300
20	\$106,191	26	\$120,690	36	\$147,395	44	\$170,789	39	\$156,169		(\$183,300)
21	\$108,607	27	\$123,107	37	\$150,319	45	\$173,714	40	\$159,092		
22	\$111,024	28	\$125,524	38	\$153,244	46	\$176,639	41	\$162,017		
23	\$113,441	29	\$127,940	39	\$156,169	47	\$179,563	42	\$164,941		
24	\$115,857	30	\$130,357	40	\$159,092	48	\$182,488	43	\$167,866		
25	\$118,274	31	\$132,773	41	\$162,017	49	\$183,300	44	\$170,789		
26	\$120,690	32	\$135,698	42	\$164,941	50	\$183,300	45	\$173,714		
27	\$123,107	33	\$138,622	43	\$167,866	51	\$183,300	46	\$176,639		
28	\$125,524	34	\$141,547	44	\$170,789	52	\$183,300	47	\$179,563		
	(\$125,524)	35	\$144,470	45	\$173,714	53	\$183,300	48	\$182,488		
		36	\$147,395	46	\$176,639	54	\$183,300	49	\$183,300		
		37	\$150,319	47	\$179,563	55	\$183,300	50	\$183,300		
		38	\$153,244	48	\$182,488	56	\$183,300	51	\$183,300		
		39	\$156,169	49	\$183,300	57	\$183,300	52	\$183,300		
		40	\$159,092	50	\$183,300	58	\$183,300	53	\$183,300		
		41	\$162,017	51	\$183,300	59	\$183,300	54	\$183,300		
		42	\$164,941	52	\$183,300	60	\$183,300	55	\$183,300		
		43	\$167,866	53	\$183,300	61	\$183,300	56	\$183,300		
		44	\$170,789	54	\$183,300	62	\$183,300	57	\$183,300		
		45	\$173,714	55	\$183,300	63	\$183,300	58	\$183,300		
		46	\$176,639	56	\$183,300	64	\$183,300	59	\$183,300		
		47	\$179,563	57	\$183,300	65	\$183,300	60	\$183,300		
		48	\$182,488	58	\$183,300	66	\$183,300	61	\$183,300		
		49	\$185,411	59	\$183,300	67	\$183,300	62	\$183,300		
		50	\$188,336	60	\$183,300	68	\$183,300	63	\$183,300		
		51	\$191,260	61	\$183,300	69	\$183,300	64	\$183,300		
			(\$183,300)	62	\$183,300	70	\$183,300	65	\$183,300		
					(\$183,300)	71	\$183,300	66	\$183,300		
						72	\$183,300	67	\$183,300		
						73	\$183,300	68	\$183,300		
						74	\$183,300	69	\$183,300		
						75	\$183,300	70	\$183,300		
						76	\$183,300	71	\$183,300		
						77	\$183,300	72	\$183,300		
						78	\$183,300	73	\$183,300		
						79	\$183,300	74	\$183,300		
						80	\$183,300	75	\$183,300		
							(\$183,300)	76	\$183,300		
								77	\$183,300		
								78	\$183,300		
								79	\$183,300		
								80	\$183,300		
									(\$183,300)		

- ( ) Indicates maximum payable rate for applicable grade.  
Maximum rate limited to the rate for level III of the Executive Schedule, \$183,300. (5 U.S.C 5304(g)(2))
- The locality rates of pay are considered basic pay for retirement, life insurance, and severance pay purposes and for advances in pay. They are NOT considered basic pay for any other purpose. For within-grade increases, promotions, highest previous rate, recruitment and relocation bonuses, retention allowance, and other payments or benefits calculated as a percentage of basic pay, the Naval Faculty Schedule: effective date 5 January 2021 will be used.

Approved: Effective 5 January 2021

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ANN E. RONDEAU, Ed.D  
Vice Admiral, U.S. Navy (Ret.)

