U.S. NUCLEAR REGULATORY COMMISSION

DIRECTIVE TRANSMITTAL

TN: DT-07-07

To: NRC Management Directives Custodians

Subject: Transmittal of Management Directive 10.41, "Pay Administration"

Purpose: Appendix 4130-C, Part VIII, is being revised to update agency salary schedules. On December 21, 2006, the President signed Executive Order 13420 authorizing pay adjustments for various Federal pay systems. The Executive Order provided for an across-the-board increase of 1.7 percent in the rates of basic pay for the statutory pay systems, including the General Schedule (which the GG parallels), as well as an average additional .5% locality increase for certain positions. Executive Schedule pay levels were increased by approximately 1.7 percent.

As a result of the January 2007 pay adjustments, and in order to parallel the pay adjustments of the Competitive Service, NRC has revised its pay schedules. Attached are Exhibits 1 through 21, which contain the adjustments to base pay and special salary schedules for 2007; Exhibits A through T, which contain locality rates for non-law enforcement employees; and Exhibits AA through EE, which contain locality rates for law enforcement officers. The approval date for all exhibits is January 3, 2007, and the effective date for all schedules is January 7, 2007, except that the effective date for Exhibits 17 and 18 is October 15, 2006.

Note: Please remove pages 59 through 121 revised February 16, 2006, and replace with new pages 59 through 121 revised April 10, 2007.

Office of Origin:	Office of Human Resources
Contact:	Nancy Johns, 301-415-6244
Date Approved:	February 16, 2006 **(Revised: April 10, 2007)**
Volume:	10 Personnel Management
Part:	2 Position Evaluation and Management, Pay Administration, and Leave
Directive:	10.41 Pay Administration
Availability:	Rulemaking, Directives, and Editing Branch Office of Administration Michael T. Lesar, 301-415-7163 Christy Moore, 301-415-7086

Exhibit 1

GENERAL GRADE SALARY TABLE

Salary Table 2007-GG
2007 General Schedule

INCORPORATING A 1.70% GENERAL INCREASE
Effective January 7, 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
1	16,630	17,185	17,739	18,289	18,842	19,167	19,713	20,264	20,286	20,798	VARIES
2	18,698	19,142	19,761	20,286	20,512	21,115	21,718	22,321	22,924	23,527	VARIES
3	20,401	21,081	21,761	22,441	23,121	23,801	24,481	25,161	25,841	26,521	680
4	22,902	23,665	24,428	25,191	25,954	26,717	27,480	28,243	29,006	29,769	763
5	25,623	26,477	27,331	28,185	29,039	29,893	30,747	31,601	32,455	33,309	854
6	28,562	29,514	30,466	31,418	32,370	33,322	34,274	35,226	36,178	37,130	952
7	31,740	32,798	33,856	34,914	35,972	37,030	38,088	39,146	40,204	41,262	1058
8	35,151	36,323	37,495	38,667	39,839	41,011	42,183	43,355	44,527	45,699	1172
9	38,824	40,118	41,412	42,706	44,000	45,294	46,588	47,882	49,176	50,470	1294
10	42,755	44,180	45,605	47,030	48,455	49,880	51,305	52,730	54,155	55,580	1425
11	46,974	48,540	50,106	51,672	53,238	54,804	56,370	57,936	59,502	61,068	1566
12	56,301	58,178	60,055	61,932	63,809	65,686	67,563	69,440	71,317	73,194	1877
13	66,951	69,183	71,415	73,647	75,879	78,111	80,343	82,575	84,807	87,039	2232
14	79,115	81,752	84,389	87,026	89,663	92,300	94,937	97,574	100,211	102,848	2637
15	93,063	96,165	99,267	102,369	105,471	108,573	111,675	114,777	117,879	120,981	3102

Refer to Exhibits A through T for applicable locality rates.

Exhibit 2

EXECUTIVE SCHEDULE (EX)

2007

Per Annum Rates

Level I	186,600
Level II	168,000
Level III	154,600
Level IV	145,400
Level V	136,200

Locality adjustments do not apply.

Exhibit 3

SENIOR EXECUTIVE SERVICE SCHEDULE (SES)

2007

Pay Range
Per Annum Rates

	Minimum	Maximum
Agencies without a Certified SES Performance Appraisal System*	**$111,676**	**$154,600**
Agencies with a Certified SES Performance Appraisal System*	**$111,676**	**$168,000**

The SES pay rate is basic pay for all pay computation purposes. Locality adjustments do not apply.

*NRC is applying for certification of its SES Performance Appraisal System for 2007.

Exhibit 4

NRC SENIOR LEVEL SERVICE (SLS)
PAY BANDS

2007

Pay Ranges
Per Annum Rates

	Basic Pay		Locality Pay Wash., DC, Area
SL-3	145,400	Top	154,600
	145,400	Bottom	154,600
SL-2	145,400	Top	154,600
	136,381	Bottom	154,600
SL-1C	136,380	Top	154,600
	127,363	Bottom	151,040
SL-1B	127,362	Top	151,039
	119,530	Bottom	141,751
SL-1A	119,529	Top	141,749
	111,676	Bottom	132,437

Exhibit 5

NRC ADMINISTRATIVE JUDGE SCHEDULE

2007

Per Annum Rates

	Basic Pay		Locality Pay Wash., DC, Area
Level E	**145,400**		**154,600**
Level D	**145,400**		**154,600**
Level C	**145,400**		**154,600**
Level B	**139,320**		**154,600**
Level A	**139,320**	**Top**	**154,600**
	127,341	**Bottom**	**151,014**

Exhibit 6

ADMINISTRATIVE LAW JUDGE SCHEDULE

2007

Per Annum Rates

	Basic Pay	Locality Pay Wash., DC, Area	AL-3 WAITING PERIOD FOR HIGHER RATE
AL-1	**145,400**	**154,600**	
AL-2	**141,900**	**154,600**	
AL-3/F	**134,200**	**154,600**	
AL-3/E	**126,900**	**150,491**	**2 Years**
AL-3/D	**119,400**	**141,596**	**2 Years**
AL-3/C	**112,000**	**132,821**	**1 Year**
AL-3/B	**104,400**	**123,808**	**1 Year**
AL-3/A	**97,100**	**115,151**	**1 Year**

Exhibit 7

SPECIAL SALARY SCHEDULE
Positions in Series 510 and 511, Accountant or Auditor
2007

Location: Positions at NRC Headquarters
Annual Rates and Pay Steps

This schedule covered accountant and auditor positions at the grade 5 level at Headquarters.

This pay schedule was eliminated effective January 8, 2006, because locality rates are higher for all grades and steps. For positions previously covered by this exhibit, use Exhibit S.

Exhibit 8

SPECIAL SALARY SCHEDULE
All Professional Series in the GG-800 Engineering Group and the GG-1300 Scientific Group
2007

Location: Nationwide

Annual Pay Rates and Steps

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
5	40,925	41,830	42,735	43,640	44,545	45,450	46,355	47,260	48,165	49,070	905
7	45,845	46,965	48,085	49,205	50,325	51,445	52,565	53,685	54,805	55,925	1,120
9	53,438	54,807	56,176	57,545	58,914	60,283	61,652	63,021	64,390	65,759	1,369
11	61,332	62,991	64,650	66,309	67,968	69,627	71,286	72,945	74,604	76,263	1,659
12	65,569	67,556	69,543	71,530	73,517	75,504	77,491	79,478	81,465	83,452	1,987

Establishes a special schedule for NRC professional positions at GG-5 through GG-12 in Occupational Group GG-800, Engineering, and GG-1300, Scientific Group.

Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates on this schedule. Check Exhibits A through T for applicable locality rates.

See Exhibit 19 for entry-level pay rates.

The date of approval for this schedule is January 3, 2007, and the effective date is January 7, 2007.

Exhibit 8 (continued)
Special Salary Schedule for All Professional Series in the GG-800 Engineering Group and the GG-1300 Scientific Group

1. Purpose

Establishes the special salary schedule for personnel at grades GG-5 through GG-12 in professional series in the GG-800 engineering occupational group and the GG-1300 scientific occupational group as well as the general pay-setting procedures pertaining to this salary schedule.

2. Background

To aid the proper discharge of the Commission's responsibilities, and pursuant to Section 161.d of the Atomic Energy Act of 1954, as amended, a special salary schedule has been established for professional scientific and engineering positions in the GG-800 and GG-1300 occupational groups. This special salary schedule applies to all NRC positions in the specified occupations at grades GG-5, 7, 9, 11, and 12.

3. Entry-Level Pay Rates

For guidance on setting entry-level pay rates for new hires, please refer to Exhibit 19, “NRC Entry-Level Engineering (GG-800 Group), Scientific (1300 Group), and Legal Positions.”

4. Pay Administration

When locality pay (Exhibits A through T) for a specific grade and step exceeds the corresponding grade and step rate on Exhibit 8, an employee in a position covered by Exhibit 8 receives locality pay, but the rate in Exhibit 8 remains the employee’s underlying pay rate.

5. Reassignments and Changes to Lower Grade

Reassignment and change to lower grade actions are carried out using standard pay-setting practices.

6. Promotions

The following procedure applies when promoting an employee covered by Exhibit 8.

Exhibit 8 (continued)
Special Salary Schedule for All Professional Series in the GG-800 Engineering Group and the GG-1300 Scientific Group

When the Position to Which the Employee Is Being Promoted Is		
Step	**Covered by Exhibit 8**	**Not Covered by Exhibit 8**
A	Begin with the employee's current special salary rate from Exhibit 8 (even if locality rates are higher).	Begin with the employee's current special salary rate from Exhibit 8 (even if locality rates are higher).
B	Increase the rate in Step A by two steps (the amount of two step intervals).	Increase the rate in Step A by two steps (the amount of two step intervals).
C	Find the lowest step rate at the higher grade on Exhibit 8 that equals or exceeds the rate found in Step B. This will be the employee's underlying grade and step.	Find the lowest step rate at the higher grade on Exhibit 1 that equals or exceeds the rate found in Step B. This will be the employee's underlying grade and step.
D	The employee receives a locality adjustment (that is, the pay rate under Exhibits A through T for the grade and step found in Step C) only if the applicable locality rate is higher than the Exhibit 8 rate for the grade and step.	The employee receives the applicable locality rate from Exhibits A through T for the grade and step found in Step C.

Examples are provided below for promotion from GG-5 to GG-7 (Example 1), from GG-7 to GG-9 (Example 2), and from GG-12 to GG-13 in the Washington, DC, locality pay area (Example 3).

Example 1

Step A GG-5/10, entry level salary = $49,070.
Step B Add 2 steps to this figure, using the step interval for GG-5 from Exhibit 8 ($905 x 2 = $1,810).
$49,070 + $1,810 = $50,880.
Step C Find this amount on the GG-7 scale (use Exhibit 8).
This amount falls between step 5 and step 6 of the GG-7 scale.
Promote the individual to the **GG-7 step 6 ($51,445)**.
The employee does not receive a locality adjustment because Exhibit 8 rates at the GG-7 level are higher than locality rates in all areas.

