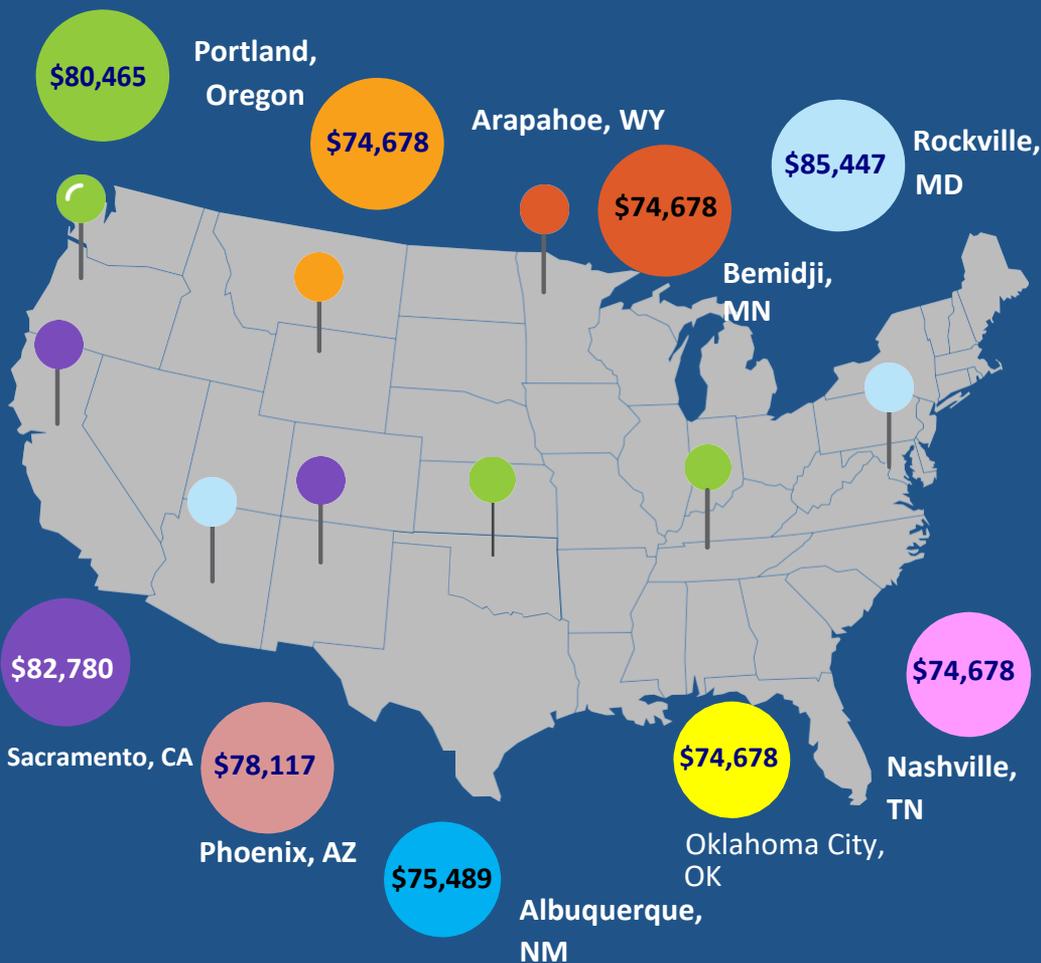


# Remote Work and Locality Pay

Base pay is the same for all General Schedule employees;  
locality payments change based upon duty station.

$$\text{Base Pay} + \text{Locality Payment} = \text{Basic Pay}$$

In 2026, a GS-11, step 1 employee earns \$63,795 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](#).