**NAVAL POSTGRADUATE SCHOOL**  
**10-MONTH CIVILIAN FACULTY SCHEDULE**  
 INCORPORATING LOCALITY-BASED COMPARABILITY PAYMENTS FOR  
 SAN JOSE-SAN FRANCISCO-OAKLAND, CA OF 41.44% EFFECTIVE JANUARY 2021

(10 Month Salary)

S T E P	AD-1 INSTRUCTOR	S T E P	AD-3 ASSISTANT PROFESSOR	S T E P	AD-5 ASSOCIATE PROFESSOR	S T E P	AD-7 PROFESSOR	S T E P	AD-9 ADMIN FACULTY	S T E P	AD-11 ACADEMIC DEAN
1	\$52,980	7	\$64,030.000	17	\$82,450	25	\$98,562	20	\$88,492	I	\$152,750
2	\$54,821	8	\$65,872.500	18	\$84,465	26	\$100,575	21	\$90,505	II	\$152,750
3	\$56,662	9	\$67,714.167	19	\$86,478	27	\$102,590	22	\$92,520	III	\$152,750
4	\$58,505	10	\$69,556.667	20	\$88,492	28	\$104,604	23	\$94,535	IV	\$152,750
5	\$60,347	11	\$71,397.500	21	\$90,505	29	\$106,617	24	\$96,547	V	\$152,750
6	\$62,190	12	\$73,240.000	22	\$92,520	30	\$108,631	25	\$98,562	VI	\$152,750
7	\$64,030	13	\$75,082.500	23	\$94,535	31	\$110,645	26	\$100,575	VII	\$152,750
8	\$65,873	14	\$76,924.167	24	\$96,547	32	\$113,082	27	\$102,590	VIII	\$152,750
9	\$67,715	15	\$78,765.833	25	\$98,562	33	\$115,518	28	\$104,604	IX	\$152,750
10	\$69,557	16	\$80,607.500	26	\$100,575	34	\$117,955	29	\$106,617	X	\$152,750
11	\$71,398	17	\$82,450.000	27	\$102,590	35	\$120,392	30	\$108,631	XI	\$152,750
12	\$73,240	18	\$84,464.167	28	\$104,604	36	\$122,830	31	\$110,645	XII	\$152,750
13	\$75,083	19	\$86,477.500	29	\$106,617	37	\$125,265	32	\$113,082	XIII	\$152,750
14	\$76,925	20	\$88,491.667	30	\$108,631	38	\$127,703	33	\$115,518	XIV	\$152,750
15	\$78,766	21	\$90,505.000	31	\$110,645	39	\$130,140	34	\$117,955	XV	\$152,750
16	\$80,608	22	\$92,519.167	32	\$113,082	40	\$132,577	35	\$120,392	XVI	\$152,750
17	\$82,450	23	\$94,534.167	33	\$115,518	41	\$135,015	36	\$122,830	XVII	\$152,750
18	\$84,465	24	\$96,546.667	34	\$117,955	42	\$137,450	37	\$125,265	XVIII	\$152,750
19	\$86,478	25	\$98,561.667	35	\$120,392	43	\$139,888	38	\$127,703	XIX	\$152,750
20	\$88,492	26	\$100,574.167	36	\$122,830	44	\$142,325	39	\$130,140		(\$152,750)
21	\$90,505	27	\$102,589.167	37	\$125,265	45	\$144,762	40	\$132,577		
22	\$92,520	28	\$104,603.333	38	\$127,703	46	\$147,200	41	\$135,015		
23	\$94,535	29	\$106,616.667	39	\$130,140	47	\$149,635	42	\$137,450		
24	\$96,547	30	\$108,630.833	40	\$132,577	48	\$152,073	43	\$139,888		
25	\$98,562	31	\$110,644.167	41	\$135,015	49	\$152,750	44	\$142,325		
26	\$100,575	32	\$113,081.667	42	\$137,450	50	\$152,750	45	\$144,762		
27	\$102,590	33	\$115,517.500	43	\$139,888	51	\$152,750	46	\$147,200		
28	\$104,604	34	\$117,955.000	44	\$142,325	52	\$152,750	47	\$149,635		
	(\$104,604)	35	\$120,391.667	45	\$144,762	53	\$152,750	48	\$152,073		
		36	\$122,829.167	46	\$147,200	54	\$152,750	49	\$152,750		
		37	\$125,265.000	47	\$149,635	55	\$152,750	50	\$152,750		
		38	\$127,702.500	48	\$152,073	56	\$152,750	51	\$152,750		
		39	\$130,140.000	49	\$152,750	57	\$152,750	52	\$152,750		
		40	\$132,576.667	50	\$152,750	58	\$152,750	53	\$152,750		
		41	\$135,014.167	51	\$152,750	59	\$152,750	54	\$152,750		
		42	\$137,450.000	52	\$152,750	60	\$152,750	55	\$152,750		
		43	\$139,887.500	53	\$152,750	61	\$152,750	56	\$152,750		
		44	\$142,324.167	54	\$152,750	62	\$152,750	57	\$152,750		
		45	\$144,761.667	55	\$152,750	63	\$152,750	58	\$152,750		
		46	\$147,199.167	56	\$152,750	64	\$152,750	59	\$152,750		
		47	\$149,635.000	57	\$152,750	65	\$152,750	60	\$152,750		
		48	\$152,072.500	58	\$152,750	66	\$152,750	61	\$152,750		
		49	\$152,750.000	59	\$152,750	67	\$152,750	62	\$152,750		
		50	\$152,750.000	60	\$152,750	68	\$152,750	63	\$152,750		
		51	\$152,750.000	61	\$152,750	69	\$152,750	64	\$152,750		
			(\$152,750)	62	\$152,750	70	\$152,750	65	\$152,750		
					(\$152,750)	71	\$152,750	66	\$152,750		
						72	\$152,750	67	\$152,750		
						73	\$152,750	68	\$152,750		
						74	\$152,750	69	\$152,750		
						75	\$152,750	70	\$152,750		
						76	\$152,750	71	\$152,750		
						77	\$152,750	72	\$152,750		
						78	\$152,750	73	\$152,750		
						79	\$152,750	74	\$152,750		
						80	\$152,750	75	\$152,750		
							(\$152,750)	76	\$152,750		
								77	\$152,750		
								78	\$152,750		
								79	\$152,750		
								80	\$152,750		
									(\$152,750)		