Exhibit 8 (continued)
Special Salary Schedule for All Professional Series in the GG-800 Engineering Group and the GG-1300 Scientific Group

Example 2

Step A GG-7/10, entry level salary = $55,925.
Step B Add 2 steps to this figure, using the step interval for GG-7 from Exhibit 8 ($1,120 x 2 = $2,240).
$55,925 + $2,240 = $58,165.
Step C Find this amount on the GG-9 scale (use Exhibit 8).
This amount falls between step 4 and step 5 of the GG-9 scale.
Promote the individual to the **GG-9 step 5 ($58,914)**.
The employee does not receive a locality adjustment because Exhibit 8 rates at the GG-9 level are higher than locality rates in all areas.

Example 3

Step A GG-12 step 4 salary = $71,530.
Step B Add 2 steps to this figure, using the step interval for GG-12 from Exhibit 8 ($1,986 x 2 = $3,972).
$71,530 + $3,972 = $75,502.
Step C Find this amount on the GG-13 pay scale (use Exhibit 1).
This amount falls between step 4 and step 5 of the GG-13 scale.
Place the individual at GG-13 step 5 (underlying rate $75,879)
Step D Use Exhibit S to find the applicable locality rate.
Promote the individual to **GG-13 step 5 ($89,985)**

Exhibit 9

SPECIAL SALARY SCHEDULE

All Resident Inspector Program Personnel in Scientific and Technical Positions who are Duty Stationed at Reactor or Nuclear Facility Sites

2007

Location: Nationwide

Annual Pay Rates and Steps

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
11	59,502	61,068	62,634	64,200	65,766	67,332	68,898	70,464	72,030	73,596	1566
12	67,563	69,440	71,317	73,194	75,071	76,948	78,825	80,702	82,579	84,456	1877
13	73,647	75,879	78,111	80,343	82,575	84,807	87,039	89,271	91,503	93,735	2232
14	87,026	89,663	92,300	94,937	97,574	100,211	102,848	105,485	108,122	110,759	2637

Grades 11 and 12 are based on the OPM Special Salary Rate Table # 0422. Grades 13 and 14 are extrapolated from the 2007 General Schedule (Exhibit 1).

Employees paid from this schedule receive full locality adjustments for the appropriate locality pay area.

The date of approval of this schedule is January 3, 2007, and the effective date is January 7, 2007.

Exhibit 9 (continued)

Special Salary Schedule for Positions in the Resident Inspector Program

1. Purpose

Establishes the special salary schedule for personnel in the Resident Inspector Program and the general pay-setting regulations pertaining to that program.

2. Background

To aid the proper discharge of the Commission's responsibilities, and pursuant to Section 161.d of the Atomic Energy Act of 1954, as amended, a special salary schedule has been established for scientific and technical positions specifically designated as Resident Inspector and Senior Resident Inspector (GG-11, 12, 13, 14). This special salary schedule applies to all NRC GG-11 through GG-14 level employees in the Resident Inspector Program who are duty stationed at a reactor or nuclear facility site.

3. Entering the Resident Inspector Program

When an individual enters the Resident Inspector Program, his or her salary should be set by (1) determining the step the individual would have received if he or she were entering a position not in the program (by application, as appropriate, of the promotion, in-hiring, etc., rule in Management Directive 10.41, Appendix 4130-C), and (2) applying the Resident Inspector Special Salary Schedule to the grade and step obtained by (1) above. Resident Inspectors are paid a full locality adjustment[1] in addition to their rate of pay from the Resident Inspector Special Salary Schedule.

An individual's salary that is not set in accordance with the provisions described in the paragraph above may be set at an appropriate Administratively Determined (AD) rate, such as when the individual's salary would be above the maximum rate of the grade on the General Salary Schedule (Exhibit 1) when step (1) above is followed.

Examples: A GG-840-9/5 non-Resident Inspector employee is selected for a GG-11 Resident Inspector position. Application of step (1) shows that the employee would have been placed at the GG-11/2 level (on the GG-800 Engineering Group Salary Schedule, Exhibit 8) if the employee were not entering the program. Application of

[1]Locality adjustments for Resident Inspectors are basic pay for most purposes, such as retirement, life insurance, severance pay, workers' compensation payment purposes, and recruitment/retention/relocation incentives.

Exhibit 9 (continued)

Special Salary Schedule for Positions in the Resident Inspector Program

3. Entering the Resident Inspector Program (continued)

step (2) places the employee at the GG-11/2 level on this Resident Inspector Special Salary Schedule. If the resident site is located in an area that has a locality rate of 15.89%, the employee would receive a locality adjustment of 15.89% in addition to the GG-11/2 salary from the Resident Inspector Special Salary Schedule. If the resident site is located in a REST OF US (RUS) locality area (12.64%), the employee would receive a locality adjustment of 12.64% in addition to the GG-11/2 salary from the Resident Inspector Special Salary Schedule.

A GG-840-12/5 non-Resident Inspector employee is selected for a GG-13 Resident Inspector position. Application of step (1) shows that the employee would have been placed at the GG-13/6 level (on the General Salary Schedule, Exhibit 1) if the employee were not entering the program. Application of step (2) places the employee at the GG-13/6 level on this Resident Inspector Special Salary Schedule. If the resident site is located in an area that has a locality rate of 16.18%, the employee would receive a locality adjustment of 16.18% in addition to the GG-13/6 salary from the Resident Inspector Special Salary Schedule.

4. Leaving the Resident Inspector Program

For purposes of salary administration, all normal salary administration procedures contained in Appendix 4130-C shall apply to individuals being paid under this Resident Inspector Special Salary Schedule except—

a. A salary paid under this special salary schedule shall not constitute a "highest previous rate" (Appendix 4130-C, Part III); the "highest previous rate" shall be computed as that rate which an employee in that grade and step would have received if he or she had not been paid under this special salary schedule. (See exceptions to this rule as described in c. and d. below.)

b. When an individual leaves the Resident Inspector Program, except through reassignment when requirements for saved pay are met (c. below) or promotion (d. below), his or her salary shall be set by (1) determining the step the individual would have received if he or she had received in the NRC the same promotions, within-grade increases, and/or high quality increases not under the Resident Inspector Special Salary Schedule and (2) computing the individual's new salary, by application of the appropriate (e.g., reassignment) rule in Appendix 4130-C to the grade and step obtained by step (1) above.

Exhibit 9 (continued)

Special Salary Schedule for Positions in the Resident Inspector Program

4. Leaving the Resident Inspector Program (continued)

c. When a Resident Inspector or Senior Resident Inspector is reassigned to a position outside of the Resident Inspector Program, and the requirements[2] for pay saving are met, the employee's pay from the Resident Inspector Salary Schedule is retained as base pay, and a locality adjustment is added until such time as the application of normal pay-setting procedures meets or exceeds the employee's saved pay. The employee will also receive as a part of saved pay one half of any general pay increase prior to the application of any locality adjustment.

Employees' saved pay under these provisions should be compared to what their base or underlying pay (for example, on Exhibit 1) would be using normal pay-setting procedures as described in b. above as follows:

(i) Determine the appropriate grade and step under normal pay-setting procedures.

(ii) Apply any within-grade increases, promotions, and annual comparability increases.

(iii) When the application of normal pay-setting procedures equals or exceeds the employee's saved pay, the employee is taken off saved pay.

d. When an employee is promoted from a Resident Inspector Program position to another NRC position, his or her new salary shall be set at the lowest step of the higher grade on the applicable salary schedule (usually Exhibit 1 or Exhibit 8), which equals or exceeds his or her base salary from the Resident Inspector

[2]Pay-saving requirements:
1. Must have successfully completed at least 6 full consecutive years in the resident inspector program.
2. Must be a management-directed reassignment.
3. Must have a performance appraisal of Fully Successful or better for at least the last 6 years.
4. Saved pay will not be available to former residents who are reassigned out of the resident program for cause (performance, objectivity, or conduct) or based solely on personal request.

Exhibit 9 (continued)

Special Salary Schedule for Positions in the Resident Inspector Program

4. Leaving the Resident Inspector Program (continued)

Salary Schedule. Appropriate adjustments, for example, locality pay, would then be added. However, this provision shall not serve to increase the pay of an individual who later returns to the Resident Inspector Program. Upon re-entry, the individual's salary shall be set using this exhibit without the benefit accrued under this provision.

5. Limitations

The pay adjustment is not an equivalent increase within the meaning of Appendix 4130-C, Part IV.

Exhibit 10

SPECIAL SALARY SCHEDULE

Law Enforcement Officers in Grades 3 through 10
2007

Locations: Nationwide

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
GG-3	24,481	25,161	25,841	26,521	27,201	27,881	28,561	29,241	29,921	30,601	680
4	27,480	28,243	29,006	29,769	30,532	31,295	32,058	32,821	33,584	34,347	763
5	31,601	32,455	33,309	34,163	35,017	35,871	36,725	37,579	38,433	39,287	854
6	33,322	34,274	35,226	36,178	37,130	38,082	39,034	39,986	40,938	41,890	952
7	35,972	37,030	38,088	39,146	40,204	41,262	42,320	43,378	44,436	45,494	1,058
8	37,495	38,667	39,839	41,011	42,183	43,355	44,527	45,699	46,871	48,043	1,172
9	40,118	41,412	42,706	44,000	45,294	46,588	47,882	49,176	50,470	51,764	1,294
10	44,180	45,605	47,030	48,455	49,880	51,305	52,730	54,155	55,580	57,005	1,425

Refer to Exhibits AA through EE for the applicable locality rates.

The date of approval for this schedule is January 3, 2007, and the effective date is January 7, 2007.

Exhibit 11

SPECIAL SALARY SCHEDULE
Positions Requiring Office Automation, Typing or Stenography Proficiency
2007

Locations: Positions at NRC Headquarters and Calvert County, MD
Annual Rates and Pay Steps

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
GG-02	22,924	23,527	24,130	24,733	25,336	25,939	26,542	27,145	27,748	28,351	603
03	24,481	25,161	25,841								VARIES

This schedule covers positions in occupational series that require full typing, office automation, data transcribing or stenographic proficiency for grades GG-2 through GG-3 step 3 in Headquarters and Calvert County, MD.

For other steps and grades, use locality rates in Exhibit S.

The date of approval of this schedule is January 3, 2007, and the effective date is January 7, 2007.

Exhibit 12

SPECIAL SALARY SCHEDULE
Positions Requiring Office Automation, Typing or Stenography Proficiency
2007

Locations: Positions in the Dallas, TX, metropolitan area
Annual Rates and Pay Steps

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
GG-02	22,321	22,924	23,527	24,130	24,733	25,336	25,939	26,542	27,145	27,748	603

This schedule covers positions in occupational series that require full typing, office automation, or stenographic proficiency for grade GG-2 in Dallas, TX and the surrounding metropolitan area.

