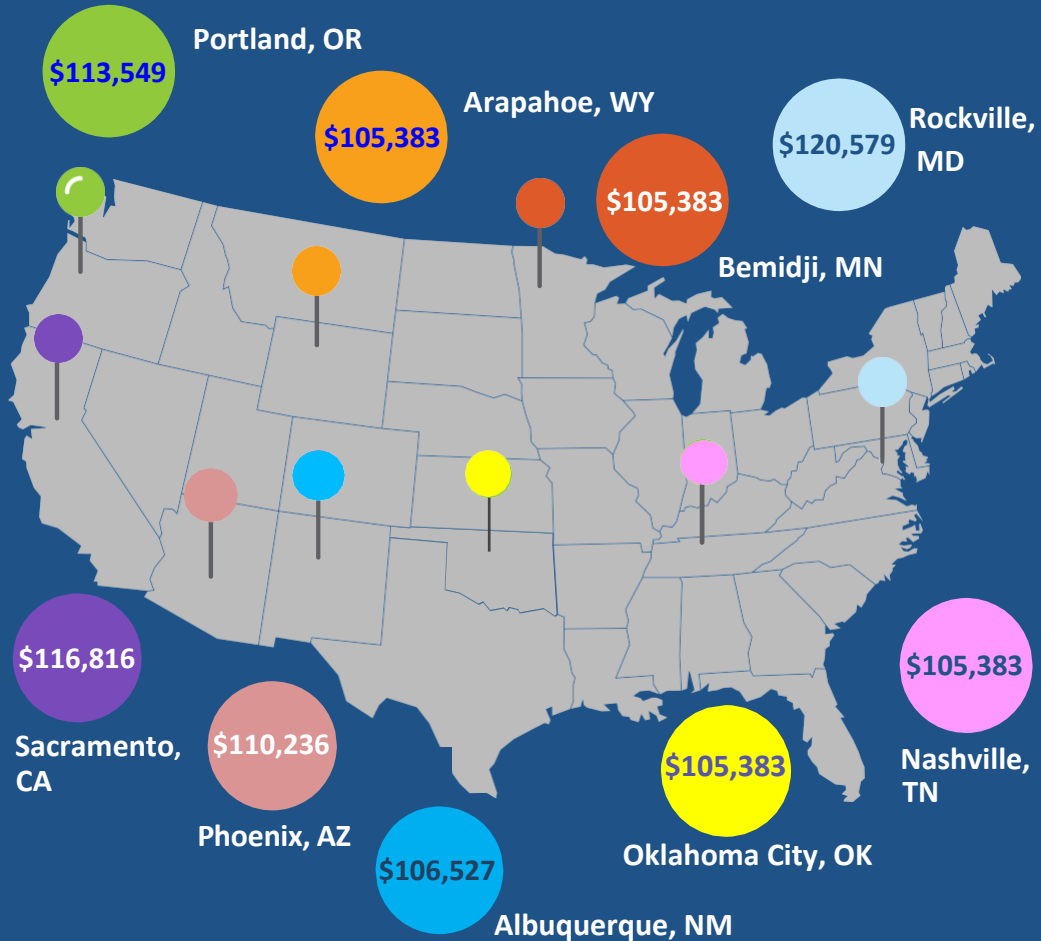


Remote Work and Locality Pay

Base pay is the same for all General Schedule employees. Locality payments change based upon the location of employees' official worksites (typically an employee's home address).

Base Pay + Locality Payment = Basic Pay

Example: In 2025, a GS-13, step 1 employee earns \$90,025 in base (non-locality) pay. The below map shows how basic pay varies depending on the locality payment.



Duty stations must be U.S.-based. Remote Work requires higher level approval. See OPM's [locality tables](#) here.