1 ( ) Indicates maximum payable rate for applicable grade.  
 Maximum rate limited to the rate for level III of the Executive  
 Schedule, \$183,300. (5 U.S.C 5304(g)(2))

2 The locality rates of pay are considered basic pay for retirement,  
 life insurance, and severance pay purposes and for advances in pay.  
 They are NOT considered basic pay for any other purpose. For  
 within-grade increases, promotions, highest previous rate, recruitment  
 and relocation bonuses, retention allowance, and other payments or  
 benefits calculated as a percentage of basic pay, the Naval Faculty  
 Schedule: effective date 5 January 2021 will be used.

Approved: Effective 5 January 2021

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 ISABETH.10272635 RONDEAU.ANN.ELISABETH.10  
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ANN E. RONDEAU, Ed.D  
 Vice Admiral, U.S. Navy (Ret.)

**NAVAL POSTGRADUATE SCHOOL**  
**9-MONTH CIVILIAN FACULTY SCHEDULE**  
 INCORPORATING LOCALITY-BASED COMPARABILITY PAYMENTS FOR  
 SAN JOSE-SAN FRANCISCO-OAKLAND, CA OF 41.44% EFFECTIVE JANUARY 2021

(9 Month Salary)

S T E P	AD-1 INSTRUCTOR	S T E P	AD-3 ASSISTANT PROFESSOR	S T E P	AD-5 ASSOCIATE PROFESSOR	S T E P	AD-7 PROFESSOR	S T E P	AD-9 ADMIN FACULTY	S T E P	AD-11 ACADEMIC DEAN
1	\$47,682	7	\$57,627	17	\$74,205	25	\$88,706	20	\$79,643	I	\$137,475
2	\$49,339	8	\$59,286	18	\$76,018	26	\$90,517	21	\$81,455	II	\$137,475
3	\$50,996	9	\$60,943	19	\$77,830	27	\$92,331	22	\$83,268	III	\$137,475
4	\$52,654	10	\$62,601	20	\$79,643	28	\$94,143	23	\$85,081	IV	\$137,475
5	\$54,312	11	\$64,258	21	\$81,455	29	\$95,955	24	\$86,892	V	\$137,475
6	\$55,971	12	\$65,916	22	\$83,268	30	\$97,768	25	\$88,706	VI	\$137,475
7	\$57,627	13	\$67,575	23	\$85,081	31	\$99,580	26	\$90,517	VII	\$137,475
8	\$59,286	14	\$69,232	24	\$86,892	32	\$101,774	27	\$92,331	VIII	\$137,475
9	\$60,943	15	\$70,890	25	\$88,706	33	\$103,966	28	\$94,143	IX	\$137,475
10	\$62,601	16	\$72,547	26	\$90,517	34	\$106,160	29	\$95,955	X	\$137,475
11	\$64,258	17	\$74,205	27	\$92,331	35	\$108,353	30	\$97,768	XI	\$137,475
12	\$65,916	18	\$76,018	28	\$94,143	36	\$110,547	31	\$99,580	XII	\$137,475
13	\$67,575	19	\$77,830	29	\$95,955	37	\$112,739	32	\$101,774	XIII	\$137,475
14	\$69,232	20	\$79,643	30	\$97,768	38	\$114,933	33	\$103,966	XIV	\$137,475
15	\$70,890	21	\$81,455	31	\$99,580	39	\$117,126	34	\$106,160	XV	\$137,475