For other steps and grades, use locality rates in Exhibit E.

The date of approval of this schedule is January 3, 2007, and the effective date is January 7, 2007.

Exhibit 13

SPECIAL SALARY SCHEDULE
Positions Requiring Office Automation, Typing or Stenography Proficiency
2007

Locations: Positions in Cook, Lake, and DuPage Counties, IL
Annual Rates and Pay Steps

This schedule covered positions in occupational series that require full typing, office automation, data transcribing or stenographic proficiency for grades GG-2 through GG-5 in Cook, Lake, and DuPage Counties, IL.

This pay schedule was eliminated effective May 1, 2005, because locality rates are higher for all grades and steps. For positions previously covered by this exhibit, use Exhibit C.

Exhibit 14

SPECIAL SALARY SCHEDULE
Positions Requiring Office Automation, Typing or Stenography Proficiency
2007

Locations: Positions in Westchester, New York
Annual Rates and Pay Steps

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
GG-02	23,527	24,130	24,733	25,336	25,939	26,542	27,145				VARIES
03	25,841	26,521	27,201								VARIES

This schedule covers positions in occupational series that require full typing, office automation, data transcribing, or stenographic proficiency at grades GG-2 steps 1 through 7 and GG-3 steps 1 through 3 in Westchester, New York.

For other steps and grades, use locality rates in Exhibit L.

The date of approval of this schedule is January 3, 2007, and the effective date is January 7, 2007.

Exhibit 15

SPECIAL SALARY SCHEDULE
Specific Non-Professional Support Positions
2007

Locations: Positions in Connecticut
Annual Rates and Pay Steps

This schedule covered positions in occupational series that require full typing, office automation, data transcribing, stenographic or other special support proficiency at grades GG-1 through GG-6 in Connecticut.

This pay schedule was eliminated effective May 1, 2005, because locality rates are higher for all grades and steps. For positions previously covered by this exhibit, use Exhibit G.

Exhibit 16

SPECIAL SALARY SCHEDULE
Specific Non-Professional Support Positions
2007
Locations: Positions in Boston, MA, and Surrounding Areas
Annual Rates and Pay Steps

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
GG-02	23,527	24,130	24,733	25,336	25,939	26,542	27,145	27,748	28,351	28,954	603
03	25,161	25,841	26,521	27,201							VARIES

This schedule covers positions in occupational series that require full typing, office automation, data transcribing, stenographic or other special support proficiency at grades GG-2 through GG-3 step 4 in Boston, MA, and surrounding areas.

For other steps and grades, use Exhibit B.

The date of approval of this schedule is January 3, 2007, and the effective date is January 7, 2007.

Exhibit 17

Wage Grade Schedule
AC-0027R DoD Civilian Personnel Management Service (AW)
Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules
for the Washington, District of Columbia (DCB), Wage Area
Effective Date: October 15, 2006
Issue Date: December 28, 2006

WG WL-WS Grade	WG-Rates 1	2	3	4	5	WL-Rates 1	2	3	4	5	WS-WD-WN Rates 1	2	3	4	5		WD-WN Pay Level
1	10.02	10.44	10.85	11.26	11.69	11.03	11.49	11.94	12.40	12.87	17.00	17.69	18.39	19.11	19.81		
2	11.49	11.96	12.44	12.92	13.41	12.63	13.16	13.70	14.20	14.73	18.45	19.22	19.99	20.76	21.52		
3	12.95	13.49	14.04	14.58	15.11	14.24	14.84	15.43	16.02	16.61	19.93	20.75	21.57	22.41	23.24	1	
4	14.43	15.02	15.62	16.22	16.83	15.87	16.53	17.18	17.85	18.51	21.41	22.29	23.15	24.06	24.94	2	
5	15.90	16.56	17.24	17.88	18.56	17.49	18.21	18.94	19.68	20.41	22.86	23.83	24.78	25.73	26.67	3	
6	17.37	18.09	18.82	19.55	20.27	19.11	19.91	20.70	21.49	22.29	24.33	25.36	26.36	27.38	28.38	4	
7	18.85	19.63	20.41	21.19	21.99	20.73	21.58	22.45	23.31	24.18	25.81	26.89	27.95	29.03	30.10	5	1
8	20.28	21.04	21.90	22.77	23.58	22.33	23.23	24.13	25.10	26.01	27.09	28.15	29.27	30.47	31.58	6	2
9	21.36	22.33	23.15	24.04	24.97	23.54	24.52	25.46	26.51	27.51	28.19	29.37	30.57	31.74	32.91	7	3
10	22.57	23.53	24.49	25.43	26.36	24.84	25.87	26.89	27.96	28.99	29.41	30.62	31.81	33.02	34.28	8	4
11	23.74	24.79	25.78	26.77	27.73	26.12	27.25	28.33	29.46	30.51	30.11	31.37	32.62	33.90	35.15	9	5
12	24.94	26.00	27.03	28.08	29.11	27.40	28.56	29.74	30.83	32.00	31.06	32.35	33.66	34.95	36.28	10	6
13	26.11	27.16	28.30	29.43	30.47	28.72	29.96	31.13	32.34	33.53	32.05	33.39	34.72	36.05	37.39	11	7
14	27.29	28.44	29.57	30.70	31.87	30.05	31.29	32.56	33.81	35.07	32.96	34.33	35.70	37.08	38.44		8
15	28.48	29.66	30.83	32.06	33.21	31.36	32.64	34.00	35.28	36.60	34.01	35.43	36.84	38.24	39.67		9
										WS-16	35.20	36.65	38.12	39.59	41.04		
										WS-17	36.53	38.05	39.57	41.09	42.61		
										WS-18	37.99	39.59	41.17	42.74	44.34		
										WS-19	38.17	39.76	41.35	42.94	44.53		

Exhibit 18

Special Schedule for Printing & Litho (XP/XL/XS)
AC-0027P DoD Civilian Personnel Management Service (AW)
Federal Wage System Special Printing Schedules for Printing and Lithographic Occupations
for the Washington, District of Columbia (DCB), Wage Area
Effective Date: October 15, 2006
Issue Date: January 5, 2007

XP XL-XS Grade	XP-Rates 1	XP-Rates 2	XP-Rates 3	XL-Rates 1	XL-Rates 2	XL-Rates 3		XS-XD-XN Rates 1	XS-XD-XN Rates 2	XS-XD-XN Rates 3		XD-XN Pay Level
1	10.79	11.24	11.69	11.87	12.37	12.87		18.30	19.05	19.81		
2	12.37	12.89	13.41	13.62	14.17	14.73		19.87	20.70	21.52		
3	13.95	14.54	15.11	15.33	15.98	16.61		21.45	22.34	23.24	1	
4	15.54	16.19	16.83	17.08	17.79	18.51		23.04	23.99	24.94	2	
5	17.13	17.84	18.56	18.85	19.63	20.41		24.62	25.65	26.67	3	
6	18.70	19.49	20.27	20.58	21.44	22.29		26.20	27.29	28.38	4	
7	20.30	21.15	21.99	22.32	23.25	24.18		27.77	28.94	30.10	5	1
8	21.76	22.68	23.58	24.00	25.02	26.01		29.13	30.36	31.58	6	2
9	23.05	24.01	24.97	25.40	26.46	27.51		30.39	31.65	32.91	7	3
10	24.33	25.36	26.36	26.76	27.88	28.99		31.63	32.94	34.28	8	4
11	26.26	27.36	28.45	28.88	30.09	31.30		32.45	33.79	35.15	9	5
12	28.26	29.44	30.61	31.07	32.38	33.68		33.49	34.89	36.28	10	6
13	30.23	31.52	32.77	33.27	34.66	36.03		34.51	35.96	37.39	11	7
14	32.23	33.59	34.93	35.47	36.93	38.41		35.48	36.97	38.44		8
15	34.23	35.65	37.08	37.64	39.22	40.78		36.61	38.14	39.67		9
							XS-16	37.89	39.46	41.04		
							XS-17	39.35	40.98	42.61		
							XS-18	40.93	42.63	44.34		
							XS-19	41.11	42.82	44.53		

Exhibit 19

SPECIAL SALARY SCHEDULE

NRC Entry-Level Engineering (GG-800 Group), Scientific (1300 Group), and Legal Positions 2007

Location: Headquarters and Regional Offices

Annual Pay Rate

	Bachelor's Degree		Master's Degree	Ph.D/J.D. Degree
	Average Qualifications	Superior Qualifications		
All Engineering Series In the 800 Group and Scientific Disciplines in the 1300 Group	GG-5/10* ($49,070)	GG-7/10* ($55,925)	GG-9/7* ($61,652)	GG-11/10* ($76,263)
Honor Law Graduate or ASLBP Law Clerk	GG-11/10** ($61,068)			

***Rates are from the Special Salary Schedule for the GG-800 Engineering Group and the GG-1300 General Physical Science Group, Exhibit 8. Employees paid these special salary rates do not receive locality adjustments because the special salary rates are higher than corresponding locality rates in each locality area in which entry-level appointments are made.**

****This rate is from the General Salary Schedule, Exhibit 1. Employees paid this rate also receive locality adjustments. Check Exhibits A through T for applicable locality rates.**

The date of approval for this schedule is January 3, 2007, and the effective date is January 7, 2007.

Exhibit 19 (continued)

Special Salary Schedules for Professional Entry-Level Engineering (GG-800 Group), Scientific (GG-1300 Group), and Legal Positions

Purpose

Establishes the special salary schedules for entry-level professional positions.

This special salary schedule has been established for NRC positions in programs for students graduating from or enrolled in accredited colleges and universities. Other Management Directive 10.41, Appendix 4130-C, pay exhibits cover salaries for positions not based on college recruitment. Normal pay-setting rules such as locality adjustments (Exhibits A through T) apply, as appropriate.

Entry-Level Pay Rates and Grades

Salary determinations for individuals with Bachelor's Degrees selected for Entry-Level Engineering (800 Group) or Scientific (1300 Group) positions are based also on scholastic achievements. Individuals qualify for appointments at the GG-7 step 10 based on superior qualifications defined as—

1. An overall Grade Point Average (GPA) of **at least** 2.85 on a 4.0 scale (GPA may not be rounded up to reach 2.85) or **at least** 3.5 in the major (GPA may not be rounded up to reach 3.5); or

2. Standing in the upper third of student's class; or

3. Election to membership in one of the national honorary scholastic societies; or

4. Other significant scholastic/academic achievements.

It is the student's responsibility to document superior qualifications by providing the appropriate NRC Program Coordinator with either a transcript, report card, or other official school document.

For the Entry-Level Program, related work experience will be a factor in determining salaries in addition to academic qualifications. Credit for pre-degree experience must be considered on a case-by-case basis. Normally, a one-step increase (not to exceed the 10th step) will be allowed for each 6 months of related work experience.