16	\$72,547	22	\$83,268	32	\$101,774	40	\$119,319	35	\$108,353	XVI	\$137,475
17	\$74,205	23	\$85,081	33	\$103,966	41	\$121,513	36	\$110,547	XVII	\$137,475
18	\$76,018	24	\$86,892	34	\$106,160	42	\$123,705	37	\$112,739	XVIII	\$137,475
19	\$77,830	25	\$88,706	35	\$108,353	43	\$125,899	38	\$114,933	XIX	\$137,475
20	\$79,643	26	\$90,517	36	\$110,547	44	\$128,092	39	\$117,126		(\$137,475)
21	\$81,455	27	\$92,331	37	\$112,739	45	\$130,286	40	\$119,319		
22	\$83,268	28	\$94,143	38	\$114,933	46	\$132,480	41	\$121,513		
23	\$85,081	29	\$95,955	39	\$117,126	47	\$134,672	42	\$123,705		
24	\$86,892	30	\$97,768	40	\$119,319	48	\$136,866	43	\$125,899		
25	\$88,706	31	\$99,580	41	\$121,513	49	\$137,475	44	\$128,092		
26	\$90,517	32	\$101,774	42	\$123,705	50	\$137,475	45	\$130,286		
27	\$92,331	33	\$103,966	43	\$125,899	51	\$137,475	46	\$132,480		
28	\$94,143	34	\$106,160	44	\$128,092	52	\$137,475	47	\$134,672		
	(\$94,143)	35	\$108,353	45	\$130,286	53	\$137,475	48	\$136,866		
		36	\$110,547	46	\$132,480	54	\$137,475	49	\$137,475		
		37	\$112,739	47	\$134,672	55	\$137,475	50	\$137,475		
		38	\$114,933	48	\$136,866	56	\$137,475	51	\$137,475		
		39	\$117,126	49	\$137,475	57	\$137,475	52	\$137,475		
		40	\$119,319	50	\$137,475	58	\$137,475	53	\$137,475		
		41	\$121,513	51	\$137,475	59	\$137,475	54	\$137,475		
		42	\$123,705	52	\$137,475	60	\$137,475	55	\$137,475		
		43	\$125,899	53	\$137,475	61	\$137,475	56	\$137,475		
		44	\$128,092	54	\$137,475	62	\$137,475	57	\$137,475		
		45	\$130,286	55	\$137,475	63	\$137,475	58	\$137,475		
		46	\$132,480	56	\$137,475	64	\$137,475	59	\$137,475		
		47	\$134,672	57	\$137,475	65	\$137,475	60	\$137,475		
		48	\$136,866	58	\$137,475	66	\$137,475	61	\$137,475		
		49	\$137,475	59	\$137,475	67	\$137,475	62	\$137,475		
		50	\$137,475	60	\$137,475	68	\$137,475	63	\$137,475		
		51	\$137,475	61	\$137,475	69	\$137,475	64	\$137,475		
		(\$137,475)		62	\$137,475	70	\$137,475	65	\$137,475		
					(\$137,475)	71	\$137,475	66	\$137,475		
						72	\$137,475	67	\$137,475		
						73	\$137,475	68	\$137,475		
						74	\$137,475	69	\$137,475		
						75	\$137,475	70	\$137,475		
						76	\$137,475	71	\$137,475		
						77	\$137,475	72	\$137,475		
						78	\$137,475	73	\$137,475		
						79	\$137,475	74	\$137,475		
						80	\$137,475	75	\$137,475		
							(\$137,475)	76	\$137,475		
								77	\$137,475		
								78	\$137,475		
								79	\$137,475		
								80	\$137,475		
											(\$137,475)

1 ( ) Indicates maximum payable rate for applicable grade.  
 Maximum rate limited to the rate for level III of the Executive  
 Schedule, \$183,300. (5 U.S.C 5304(g)(2))

2 The locality rates of pay are considered basic pay for retirement,  
 life insurance, and severance pay purposes and for advances in pay.  
 They are NOT considered basic pay for any other purpose. For  
 within-grade increases, promotions, highest previous rate, recruitment  
 and relocation bonuses, retention allowance, and other payments or  
 benefits calculated as a percentage of basic pay, the Naval Faculty  
 Schedule: effective date 5 January 2021 will be used.

Approved: Effective 5 January 2021

RONDEAU.ANN.EL  
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ANN E. RONDEAU, Ed.D  
 Vice Admiral, U.S. Navy (Ret.)

**NAVAL POSTGRADUATE SCHOOL  
HOURLY CIVILIAN FACULTY SCHEDULE**

(Base Hourly)

INCORPORATING THE 1.00% GENERAL INCREASE EFFECTIVE JANUARY 2021

S T E P	AD-1 INSTRUCTOR	S T E P	AD-3 ASSISTANT PROFESSOR	S T E P	AD-5 ASSOCIATE PROFESSOR	S T E P	AD-7 PROFESSOR
1	\$21.54	7	\$26.03	17	\$33.52	25	\$40.07
2	\$22.29	8	\$26.78	18	\$34.34	26	\$40.89
3	\$23.03	9	\$27.53	19	\$35.16	27	\$41.70
4	\$23.78	10	\$28.28	20	\$35.97	28	\$42.52
5	\$24.53	11	\$29.02	21	\$36.79	29	\$43.34
6	\$25.28	12	\$29.77	22	\$37.61	30	\$44.16
7	\$26.03	13	\$30.52	23	\$38.43	31	\$44.98
8	\$26.78	14	\$31.27	24	\$39.25	32	\$45.97
9	\$27.53	15	\$32.02	25	\$40.07	33	\$46.96
10	\$28.28	16	\$32.77	26	\$40.89	34	\$47.95
11	\$29.02	17	\$33.52	27	\$41.70	35	\$48.94
12	\$29.77	18	\$34.34	28	\$42.52	36	\$49.93
13	\$30.52	19	\$35.16	29	\$43.34	37	\$50.92
14	\$31.27	20	\$35.97	30	\$44.16	38	\$51.91
15	\$32.02	21	\$36.79	31	\$44.98	39	\$52.91
16	\$32.77	22	\$37.61	32	\$45.97	40	\$53.90
17	\$33.52	23	\$38.43	33	\$46.96	41	\$54.89
18	\$34.34	24	\$39.25	34	\$47.95	42	\$55.88
19	\$35.16	25	\$40.07	35	\$48.94	43	\$56.87
20	\$35.97	26	\$40.89	36	\$49.93	44	\$57.86
21	\$36.79	27	\$41.70	37	\$50.92	45	\$58.85
22	\$37.61	28	\$42.52	38	\$51.91	46	\$59.84
23	\$38.43	29	\$43.34	39	\$52.91	47	\$60.83
24	\$39.25	30	\$44.16	40	\$53.90	48	\$61.82
25	\$40.07	31	\$44.98	41	\$54.89	49	\$62.81
26	\$40.89	32	\$45.97	42	\$55.88	50	\$63.80
27	\$41.70	33	\$46.96	43	\$56.87	51	\$64.79
28	\$42.52	34	\$47.95	44	\$57.86	52	\$65.78
	(\$42.52)	35	\$48.94	45	\$58.85	53	\$66.77
		36	\$49.93	46	\$59.84	54	\$67.77
		37	\$50.92	47	\$60.83	55	\$68.76
		38	\$51.91	48	\$61.82	56	\$69.75
		39	\$52.91	49	\$62.81	57	\$70.74
		40	\$53.90	50	\$63.80	58	\$71.73
		41	\$54.89	51	\$64.79	59	\$72.72
		42	\$55.88	52	\$65.78	60	\$73.71
		43	\$56.87	53	\$66.77	61	\$74.70
		44	\$57.86	54	\$67.77	62	\$75.69
		45	\$58.85	55	\$68.76	63	\$76.68
		46	\$59.84	56	\$69.75	64	\$77.67
		47	\$60.83	57	\$70.74	65	\$78.66
		48	\$61.82	58	\$71.73	66	\$79.65
		49	\$62.81	59	\$72.72	67	\$80.64
		50	\$63.80	60	\$73.71	68	\$81.64
		51	\$64.79	61	\$74.70	69	\$82.63
			(\$64.79)	62	\$75.69	70	\$82.65
					(\$75.69)	71	\$82.65
						72	\$82.65
						73	\$82.65
						74	\$82.65
						75	\$82.65
						76	\$82.65
						77	\$82.65
						78	\$82.65
						79	\$82.65
						80	\$82.65
							(\$82.65)