An individual may receive credit for 1 year of specialized experience when the individual has 1 year or more of pre-degree and/or post-degree experience (such as experience operating a university research reactor or operating a reactor in the nuclear Navy) that

Exhibit 19 (continued)

Special Salary Schedules for Professional Entry-Level Engineering (GG-800 Group), Scientific (GG-1300 Group), and Legal Positions

Entry-Level Pay Rates and Grades (continued)

is relevant to the position being filled, and such experience in combination with the degree indicates a level of knowledge, skill, or ability beyond that evidenced by the degree alone. For example, an applicant with 5 years of pre-degree nuclear Navy experience who subsequently completes a Bachelor's Degree in engineering with superior academic achievement may be qualified at the GG-9 level. The individual's pay in this case would be set at the entry-level pay rate reflected on Exhibit 19 for the GG-9 level (that is, GG-9 step 7).

Promotions

Exhibit 8 describes procedures for career-ladder promotions for entry-level employees at the GG-5/10 and GG-7/10 levels.

Exhibit 20

SPECIAL SALARY SCHEDULE

Student Career Experience Program Positions and
Student Temporary Employment Program Positions
(Engineering and Scientific Disciplines)
2007

Location: Nationwide

Annual Pay Rates and Steps

Engineering and Scientific Disciplines	Semester Hours	Pay Rate	Annual Salary	Hourly Rates
Undergraduate Programs				
Sophomore	30 through 59	GG-4/5	$25,954 plus locality*	$12.44 plus locality*
Junior	60 through 89	GG-5/6	$37,579**	$18.00**
Senior	90 or more	GG-5/10	$40,995**	$19.64**
Graduate Programs				
	Undergraduate GPA below 2.85	GG-5/10	$49,070***	$23.51***
	Undergraduate GPA 2.85 and above	GG-7/10	$55,925***	$26.80***

*Rates are from the General Schedule, Exhibit 1. Refer to Exhibits A through T for applicable locality rates.

**Rates are from the Special Salary Schedule for Engineering and Scientific Positions, OPM Special Salary Rate Table #0414 (See Exhibit 20-A). Locality rates are not applicable.

***Rates are from the NRC Special Salary Schedule for Engineers and Scientific Positions, Exhibit 8. Locality rates are not applicable.

The date of approval for this schedule is January 3, 2007, and the effective date is January 7, 2007.

Exhibit 20-A

SPECIAL SALARY SCHEDULE

Student Career Experience Program Positions and Student Temporary Employment Program Positions
(Engineering and Scientific Disciplines)

2007

Location: Nationwide

ANNUAL Pay Rates and Steps

	Steps										Step
	1	2	3	4	5	6	7	8	9	10	Interval
GG-5	33,309	34,163	35,017	35,871	36,725	37,579	38,433	39,287	40,141	40,995	854

Extracted from OPM Special Salary Rate Table # 0414.

Employees paid from this schedule do not receive locality adjustments.

Exhibit 20-B

SPECIAL SALARY SCHEDULE

Student Career Experience Program Positions and
Student Temporary Employment Program Positions
(Administrative and Management Disciplines)
2007

Location: Nationwide

Annual Pay Rates and Steps

Administrative/ Management Disciplines	Semester Hours	Pay Rate	Annual Salary	Hourly Rates
Undergraduate Programs				
	30 through 89	GG-4/1	$22,902 plus locality*	$10.97 plus locality*
	90 or more	GG-5/1	$25,623 plus locality*	$12.28 plus locality*
Graduate Programs				
	Undergraduate GPA below 2.85	GG-5/1	$25,623 plus locality*	$12.28 plus locality*
	Undergraduate GPA 2.85 and above	GG-7/1	$31,740 plus locality*	$15.21 plus locality*

*Rates are from the General Schedule, Exhibit 1. Refer to Exhibits A through T for applicable locality rates.

Note: For positions in **Information Technology** series (1550 and 2210), see Exhibits 21-A through 21-C for applicable rates.

The date of approval for this schedule is January 3, 2007, and the effective date is January 7, 2007.

Exhibit 20-C

SPECIAL SALARY SCHEDULE
for
Student Career Experience Program Positions and
Student Temporary Employment Program Positions
(Law Clerk)

2007

Location: Nationwide

Annual Pay Rates and Steps

	Semester Hours	**Pay Rate**	**Annual Salary**	**Hourly Pay Rates**
Law Clerk	30 through 49	GG-7/10	$41,262 plus locality*	$19.77 plus locality*
	50 through 60	GG-9/8	$47,882 plus locality*	$22.94 plus locality*

*Rates are from the General Schedule, Exhibit 1. Refer to Exhibits A through T for applicable locality rates.

The date of approval for this schedule is January 3, 2007, and the effective date is January 7, 2007.

Exhibit 20-D

SPECIAL SALARY SCHEDULE

Student Career Experience Program Positions and
Student Temporary Employment Program Positions
(Clerical)
2007

Location: Nationwide

Annual Pay Rates and Steps

	Semester Hours	Pay Rate	Annual Salary	Hourly Rates
Clerical (Typing)				
No Work Experience	High School Student	GG–1/1	Basic pay is from the General Schedule (Exhibit 1). Employees receive applicable special salary rates for positions requiring typing (Exhibits 11, 12, 14, or 16) or locality rates (Exhibits A through T).	
	High School Graduate	GG-2/1		
6 Months of Work Experience	OR 1 year of college credits (1 to 29)	GG-3/1		
1 Year of Work Experience	OR 2 years of college credits (30 to 60)	GG-4/1		
Clerk (No typing)				
No Work Experience	High School Student	GG–1/1	$16,630 plus locality*	$7.97 plus locality*
	High School Graduate	GG-2/1	$18,698 plus locality*	$8.96 plus locality*
6 Months of Work Experience	OR 1 year of college credits (1 to 29)	GG-3/1	$20,401 plus locality*	$9.78 plus locality*
1 Year of Work Experience	OR 2 years of college credits (30 to 60)	GG-4/1	$22,902 plus locality*	$10.97 plus locality*

*Rates are from the General Schedule, Exhibit 1. Refer to Exhibits A through T for applicable locality rates.

The date of approval for this schedule is January 3, 2007, and the effective date is January 7, 2007.

Exhibit 20 (continued)

Special Salary Schedules for Positions in the Student Career Experience Program and the Student Temporary Employment Program

Purpose:

Establishes special salary schedules for individuals who are—

- Enrolled or who have been accepted for enrollment (during the upcoming semester, quarter, etc.) as degree-seeking (diploma, certificate) students and taking at least a half-time academic, vocational, or technical course load in accredited high schools, technical or vocational schools, 2-year or 4-year colleges or universities, or graduate or professional schools, and

- Working at NRC Headquarters or Regional Offices in Student Career Experience Program (SCEP) positions (formerly referred to as the Cooperative Education Program, i.e., Co-op) or Student Temporary Employment Program (STEP) positions.

Please note that sons and daughters (including stepsons and stepdaughters) of NRC employees, or of any employee of another agency who is assigned to the NRC, normally may not be appointed to the STEP program. Further information on nepotism restrictions, as well as on age restrictions and other aspects of the SCEP and STEP programs, is contained in Management Directive 10.13 and in Yellow Announcement No. 085, dated October 26, 2006.

Academic credit hours specified in Exhibit 20 are semester hours. Credit from schools using the quarter system will be converted to semester hours by multiplying the number of quarter hours earned by two-thirds.

In order to be placed in or advanced to a higher grade or step, the student is responsible for documenting earned credit hours by providing either a transcript, report card, or other official school document. Grade determinations must be supported by position descriptions.

SCEP Positions:

The SCEP provides students experience that is directly related to their educational program and career goals and allows for their noncompetitive conversion to NRC Regular (Excepted) Appointments after they complete course work and career-related work requirements.

Related work experience will be a factor in determining salaries in addition to academic qualifications. Normally, a one-step increase (not to exceed the 10th step) will be allowed for each 6 months of related work experience.

Exhibit 20 (continued)

Special Salary Schedules for Positions in the Student Career Experience Program and the Student Temporary Employment Program

STEP Positions:

The STEP provides students experience in temporary positions in the occupations and grades identified (any occupations not reflected in the described categories will be decided on a case-by-case basis). Duties do not have to be related to the student's educational program or career goals. The STEP does not allow for noncompetitive conversion to NRC Regular (Excepted) Appointments.

Exhibit 21-A

IT Schedule: Headquarters, Region I & Region IV

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
05	35,872	37,068	38,263	39,459	40,655	41,850	43,046	44,241	45,437	46,633	VARIES
07	42,849	44,277	45,706	47,134	48,562	49,991	51,419	52,847	54,275	55,704	VARIES
09	50,471	52,153	53,836	55,518	57,200	58,882	60,564	62,247	63,929	65,611	VARIES
11	56,369	58,248	60,127	62,006	63,886	65,765	67,644	69,523	71,402	73,282	VARIES

Occupation(s):	1550	COMPUTER SCIENCE SPECIALIST
	2210	INFORMATION TECHNOLOGY MANAGER

For positions at other grades, see Exhibit E, M, or S for applicable locality rates.

The date of approval for this schedule is January 3, 2007, and the effective date is January 7, 2007.

Exhibit 21-B

IT Schedule: Region II

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
05	35,360	36,538	37,717	38,895	40,074	41,252	42,431	43,609	44,788	45,966	VARIES
07	42,214	43,621	45,028	46,436	47,843	49,250	50,657	52,064	53,471	54,878	VARIES
09	50,471	52,153	53,836	55,518	57,200	58,882	60,564	62,247	63,929	65,611	VARIES
11	55,429	57,277	59,125	60,973	62,821	64,669	66,517	68,364	70,212	72,060	VARIES

Occupation(s):	1550	COMPUTER SCIENCE SPECIALIST
	2210	INFORMATION TECHNOLOGY MANAGER

For positions at other grades, see Exhibit A.

The date of approval for this schedule is January 3, 2007, and the effective date is January 7, 2007.

Exhibit 21-C

IT Schedule: Region III

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
05	36,641	37,862	39,083	40,305	41,526	42,747	43,968	45,189	46,411	47,632	VARIES
07	43,801	45,261	46,721	48,181	49,641	51,101	52,561	54,021	55,482	56,942	VARIES
09	51,636	53,357	55,078	56,799	58,520	60,241	61,962	63,683	65,404	67,125	1721
11	57,778	59,704	61,630	63,557	65,483	67,409	69,335	71,261	73,187	75,114	VARIES

Occupation(s):	1550	COMPUTER SCIENCE SPECIALIST
	2210	INFORMATION TECHNOLOGY MANAGER

For positions at other grades, see Exhibit C.

The date of approval for this schedule is January 3, 2007, and the effective date is January 7, 2007.

Exhibit A

SALARY TABLE 2007-ATL

INCORPORATING THE 1.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.89%
FOR THE LOCALITY PAY AREA OF ATLANTA-SANDY SPRINGS-GAINESVILLE, GA-AL
(Total Increase: 2.40%)
Effective January 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	19,273	19,916	20,558	21,195	21,836	22,213	22,845	23,484	23,509	24,103
2	21,669	22,184	22,901	23,509	23,771	24,470	25,169	25,868	26,567	27,265
3	23,643	24,431	25,219	26,007	26,795	27,583	28,371	29,159	29,947	30,735
4	26,541	27,425	28,310	29,194	30,078	30,962	31,847	32,731	33,615	34,499
5	29,694	30,684	31,674	32,664	33,653	34,643	35,633	36,622	37,612	38,602
6	33,101	34,204	35,307	36,410	37,514	38,617	39,720	40,823	41,927	43,030
7	36,783	38,010	39,236	40,462	41,688	42,914	44,140	45,366	46,592	47,819
8	40,736	42,095	43,453	44,811	46,169	47,528	48,886	50,244	51,602	52,961
9	44,993	46,493	47,992	49,492	50,992	52,491	53,991	55,490	56,990	58,490
10	49,549	51,200	52,852	54,503	56,154	57,806	59,457	61,109	62,760	64,412
11	54,438	56,253	58,068	59,883	61,698	63,512	65,327	67,142	68,957	70,772
12	65,247	67,422	69,598	71,773	73,948	76,124	78,299	80,474	82,649	84,825
13	77,590	80,176	82,763	85,350	87,936	90,523	93,110	95,696	98,283	100,869
14	91,686	94,742	97,798	100,854	103,910	106,966	110,022	113,079	116,135	119,191
15	107,851	111,446	115,041	118,635	122,230	125,825	129,420	133,015	136,610	140,205

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit B

SALARY TABLE 2007-BOS

INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.97%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-MANCHESTER, MA-NH-ME-RI
(Total Increase 2.53%)
Effective January 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	20,117	20,789	21,459	22,124	22,793	23,186	23,847	24,513	24,540	25,159
2	22,619	23,156	23,905	24,540	24,813	25,543	26,272	27,002	27,731	28,461
3	24,679	25,502	26,324	27,147	27,969	28,792	29,615	30,437	31,260	32,082
4	27,705	28,628	29,551	30,474	31,397	32,320	33,243	34,166	35,089	36,012
5	30,996	32,029	33,062	34,095	35,128	36,162	37,195	38,228	39,261	40,294
6	34,551	35,703	36,855	38,006	39,158	40,310	41,461	42,613	43,765	44,916
7	38,396	39,676	40,956	42,235	43,515	44,795	46,075	47,355	48,635	49,915
8	42,522	43,940	45,358	46,775	48,193	49,611	51,029	52,447	53,864	55,282
9	46,965	48,531	50,096	51,661	53,227	54,792	56,358	57,923	59,488	61,054
10	51,721	53,445	55,168	56,892	58,616	60,340	62,064	63,787	65,511	67,235
11	56,824	58,719	60,613	62,508	64,402	66,296	68,191	70,085	71,980	73,874
12	68,107	70,378	72,649	74,919	77,190	79,460	81,731	84,002	86,272	88,543
13	80,991	83,691	86,391	89,091	91,791	94,491	97,191	99,891	102,591	105,291
14	95,705	98,895	102,085	105,275	108,465	111,655	114,845	118,035	121,225	124,415
15	112,578	116,331	120,083	123,836	127,588	131,341	135,093	138,846	142,598	145,400*

* Rate limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit C

SALARY TABLE 2007-CHI

INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.79%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE-MICHIGAN CITY, IL-IN-WI
(Total Increase 2.24%)
Effective January 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	20,254	20,930	21,604	22,274	22,948	23,343	24,008	24,680	24,706	25,330
2	22,772	23,313	24,067	24,706	24,982	25,716	26,450	27,185	27,919	28,654
3	24,846	25,675	26,503	27,331	28,159	28,987	29,815	30,644	31,472	32,300
4	27,892	28,822	29,751	30,680	31,609	32,539	33,468	34,397	35,326	36,256
5	31,206	32,246	33,286	34,327	35,367	36,407	37,447	38,487	39,527	40,567
6	34,786	35,945	37,105	38,264	39,423	40,583	41,742	42,902	44,061	45,221
7	38,656	39,945	41,233	42,522	43,810	45,099	46,387	47,676	48,964	50,253
8	42,810	44,238	45,665	47,093	48,520	49,947	51,375	52,802	54,229	55,657
9	47,284	48,860	50,436	52,012	53,588	55,164	56,740	58,315	59,891	61,467
10	52,071	53,807	55,542	57,278	59,013	60,749	62,484	64,220	65,955	67,691
11	57,210	59,117	61,024	62,931	64,839	66,746	68,653	70,560	72,467	74,375
12	68,569	70,855	73,141	75,427	77,713	79,999	82,285	84,571	86,857	89,143
13	81,540	84,258	86,976	89,695	92,413	95,131	97,850	100,568	103,286	106,005
14	96,354	99,566	102,777	105,989	109,201	112,412	115,624	118,835	122,047	125,259
15	113,341	117,119	120,897	124,675	128,453	132,231	136,009	139,787	143,565	145,400*

*Rate limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5304(g)(1)).

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit D

SALARY TABLE 2007-CLE

INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.96%
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-ELYRIA, OH
(Total Increase 2.18%)
Effective January 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	19,284	19,928	20,570	21,208	21,849	22,226	22,859	23,498	23,524	24,117
2	21,682	22,197	22,915	23,524	23,786	24,485	25,184	25,883	26,583	27,282
3	23,657	24,446	25,234	26,023	26,811	27,600	28,388	29,177	29,965	30,754
4	26,557	27,442	28,327	29,211	30,096	30,981	31,866	32,751	33,635	34,520
5	29,712	30,703	31,693	32,683	33,674	34,664	35,654	36,645	37,635	38,625
6	33,120	34,224	35,328	36,432	37,536	38,640	39,744	40,848	41,952	43,056
7	36,806	38,033	39,259	40,486	41,713	42,940	44,167	45,394	46,621	47,847
8	40,761	42,120	43,479	44,838	46,197	47,556	48,915	50,274	51,634	52,993
9	45,020	46,521	48,021	49,522	51,022	52,523	54,023	55,524	57,024	58,525
10	49,579	51,231	52,884	54,536	56,188	57,841	59,493	61,146	62,798	64,451
11	54,471	56,287	58,103	59,919	61,735	63,551	65,367	67,183	68,999	70,814
12	65,287	67,463	69,640	71,816	73,993	76,169	78,346	80,523	82,699	84,876
13	77,636	80,225	82,813	85,401	87,989	90,578	93,166	95,754	98,342	100,930
14	91,742	94,800	97,857	100,915	103,973	107,031	110,089	113,147	116,205	119,263
15	107,916	111,513	115,110	118,707	122,304	125,901	129,498	133,095	136,692	140,290

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit E

SALARY TABLE 2007-DFW

INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.34%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX
(Total Increase 2.53%)
Effective January 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	19,514	20,165	20,815	21,460	22,109	22,491	23,131	23,778	23,804	24,404
2	21,940	22,461	23,188	23,804	24,069	24,776	25,484	26,191	26,899	27,607
3	23,939	24,736	25,534	26,332	27,130	27,928	28,726	29,524	30,322	31,120
4	26,873	27,769	28,664	29,559	30,454	31,350	32,245	33,140	34,036	34,931
5	30,066	31,068	32,070	33,072	34,074	35,076	36,079	37,081	38,083	39,085
6	33,515	34,632	35,749	36,866	37,983	39,100	40,217	41,334	42,451	43,568
7	37,244	38,485	39,727	40,968	42,210	43,451	44,692	45,934	47,175	48,417
8	41,246	42,621	43,997	45,372	46,747	48,122	49,498	50,873	52,248	53,623
9	45,556	47,074	48,593	50,111	51,630	53,148	54,666	56,185	57,703	59,221
10	50,169	51,841	53,513	55,185	56,857	58,529	60,201	61,873	63,545	65,218
11	55,119	56,957	58,794	60,632	62,469	64,307	66,145	67,982	69,820	71,657
12	66,064	68,266	70,469	72,671	74,873	77,076	79,278	81,481	83,683	85,886
13	78,560	81,179	83,798	86,417	89,036	91,655	94,274	96,894	99,513	102,132
14	92,834	95,928	99,022	102,116	105,211	108,305	111,399	114,493	117,588	120,682
15	109,200	112,840	116,480	120,120	123,760	127,400	131,039	134,679	138,319	141,959

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit F

SALARY TABLE 2007-DET

INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.53%
FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-FLINT, MI
(Total Increase 2.15%)
Effective January 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	20,210	20,885	21,558	22,227	22,899	23,294	23,957	24,627	24,654	25,276
2	22,724	23,263	24,016	24,654	24,928	25,661	26,394	27,127	27,860	28,592
3	24,793	25,620	26,446	27,273	28,099	28,925	29,752	30,578	31,405	32,231
4	27,833	28,760	29,687	30,615	31,542	32,469	33,396	34,324	35,251	36,178
5	31,140	32,177	33,215	34,253	35,291	36,329	37,367	38,405	39,443	40,480
6	34,711	35,868	37,025	38,182	39,339	40,496	41,653	42,810	43,967	45,124
7	38,574	39,859	41,145	42,431	43,717	45,003	46,288	47,574	48,860	50,146
8	42,719	44,143	45,568	46,992	48,416	49,841	51,265	52,689	54,114	55,538
9	47,183	48,755	50,328	51,901	53,473	55,046	56,618	58,191	59,764	61,336
10	51,960	53,692	55,424	57,156	58,887	60,619	62,351	64,083	65,815	67,546
11	57,088	58,991	60,894	62,797	64,700	66,603	68,506	70,410	72,313	74,216
12	68,423	70,704	72,985	75,266	77,547	79,828	82,109	84,390	86,672	88,953
13	81,366	84,078	86,791	89,503	92,216	94,928	97,641	100,353	103,066	105,778
14	96,148	99,353	102,558	105,763	108,967	112,172	115,377	118,582	121,786	124,991
15	113,099	116,869	120,639	124,409	128,179	131,949	135,719	139,488	143,258	145,400*

*Rate limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5304(g)(1)).