( ) Indicates maximum payable rate for applicable grade.  
Maximum rate limited to the rate for level IV of the Executive Schedule, \$172,500.

Approved: Effective 5 January 2021

**RONDEAU.ANN.EL** Digitally signed by  
**ISABETH.10272635** RONDEAU.ANN.ELISABETH.10  
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90 Date: 2021.02.20 10:21:27 -08'00'  
**ANN E. RONDEAU, Ed.D**  
Vice Admiral, U.S. Navy (Ret.)

Hourly and biweekly rates of pay for most Federal civilian employees are computed as required by 5 U.S.C. 5504(b).

Hourly rates of basic pay are computed by dividing an employee's annual rate of basic pay by 2,087 hours. Rates must be rounded to the nearest cent, counting one-half cent and over as the next higher cent (e.g., round \$18.845 to \$18.85).

Biweekly rates of basic pay are computed by multiplying an employee's hourly rate of basic pay by 80 hours.

**NAVAL POSTGRADUATE SCHOOL  
HOURLY CIVILIAN FACULTY SCHEDULE**

(Locality Hourly)

INCORPORATING LOCALITY-BASED COMPARABILITY PAYMENTS FOR  
SAN JOSE-SAN FRANCISCO-OAKLAND, CA OF 41.44% EFFECTIVE JANUARY 2021