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit G

SALARY TABLE 2007-HAR

INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.44%
FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD-WILLIMANTIC, CT-MA
(Total Increase 2.66%)
Effective January 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	20,362	21,041	21,720	22,393	23,070	23,468	24,137	24,811	24,838	25,465
2	22,894	23,437	24,195	24,838	25,115	25,853	26,592	27,330	28,068	28,806
3	24,979	25,812	26,644	27,477	28,309	29,142	29,975	30,807	31,640	32,472
4	28,041	28,975	29,910	30,844	31,778	32,712	33,647	34,581	35,515	36,449
5	31,373	32,418	33,464	34,510	35,555	36,601	37,647	38,692	39,738	40,784
6	34,971	36,137	37,303	38,468	39,634	40,799	41,965	43,131	44,296	45,462
7	38,862	40,158	41,453	42,749	44,044	45,340	46,635	47,930	49,226	50,521
8	43,039	44,474	45,909	47,344	48,779	50,214	51,649	53,084	54,519	55,954
9	47,536	49,120	50,705	52,289	53,874	55,458	57,042	58,627	60,211	61,795
10	52,349	54,094	55,839	57,584	59,328	61,073	62,818	64,563	66,307	68,052
11	57,515	59,432	61,350	63,267	65,185	67,102	69,019	70,937	72,854	74,772
12	68,935	71,233	73,531	75,830	78,128	80,426	82,724	85,022	87,321	89,619
13	81,975	84,708	87,441	90,173	92,906	95,639	98,372	101,105	103,838	106,571
14	96,868	100,097	103,326	106,555	109,783	113,012	116,241	119,470	122,698	125,927
15	113,946	117,744	121,543	125,341	129,139	132,937	136,735	140,533	144,331	145,400*

*Rate limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5304(g)(1)).

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit H

SALARY TABLE 2007-HOU

INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.65%
FOR THE LOCALITY PAY AREA OF HOUSTON-BAYTOWN-HUNTSVILLE, TX
(Total Increase 1.93%)
Effective January 2007
Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	21,062	21,765	22,466	23,163	23,863	24,275	24,967	25,664	25,692	26,341
2	23,681	24,243	25,027	25,692	25,978	26,742	27,506	28,270	29,033	29,797
3	25,838	26,699	27,560	28,422	29,283	30,144	31,005	31,866	32,728	33,589
4	29,005	29,972	30,938	31,904	32,871	33,837	34,803	35,770	36,736	37,702
5	32,452	33,533	34,615	35,696	36,778	37,859	38,941	40,023	41,104	42,186
6	36,174	37,379	38,585	39,791	40,997	42,202	43,408	44,614	45,819	47,025
7	40,199	41,539	42,879	44,219	45,559	46,898	48,238	49,578	50,918	52,258
8	44,519	46,003	47,487	48,972	50,456	51,940	53,425	54,909	56,393	57,878
9	49,171	50,809	52,448	54,087	55,726	57,365	59,004	60,643	62,281	63,920
10	54,149	55,954	57,759	59,563	61,368	63,173	64,978	66,783	68,587	70,392
11	59,493	61,476	63,459	65,443	67,426	69,409	71,393	73,376	75,359	77,343
12	71,305	73,682	76,060	78,437	80,814	83,191	85,569	87,946	90,323	92,700
13	84,793	87,620	90,447	93,274	96,101	98,928	101,754	104,581	107,408	110,235
14	100,199	103,539	106,879	110,218	113,558	116,898	120,238	123,577	126,917	130,257
15	117,864	121,793	125,722	129,650	133,579	137,508	141,436	145,365	145,400*	145,400*

*Rate limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5304(g)(1)).

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit I

SALARY TABLE 2007-HNT

INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.60%
FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR, AL
(Total Increase 1.92%)
Effective January 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	18,892	19,522	20,152	20,776	21,405	21,774	22,394	23,020	23,045	23,627
2	21,241	21,745	22,448	23,045	23,302	23,987	24,672	25,357	26,042	26,727
3	23,176	23,948	24,720	25,493	26,265	27,038	27,810	28,583	29,355	30,128
4	26,017	26,883	27,750	28,617	29,484	30,351	31,217	32,084	32,951	33,818
5	29,108	30,078	31,048	32,018	32,988	33,958	34,929	35,899	36,869	37,839
6	32,446	33,528	34,609	35,691	36,772	37,854	38,935	40,017	41,098	42,180
7	36,057	37,259	38,460	39,662	40,864	42,066	43,268	44,470	45,672	46,874
8	39,932	41,263	42,594	43,926	45,257	46,588	47,920	49,251	50,583	51,914
9	44,104	45,574	47,044	48,514	49,984	51,454	52,924	54,394	55,864	57,334
10	48,570	50,188	51,807	53,426	55,045	56,664	58,282	59,901	61,520	63,139
11	53,362	55,141	56,920	58,699	60,478	62,257	64,036	65,815	67,594	69,373
12	63,958	66,090	68,222	70,355	72,487	74,619	76,752	78,884	81,016	83,148
13	76,056	78,592	81,127	83,663	86,199	88,734	91,270	93,805	96,341	98,876
14	89,875	92,870	95,866	98,862	101,857	104,853	107,848	110,844	113,840	116,835
15	105,720	109,243	112,767	116,291	119,815	123,339	126,863	130,387	133,911	137,434

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit J

SALARY TABLE 2007-MFL

INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.30%
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-MIAMI BEACH, FL
(Total Increase 2.10%)
Effective January 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	19,673	20,330	20,985	21,636	22,290	22,675	23,320	23,972	23,998	24,604
2	22,120	22,645	23,377	23,998	24,266	24,979	25,692	26,406	27,119	27,832
3	24,134	24,939	25,743	26,548	27,352	28,157	28,961	29,765	30,570	31,374
4	27,093	27,996	28,898	29,801	30,704	31,606	32,509	33,411	34,314	35,217
5	30,312	31,322	32,333	33,343	34,353	35,363	36,374	37,384	38,394	39,405
6	33,789	34,915	36,041	37,167	38,294	39,420	40,546	41,672	42,799	43,925
7	37,548	38,800	40,052	41,303	42,555	43,806	45,058	46,310	47,561	48,813
8	41,584	42,970	44,357	45,743	47,130	48,516	49,902	51,289	52,675	54,062
9	45,929	47,460	48,990	50,521	52,052	53,583	55,114	56,644	58,175	59,706
10	50,579	52,265	53,951	55,636	57,322	59,008	60,694	62,380	64,065	65,751
11	55,570	57,423	59,275	61,128	62,981	64,833	66,686	68,538	70,391	72,243
12	66,604	68,825	71,045	73,266	75,486	77,707	79,927	82,148	84,368	86,589
13	79,203	81,843	84,484	87,124	89,765	92,405	95,046	97,686	100,327	102,967
14	93,593	96,713	99,832	102,952	106,071	109,191	112,310	115,430	118,550	121,669
15	110,094	113,763	117,433	121,103	124,772	128,442	132,112	135,781	139,451	143,121

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit K

SALARY TABLE 2007-MSP

INCORPORATING THE 1.70 GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.17%
FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL-ST. CLOUD, MN-WI
(Total Increase 2.45%)
Effective January 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	19,652	20,308	20,962	21,612	22,266	22,650	23,295	23,946	23,972	24,577
2	22,095	22,620	23,352	23,972	24,239	24,952	25,664	26,377	27,089	27,802
3	24,108	24,911	25,715	26,519	27,322	28,126	28,929	29,733	30,536	31,340
4	27,063	27,965	28,867	29,768	30,670	31,571	32,473	33,375	34,276	35,178
5	30,279	31,288	32,297	33,306	34,315	35,325	36,334	37,343	38,352	39,361
6	33,752	34,877	36,002	37,127	38,252	39,377	40,502	41,627	42,752	43,877
7	37,507	38,757	40,008	41,258	42,508	43,758	45,009	46,259	47,509	48,759
8	41,538	42,923	44,308	45,693	47,078	48,463	49,848	51,233	52,618	54,003
9	45,878	47,407	48,937	50,466	51,995	53,524	55,053	56,582	58,111	59,640
10	50,524	52,208	53,891	55,575	57,259	58,943	60,627	62,311	63,995	65,679
11	55,509	57,360	59,210	61,061	62,911	64,762	66,612	68,463	70,314	72,164
12	66,531	68,749	70,967	73,185	75,403	77,621	79,839	82,057	84,275	86,493
13	79,116	81,754	84,391	87,029	89,666	92,304	94,941	97,579	100,216	102,854
14	93,490	96,606	99,722	102,839	105,955	109,071	112,187	115,303	118,419	121,535
15	109,973	113,638	117,304	120,969	124,635	128,301	131,966	135,632	139,298	142,963

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit L

SALARY TABLE 2007-NY

INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.57%
FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK-BRIDGEPORT, NY-NJ-CT-PA
(Total Increase 3.02%)
Effective January 2007
Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	20,716	21,407	22,097	22,783	23,471	23,876	24,556	25,243	25,270	25,908
2	23,292	23,845	24,616	25,270	25,552	26,303	27,054	27,805	28,556	29,308
3	25,414	26,261	27,108	27,955	28,802	29,649	30,496	31,343	32,190	33,037
4	28,529	29,479	30,430	31,380	32,331	33,281	34,232	35,182	36,133	37,083
5	31,919	32,982	34,046	35,110	36,174	37,238	38,302	39,365	40,429	41,493
6	35,580	36,766	37,951	39,137	40,323	41,509	42,695	43,881	45,067	46,253
7	39,539	40,856	42,174	43,492	44,810	46,128	47,446	48,764	50,082	51,400
8	43,788	45,248	46,708	48,167	49,627	51,087	52,547	54,007	55,467	56,927
9	48,363	49,975	51,587	53,199	54,811	56,423	58,035	59,647	61,259	62,870
10	53,260	55,035	56,810	58,585	60,360	62,136	63,911	65,686	67,461	69,236
11	58,516	60,466	62,417	64,368	66,319	68,269	70,220	72,171	74,122	76,072
12	70,134	72,472	74,811	77,149	79,487	81,825	84,163	86,501	88,840	91,178
13	83,401	86,181	88,962	91,742	94,522	97,303	100,083	102,864	105,644	108,424
14	98,554	101,838	105,123	108,408	111,693	114,978	118,263	121,548	124,833	128,118
15	115,929	119,793	123,657	127,521	131,385	135,249	139,114	142,978	145,400*	145,400*

*Rate limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5304(g)(1)).

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit M

SALARY TABLE 2007-PHL

INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.85%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD
(Total Increase 2.40%)
Effective January 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	19,765	20,424	21,083	21,736	22,394	22,780	23,429	24,084	24,110	24,718
2	22,223	22,750	23,486	24,110	24,379	25,095	25,812	26,529	27,245	27,962
3	24,247	25,055	25,863	26,671	27,479	28,287	29,096	29,904	30,712	31,520
4	27,219	28,126	29,033	29,940	30,846	31,753	32,660	33,567	34,474	35,380
5	30,453	31,468	32,483	33,498	34,513	35,528	36,543	37,558	38,573	39,588
6	33,946	35,077	36,209	37,340	38,472	39,603	40,735	41,866	42,998	44,129
7	37,723	38,980	40,238	41,495	42,753	44,010	45,268	46,525	47,782	49,040
8	41,777	43,170	44,563	45,956	47,349	48,742	50,134	51,527	52,920	54,313
9	46,142	47,680	49,218	50,756	52,294	53,832	55,370	56,908	58,446	59,984
10	50,814	52,508	54,202	55,895	57,589	59,282	60,976	62,670	64,363	66,057
11	55,829	57,690	59,551	61,412	63,273	65,135	66,996	68,857	70,718	72,579
12	66,914	69,145	71,375	73,606	75,837	78,068	80,299	82,529	84,760	86,991
13	79,571	82,224	84,877	87,529	90,182	92,835	95,488	98,140	100,793	103,446
14	94,028	97,162	100,296	103,430	106,564	109,699	112,833	115,967	119,101	122,235
15	110,605	114,292	117,979	121,666	125,352	129,039	132,726	136,412	140,099	143,786

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit N

SALARY TABLE 2007-PIT

INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.16%
FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE, PA
(Total Increase 2.01%)
Effective January 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	18,985	19,618	20,251	20,879	21,510	21,881	22,504	23,133	23,158	23,743
2	21,346	21,853	22,559	23,158	23,416	24,105	24,793	25,482	26,170	26,858
3	23,290	24,066	24,842	25,619	26,395	27,171	27,948	28,724	29,500	30,276
4	26,145	27,016	27,887	28,758	29,629	30,500	31,371	32,242	33,113	33,984
5	29,251	30,226	31,201	32,176	33,151	34,126	35,101	36,076	37,051	38,026
6	32,606	33,693	34,780	35,867	36,954	38,040	39,127	40,214	41,301	42,388
7	36,234	37,442	38,650	39,858	41,066	42,273	43,481	44,689	45,897	47,105
8	40,128	41,466	42,804	44,142	45,480	46,818	48,156	49,494	50,832	52,170
9	44,321	45,799	47,276	48,753	50,230	51,708	53,185	54,662	56,139	57,617
10	48,809	50,436	52,063	53,689	55,316	56,943	58,570	60,197	61,823	63,450
11	53,626	55,413	57,201	58,989	60,777	62,564	64,352	66,140	67,927	69,715
12	64,273	66,416	68,559	70,702	72,844	74,987	77,130	79,273	81,415	83,558
13	76,431	78,979	81,527	84,075	86,623	89,172	91,720	94,268	96,816	99,364
14	90,318	93,328	96,338	99,349	102,359	105,370	108,380	111,390	114,401	117,411
15	106,241	109,782	113,323	116,864	120,406	123,947	127,488	131,029	134,571	138,112

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit O

SALARY TABLE 2007-RA

INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.18%
FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CARY, NC
(Total Increase 2.24%)
Effective January 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	19,321	19,966	20,609	21,248	21,891	22,268	22,903	23,543	23,568	24,163
2	21,723	22,239	22,958	23,568	23,831	24,531	25,232	25,933	26,633	27,334
3	23,702	24,492	25,282	26,072	26,862	27,652	28,442	29,232	30,022	30,812
4	26,608	27,494	28,380	29,267	30,153	31,040	31,926	32,813	33,699	34,586
5	29,769	30,761	31,753	32,745	33,738	34,730	35,722	36,714	37,706	38,698
6	33,183	34,289	35,395	36,501	37,607	38,713	39,820	40,926	42,032	43,138
7	36,876	38,105	39,334	40,563	41,792	43,021	44,251	45,480	46,709	47,938
8	40,838	42,200	43,562	44,923	46,285	47,647	49,008	50,370	51,731	53,093
9	45,106	46,609	48,112	49,616	51,119	52,623	54,126	55,629	57,133	58,636
10	49,673	51,328	52,984	54,639	56,295	57,951	59,606	61,262	62,917	64,573
11	54,574	56,394	58,213	60,033	61,852	63,671	65,491	67,310	69,129	70,949
12	65,411	67,591	69,772	71,953	74,133	76,314	78,495	80,675	82,856	85,037
13	77,784	80,377	82,970	85,563	88,156	90,749	93,342	95,936	98,529	101,122
14	91,916	94,979	98,043	101,107	104,170	107,234	110,298	113,361	116,425	119,489
15	108,121	111,724	115,328	118,932	122,536	126,140	129,744	133,348	136,952	140,556

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit P

SALARY TABLE 2007-RCH

INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.41%
FOR THE LOCALITY PAY AREA OF RICHMOND, VA
(Total Increase 1.93%)
Effective January 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	19,026	19,661	20,295	20,924	21,557	21,929	22,554	23,184	23,209	23,795
2	21,392	21,900	22,609	23,209	23,468	24,158	24,848	25,537	26,227	26,917
3	23,341	24,119	24,897	25,675	26,453	27,231	28,009	28,787	29,565	30,343
4	26,202	27,075	27,948	28,821	29,694	30,567	31,440	32,313	33,186	34,059
5	29,315	30,292	31,269	32,246	33,224	34,201	35,178	36,155	37,132	38,109
6	32,678	33,767	34,856	35,945	37,035	38,124	39,213	40,302	41,391	42,480
7	36,314	37,524	38,735	39,945	41,156	42,366	43,576	44,787	45,997	47,208
8	40,216	41,557	42,898	44,239	45,580	46,921	48,262	49,602	50,943	52,284
9	44,419	45,899	47,379	48,860	50,340	51,821	53,301	54,782	56,262	57,743
10	48,916	50,546	52,177	53,807	55,437	57,068	58,698	60,328	61,959	63,589
11	53,743	55,535	57,326	59,118	60,910	62,701	64,493	66,285	68,076	69,868
12	64,414	66,561	68,709	70,856	73,004	75,151	77,299	79,446	81,594	83,741
13	76,599	79,152	81,706	84,260	86,813	89,367	91,920	94,474	97,028	99,581
14	90,515	93,532	96,549	99,566	102,583	105,600	108,617	111,634	114,651	117,668
15	106,473	110,022	113,571	117,120	120,669	124,218	127,767	131,316	134,865	138,414

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit Q

SALARY TABLE 2007-SAC

INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.99%
FOR THE LOCALITY PAY AREA OF SACRAMENTO-ARDEN-ARCADE-TRUCKEE, CA-NV
(Total Increase 2.63%)
Effective January 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	19,788	20,448	21,108	21,762	22,420	22,807	23,456	24,112	24,138	24,748
2	22,249	22,777	23,514	24,138	24,407	25,125	25,842	26,560	27,277	27,995
3	24,275	25,084	25,893	26,703	27,512	28,321	29,130	29,939	30,748	31,557
4	27,251	28,159	29,067	29,975	30,883	31,791	32,698	33,606	34,514	35,422
5	30,489	31,505	32,521	33,537	34,554	35,570	36,586	37,602	38,618	39,634
6	33,986	35,119	36,251	37,384	38,517	39,650	40,783	41,915	43,048	44,181
7	37,767	39,026	40,285	41,544	42,803	44,062	45,321	46,580	47,839	49,098
8	41,826	43,221	44,615	46,010	47,404	48,799	50,194	51,588	52,983	54,377
9	46,197	47,736	49,276	50,816	52,356	53,895	55,435	56,975	58,515	60,054
10	50,874	52,570	54,265	55,961	57,657	59,352	61,048	62,743	64,439	66,135
11	55,894	57,758	59,621	61,485	63,348	65,211	67,075	68,938	70,801	72,665
12	66,993	69,226	71,459	73,693	75,926	78,160	80,393	82,627	84,860	87,094
13	79,665	82,321	84,977	87,633	90,288	92,944	95,600	98,256	100,912	103,568
14	94,139	97,277	100,414	103,552	106,690	109,828	112,966	116,103	119,241	122,379
15	110,736	114,427	118,118	121,809	125,500	129,191	132,882	136,573	140,264	143,955

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit R

SALARY TABLE 2007-SD

INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.34%
FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD-SAN MARCOS, CA
(Total Increase 2.68%)
Effective January 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	20,013	20,680	21,347	22,009	22,674	23,066	23,723	24,386	24,412	25,028
2	22,501	23,035	23,780	24,412	24,684	25,410	26,135	26,861	27,587	28,312
3	24,551	25,369	26,187	27,005	27,824	28,642	29,460	30,279	31,097	31,915
4	27,560	28,478	29,397	30,315	31,233	32,151	33,069	33,988	34,906	35,824
5	30,835	31,862	32,890	33,918	34,946	35,973	37,001	38,029	39,056	40,084
6	34,372	35,517	36,663	37,808	38,954	40,100	41,245	42,391	43,537	44,682
7	38,196	39,469	40,742	42,016	43,289	44,562	45,835	47,108	48,381	49,655
8	42,301	43,711	45,121	46,532	47,942	49,353	50,763	52,173	53,584	54,994
9	46,721	48,278	49,835	51,392	52,950	54,507	56,064	57,621	59,178	60,736
10	51,451	53,166	54,881	56,596	58,311	60,026	61,740	63,455	65,170	66,885
11	56,529	58,413	60,298	62,182	64,067	65,951	67,836	69,720	71,605	73,489
12	67,753	70,011	72,270	74,529	76,788	79,047	81,305	83,564	85,823	88,082
13	80,569	83,255	85,941	88,627	91,313	93,999	96,685	99,371	102,057	104,743
14	95,207	98,380	101,554	104,727	107,900	111,074	114,247	117,421	120,594	123,767
15	111,992	115,725	119,458	123,191	126,924	130,657	134,390	138,123	141,856	145,400*

*Rate limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5304(g)(1)).
NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit S

SALARY TABLE 2007-DCB

INCORPORATING THE 1.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.59%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-PA-VA-WV
(Total Increase 2.64%)
Effective January 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	19,722	20,380	21,037	21,689	22,345	22,730	23,378	24,031	24,057	24,664
2	22,174	22,700	23,435	24,057	24,325	25,040	25,755	26,470	27,186	27,901
3	24,194	25,000	25,806	26,613	27,419	28,226	29,032	29,838	30,645	31,451
4	27,159	28,064	28,969	29,874	30,779	31,684	32,589	33,493	34,398	35,303
5	30,386	31,399	32,412	33,425	34,437	35,450	36,463	37,476	38,488	39,501
6	33,872	35,001	36,130	37,259	38,388	39,517	40,646	41,775	42,903	44,032
7	37,640	38,895	40,150	41,405	42,659	43,914	45,169	46,423	47,678	48,933
8	41,686	43,075	44,465	45,855	47,245	48,635	50,025	51,415	52,805	54,194
9	46,041	47,576	49,110	50,645	52,180	53,714	55,249	56,783	58,318	59,852
10	50,703	52,393	54,083	55,773	57,463	59,153	60,843	62,533	64,222	65,912
11	55,706	57,564	59,421	61,278	63,135	64,992	66,849	68,706	70,563	72,421
12	66,767	68,993	71,219	73,445	75,671	77,897	80,123	82,349	84,575	86,801
13	79,397	82,044	84,691	87,338	89,985	92,632	95,279	97,926	100,573	103,220
14	93,822	96,950	100,077	103,204	106,331	109,459	112,586	115,713	118,840	121,967
15	110,363	114,042	117,721	121,399	125,078	128,757	132,435	136,114	139,793	143,471