S T E P	AD-1 INSTRUCTOR	S T E P	AD-3 ASSISTANT PROFESSOR	S T E P	AD-5 ASSOCIATE PROFESSOR	S T E P	AD-7 PROFESSOR
1	\$30.46	7	\$36.82	17	\$47.41	25	\$56.67
2	\$31.52	8	\$37.88	18	\$48.57	26	\$57.83
3	\$32.58	9	\$38.94	19	\$49.72	27	\$58.99
4	\$33.64	10	\$39.99	20	\$50.88	28	\$60.15
5	\$34.70	11	\$41.05	21	\$52.04	29	\$61.30
6	\$35.76	12	\$42.11	22	\$53.20	30	\$62.46
7	\$36.82	13	\$43.17	23	\$54.36	31	\$63.62
8	\$37.88	14	\$44.23	24	\$55.51	32	\$65.02
9	\$38.94	15	\$45.29	25	\$56.67	33	\$66.42
10	\$39.99	16	\$46.35	26	\$57.83	34	\$67.82
11	\$41.05	17	\$47.41	27	\$58.99	35	\$69.22
12	\$42.11	18	\$48.57	28	\$60.15	36	\$70.63
13	\$43.17	19	\$49.72	29	\$61.30	37	\$72.03
14	\$44.23	20	\$50.88	30	\$62.46	38	\$73.43
15	\$45.29	21	\$52.04	31	\$63.62	39	\$74.83
16	\$46.35	22	\$53.20	32	\$65.02	40	\$76.23
17	\$47.41	23	\$54.36	33	\$66.42	41	\$77.63
18	\$48.57	24	\$55.51	34	\$67.82	42	\$79.03
19	\$49.72	25	\$56.67	35	\$69.22	43	\$80.43
20	\$50.88	26	\$57.83	36	\$70.63	44	\$81.83
21	\$52.04	27	\$58.99	37	\$72.03	45	\$83.24
22	\$53.20	28	\$60.15	38	\$73.43	46	\$84.64
23	\$54.36	29	\$61.30	39	\$74.83	47	\$86.04
24	\$55.51	30	\$62.46	40	\$76.23	48	\$87.44
25	\$56.67	31	\$63.62	41	\$77.63	49	\$87.83
26	\$57.83	32	\$65.02	42	\$79.03	50	\$87.83
27	\$58.99	33	\$66.42	43	\$80.43	51	\$87.83
28	\$60.15	34	\$67.82	44	\$81.83	52	\$87.83
	(\$60.15)	35	\$69.22	45	\$83.24	53	\$87.83
		36	\$70.63	46	\$84.64	54	\$87.83
		37	\$72.03	47	\$86.04	55	\$87.83
		38	\$73.43	48	\$87.44	56	\$87.83
		39	\$74.83	49	\$87.83	57	\$87.83
		40	\$76.23	50	\$87.83	58	\$87.83
		41	\$77.63	51	\$87.83	59	\$87.83
		42	\$79.03	52	\$87.83	60	\$87.83
		43	\$80.43	53	\$87.83	61	\$87.83
		44	\$81.83	54	\$87.83	62	\$87.83
		45	\$83.24	55	\$87.83	63	\$87.83
		46	\$84.64	56	\$87.83	64	\$87.83
		47	\$86.04	57	\$87.83	65	\$87.83
		48	\$87.44	58	\$87.83	66	\$87.83
		49	\$87.83	59	\$87.83	67	\$87.83
		50	\$87.83	60	\$87.83	68	\$87.83
		51	\$87.83	61	\$87.83	69	\$87.83
			(\$87.83)	62	\$87.83	70	\$87.83
					(\$87.83)	71	\$87.83
						72	\$87.83
						73	\$87.83
						74	\$87.83
						75	\$87.83
						76	\$87.83
						77	\$87.83
						78	\$87.83
						79	\$87.83
						80	\$87.83
							(\$87.83)

Approved: Effective 5 January 2021

ANN E. RONDEAU, Ed.D  
Vice Admiral, U.S. Navy (Ret.)

1 ( ) Indicates maximum payable rate for applicable grade.

Maximum rate limited to the rate for level III of the Executive Schedule, \$183,300. (5 U.S.C 5304(g)(2))

2 The locality rates of pay are considered basic pay for retirement, life insurance, and severance pay purposes and for advances in pay. They are NOT considered basic pay for any other purpose. For within-grade increases, promotions, highest previous rate, recruitment and relocation bonuses, retention allowance, and other payments or benefits calculated as a percentage of basic pay, the Naval Faculty Schedule: effective date 5 January 2021 will be used.

Hourly and biweekly rates of pay for most Federal civilian employees are computed as required by 5 U.S.C. 5504(b).

Hourly rates of basic pay are computed by dividing an employee's annual rate of basic pay by 2,087 hours. Rates must be rounded to the nearest cent, counting one-half cent and over as the next higher cent (e.g., round \$18.845 to \$18.85).

Biweekly rates of basic pay are computed by multiplying an employee's hourly rate of basic pay by 80 hours.