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit T

SALARY TABLE 2007-RUS

INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.64%
FOR THE LOCALITY PAY AREA OF REST OF U.S.
(Total Increase 1.81%)
Effective January 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	18,732	19,357	19,981	20,601	21,224	21,590	22,205	22,825	22,850	23,427
2	21,061	21,562	22,259	22,850	23,105	23,784	24,463	25,142	25,822	26,501
3	22,980	23,746	24,512	25,278	26,043	26,809	27,575	28,341	29,107	29,873
4	25,797	26,656	27,516	28,375	29,235	30,094	30,953	31,813	32,672	33,532
5	28,862	29,824	30,786	31,748	32,710	33,671	34,633	35,595	36,557	37,519
6	32,172	33,245	34,317	35,389	36,462	37,534	38,606	39,679	40,751	41,823
7	35,752	36,944	38,135	39,327	40,519	41,711	42,902	44,094	45,286	46,478
8	39,594	40,914	42,234	43,555	44,875	46,195	47,515	48,835	50,155	51,475
9	43,731	45,189	46,646	48,104	49,562	51,019	52,477	53,934	55,392	56,849
10	48,159	49,764	51,369	52,975	54,580	56,185	57,790	59,395	61,000	62,605
11	52,912	54,675	56,439	58,203	59,967	61,731	63,495	65,259	67,023	68,787
12	63,417	65,532	67,646	69,760	71,874	73,989	76,103	78,217	80,331	82,446
13	75,414	77,928	80,442	82,956	85,470	87,984	90,498	93,012	95,527	98,041
14	89,115	92,085	95,056	98,026	100,996	103,967	106,937	109,907	112,878	115,848
15	104,826	108,320	111,814	115,308	118,803	122,297	125,791	129,285	132,779	136,273

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit AA

SALARY TABLE 2007-ATL (LEO)

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.89%
FOR THE LOCALITY PAY AREA OF ATLANTA-SANDY SPRINGS-GAINESVILLE, GA-AL
(Total Increase 2.40%)
Effective January 7, 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	19,273	19,916	20,558	21,195	21,836	22,213	22,845	23,484	23,509	24,103
2	21,669	22,184	22,901	23,509	23,771	24,470	25,169	25,868	26,567	27,265
3	28,371	29,159	29,947	30,735	31,523	32,311	33,099	33,887	34,675	35,463
4	31,847	32,731	33,615	34,499	35,384	36,268	37,152	38,036	38,920	39,805
5	36,622	37,612	38,602	39,592	40,581	41,571	42,561	43,550	44,540	45,530
6	38,617	39,720	40,823	41,927	43,030	44,133	45,237	46,340	47,443	48,546
7	41,688	42,914	44,140	45,366	46,592	47,819	49,045	50,271	51,497	52,723
8	43,453	44,811	46,169	47,528	48,886	50,244	51,602	52,961	54,319	55,677
9	46,493	47,992	49,492	50,992	52,491	53,991	55,490	56,990	58,490	59,989
10	51,200	52,852	54,503	56,154	57,806	59,457	61,109	62,760	64,412	66,063
11	54,438	56,253	58,068	59,883	61,698	63,512	65,327	67,142	68,957	70,772
12	65,247	67,422	69,598	71,773	73,948	76,124	78,299	80,474	82,649	84,825
13	77,590	80,176	82,763	85,350	87,936	90,523	93,110	95,696	98,283	100,869
14	91,686	94,742	97,798	100,854	103,910	106,966	110,022	113,079	116,135	119,191
15	107,851	111,446	115,041	118,635	122,230	125,825	129,420	133,015	136,610	140,205

Exhibit BB

SALARY TABLE 2007-CHI (LEO)

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.79%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE-MICHIGAN CITY, IL-IN-WI
(Total Increase 2.24%)
Effective January 7, 2007
Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	20,254	20,930	21,604	22,274	22,948	23,343	24,008	24,680	24,706	25,330
2	22,772	23,313	24,067	24,706	24,982	25,716	26,450	27,185	27,919	28,654
3	29,815	30,644	31,472	32,300	33,128	33,956	34,784	35,613	36,441	37,269
4	33,468	34,397	35,326	36,256	37,185	38,114	39,043	39,973	40,902	41,831
5	38,487	39,527	40,567	41,607	42,647	43,687	44,727	45,767	46,808	47,848
6	40,583	41,742	42,902	44,061	45,221	46,380	47,540	48,699	49,858	51,018
7	43,810	45,099	46,387	47,676	48,964	50,253	51,542	52,830	54,119	55,407
8	45,665	47,093	48,520	49,947	51,375	52,802	54,229	55,657	57,084	58,512
9	48,860	50,436	52,012	53,588	55,164	56,740	58,315	59,891	61,467	63,043
10	53,807	55,542	57,278	59,013	60,749	62,484	64,220	65,955	67,691	69,426
11	57,210	59,117	61,024	62,931	64,839	66,746	68,653	70,560	72,467	74,375
12	68,569	70,855	73,141	75,427	77,713	79,999	82,285	84,571	86,857	89,143
13	81,540	84,258	86,976	89,695	92,413	95,131	97,850	100,568	103,286	106,005
14	96,354	99,566	102,777	105,989	109,201	112,412	115,624	118,835	122,047	125,259
15	113,341	117,119	120,897	124,675	128,453	132,231	136,009	139,787	143,565	145,400*

*Rate limited to the rate for Level IV of the Executive Schedule (5 U.S.C. 5304(g)(1)).

Exhibit CC

SALARY TABLE 2007-DFW (LEO)

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING THE 1.70 GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.34%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX
(Total Increase 2.53%)
Effective January 7, 2007
Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	19,514	20,165	20,815	21,460	22,109	22,491	23,131	23,778	23,804	24,404
2	21,940	22,461	23,188	23,804	24,069	24,776	25,484	26,191	26,899	27,607
3	28,726	29,524	30,322	31,120	31,918	32,716	33,513	34,311	35,109	35,907
4	32,245	33,140	34,036	34,931	35,826	36,722	37,617	38,512	39,407	40,303
5	37,081	38,083	39,085	40,087	41,089	42,091	43,093	44,095	45,097	46,099
6	39,100	40,217	41,334	42,451	43,568	44,685	45,802	46,920	48,037	49,154
7	42,210	43,451	44,692	45,934	47,175	48,417	49,658	50,900	52,141	53,383
8	43,997	45,372	46,747	48,122	49,498	50,873	52,248	53,623	54,998	56,374
9	47,074	48,593	50,111	51,630	53,148	54,666	56,185	57,703	59,221	60,740
10	51,841	53,513	55,185	56,857	58,529	60,201	61,873	63,545	65,218	66,890
11	55,119	56,957	58,794	60,632	62,469	64,307	66,145	67,982	69,820	71,657
12	66,064	68,266	70,469	72,671	74,873	77,076	79,278	81,481	83,683	85,886
13	78,560	81,179	83,798	86,417	89,036	91,655	94,274	96,894	99,513	102,132
14	92,834	95,928	99,022	102,116	105,211	108,305	111,399	114,493	117,588	120,682
15	109,200	112,840	116,480	120,120	123,760	127,400	131,039	134,679	138,319	141,959

Exhibit DD

SALARY TABLE 2007-PHL (LEO)

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.85%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD
(Total Increase 2.40%)
Effective January 7, 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	19,765	20,424	21,083	21,736	22,394	22,780	23,429	24,084	24,110	24,718
2	22,223	22,750	23,486	24,110	24,379	25,095	25,812	26,529	27,245	27,962
3	29,096	29,904	30,712	31,520	32,328	33,137	33,945	34,753	35,561	36,369
4	32,660	33,567	34,474	35,380	36,287	37,194	38,101	39,008	39,915	40,821
5	37,558	38,573	39,588	40,603	41,618	42,633	43,648	44,663	45,678	46,693
6	39,603	40,735	41,866	42,998	44,129	45,260	46,392	47,523	48,655	49,786
7	42,753	44,010	45,268	46,525	47,782	49,040	50,297	51,555	52,812	54,070
8	44,563	45,956	47,349	48,742	50,134	51,527	52,920	54,313	55,706	57,099
9	47,680	49,218	50,756	52,294	53,832	55,370	56,908	58,446	59,984	61,522
10	52,508	54,202	55,895	57,589	59,282	60,976	62,670	64,363	66,057	67,750
11	55,829	57,690	59,551	61,412	63,273	65,135	66,996	68,857	70,718	72,579
12	66,914	69,145	71,375	73,606	75,837	78,068	80,299	82,529	84,760	86,991
13	79,571	82,224	84,877	87,529	90,182	92,835	95,488	98,140	100,793	103,446
14	94,028	97,162	100,296	103,430	106,564	109,699	112,833	115,967	119,101	122,235
15	110,605	114,292	117,979	121,666	125,352	129,039	132,726	136,412	140,099	143,786

Exhibit EE

SALARY TABLE 2007-DCB (LEO)

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.59%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-PA-VA-WV
(Total Increase 2.64%)
Effective January 7, 2007
Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GG-1	19,722	20,380	21,037	21,689	22,345	22,730	23,378	24,031	24,057	24,664
2	22,174	22,700	23,435	24,057	24,325	25,040	25,755	26,470	27,186	27,901
3	29,032	29,838	30,645	31,451	32,258	33,064	33,870	34,677	35,483	36,290
4	32,589	33,493	34,398	35,303	36,208	37,113	38,018	38,922	39,827	40,732
5	37,476	38,488	39,501	40,514	41,527	42,539	43,552	44,565	45,578	46,590
6	39,517	40,646	41,775	42,903	44,032	45,161	46,290	47,419	48,548	49,677
7	42,659	43,914	45,169	46,423	47,678	48,933	50,187	51,442	52,697	53,951
8	44,465	45,855	47,245	48,635	50,025	51,415	52,805	54,194	55,584	56,974
9	47,576	49,110	50,645	52,180	53,714	55,249	56,783	58,318	59,852	61,387
10	52,393	54,083	55,773	57,463	59,153	60,843	62,533	64,222	65,912	67,602
11	55,706	57,564	59,421	61,278	63,135	64,992	66,849	68,706	70,563	72,421
12	66,767	68,993	71,219	73,445	75,671	77,897	80,123	82,349	84,575	86,801
13	79,397	82,044	84,691	87,338	89,985	92,632	95,279	97,926	100,573	103,220
14	93,822	96,950	100,077	103,204	106,331	109,459	112,586	115,713	118,840	121,967
15	110,363	114,042	117,721	121,399	125,078	128,757	132,435	136,114	139,793	143,471