

U.S. NUCLEAR REGULATORY COMMISSION

DIRECTIVE TRANSMITTAL

TN: DT-08-01

To: All NRC Employees

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

Purpose: Appendix 4130-C, Part VIII, is being revised to update agency salary schedules. On January 4, 2008, the President signed Executive Order 13454 authorizing pay adjustments for various Federal pay systems. The Executive Order provided for an across-the-board increase of 2.5% in the rates of basic pay for the statutory pay systems including the General Schedule (which the GG parallels), as well as an additional average 1.0% locality increase for certain positions. Executive Schedule pay levels were increased by approximately 2.5 percent.

As a result of the January 2008 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 2008; Exhibits A through U, which contain locality rates for non-law enforcement employees; and Exhibits AA through EE, which contain locality rates for law enforcement officers. **Please note the addition of the pay schedule for the Phoenix locality pay area at Exhibit N, which has resulted in re-lettering subsequent pay tables Exhibits O through U.** The approval date for all exhibits is January 4, 2008, and the effective date for all schedules is January 6, 2008, except that the effective date for Exhibits 17 and 18 is October 14, 2007.

Note: Please remove pages 59 through 121 revised April 10, 2007, and replace with new pages 59 through 122 revised February 29, 2008.

OFFICE OF ADMINISTRATION

Office of Origin: Office of Human Resources

Contact: Tracy Scott, 301-492-2296

Date Approved: April 10, 2007 (**Revised: February 29, 2008**)

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
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Exhibit 1

GENERAL GRADE SALARY TABLE 2008-GG
INCORPORATING A 2.50% GENERAL INCREASE
Effective January 6, 2008

Annual Rates by Grade and Step

Grade (GG)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
1	17,046	17,615	18,182	18,746	19,313	19,646	20,206	20,771	20,793	21,324	VARIABLE
2	19,165	19,621	20,255	20,793	21,025	21,643	22,261	22,879	23,497	24,115	VARIABLE
3	20,911	21,608	22,305	23,002	23,699	24,396	25,093	25,790	26,487	27,184	697
4	23,475	24,258	25,041	25,824	26,607	27,390	28,173	28,956	29,739	30,522	783
5	26,264	27,139	28,014	28,889	29,764	30,639	31,514	32,389	33,264	34,139	875
6	29,276	30,252	31,228	32,204	33,180	34,156	35,132	36,108	37,084	38,060	976
7	32,534	33,618	34,702	35,786	36,870	37,954	39,038	40,122	41,206	42,290	1,084
8	36,030	37,231	38,432	39,633	40,834	42,035	43,236	44,437	45,638	46,839	1,201
9	39,795	41,122	42,449	43,776	45,103	46,430	47,757	49,084	50,411	51,738	1,327
10	43,824	45,285	46,746	48,207	49,668	51,129	52,590	54,051	55,512	56,973	1,461
11	48,148	49,753	51,358	52,963	54,568	56,173	57,778	59,383	60,988	62,593	1,605
12	57,709	59,633	61,557	63,481	65,405	67,329	69,253	71,177	73,101	75,025	1,924
13	68,625	70,913	73,201	75,489	77,777	80,065	82,353	84,641	86,929	89,217	2,288
14	81,093	83,796	86,499	89,202	91,905	94,608	97,311	100,014	102,717	105,420	2,703
15	95,390	98,570	101,750	104,930	108,110	111,290	114,470	117,650	120,830	124,010	3,180

Exhibit 2

EXECUTIVE SCHEDULE (EX)

2008

Per Annum Rates

Level I	191,300
Level II	172,200
Level III	158,500
Level IV	149,000
Level V	139,600

Locality adjustments do not apply.

Exhibit 3

SENIOR EXECUTIVE SERVICE SCHEDULE (SES)**2008****Pay Range
Per Annum Rates**

	Minimum	Maximum
Agencies without a Certified SES Performance Appraisal System*	\$114,468	\$158,500
Agencies with a Certified SES Performance Appraisal System*	\$114,468	\$172,200

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 2008.

Exhibit 4

**NRC SENIOR LEVEL SERVICE (SLS)
PAY BANDS**

2008

**Pay Ranges
Per Annum Rates**

	<u>Basic Pay</u>		<u>Locality Pay Wash., DC, Area</u>
SL-3	149,000	Top	158,500
	149,000	Bottom	158,500
SL-2	149,000	Top	158,500
	139,791	Bottom	158,500
SL-1C	139,790	Top	158,500
	130,547	Bottom	157,818
SL-1B	130,546	Top	157,817
	122,518	Bottom	148,112
SL-1A	122,517	Top	148,111
	114,468	Bottom	138,380

Exhibit 5

NRC ADMINISTRATIVE JUDGE SCHEDULE

2008

Per Annum Rates

	<u>Basic Pay</u>		<u>Locality Pay</u> <u>Wash., DC, Area</u>
Level E	149,000		158,500
Level D	149,000		158,500
Level C	149,000		158,500
Level B	142,803		158,500
Level A	142,803	Top	158,500
	130,525	Bottom	157,792

Exhibit 6

ADMINISTRATIVE LAW JUDGE SCHEDULE

2008

Per Annum Rates

	<u>Basic Pay</u>	<u>Locality Pay</u> <u>Wash., DC, Area</u>	
AL-1	149,000	158,500	
AL-2	145,400	158,500	
			<u>AL-3 WAITING PERIOD</u> <u>FOR HIGHER RATE</u>
AL-3/F	137,600	158,500	
AL-3/E	130,100	157,278	2 Years
AL-3/D	122,400	147,969	2 Years
AL-3/C	114,800	138,782	1 Year
AL-3/B	107,000	129,352	1 Year
AL-3/A	99,500	120,286	1 Year

Exhibit 7

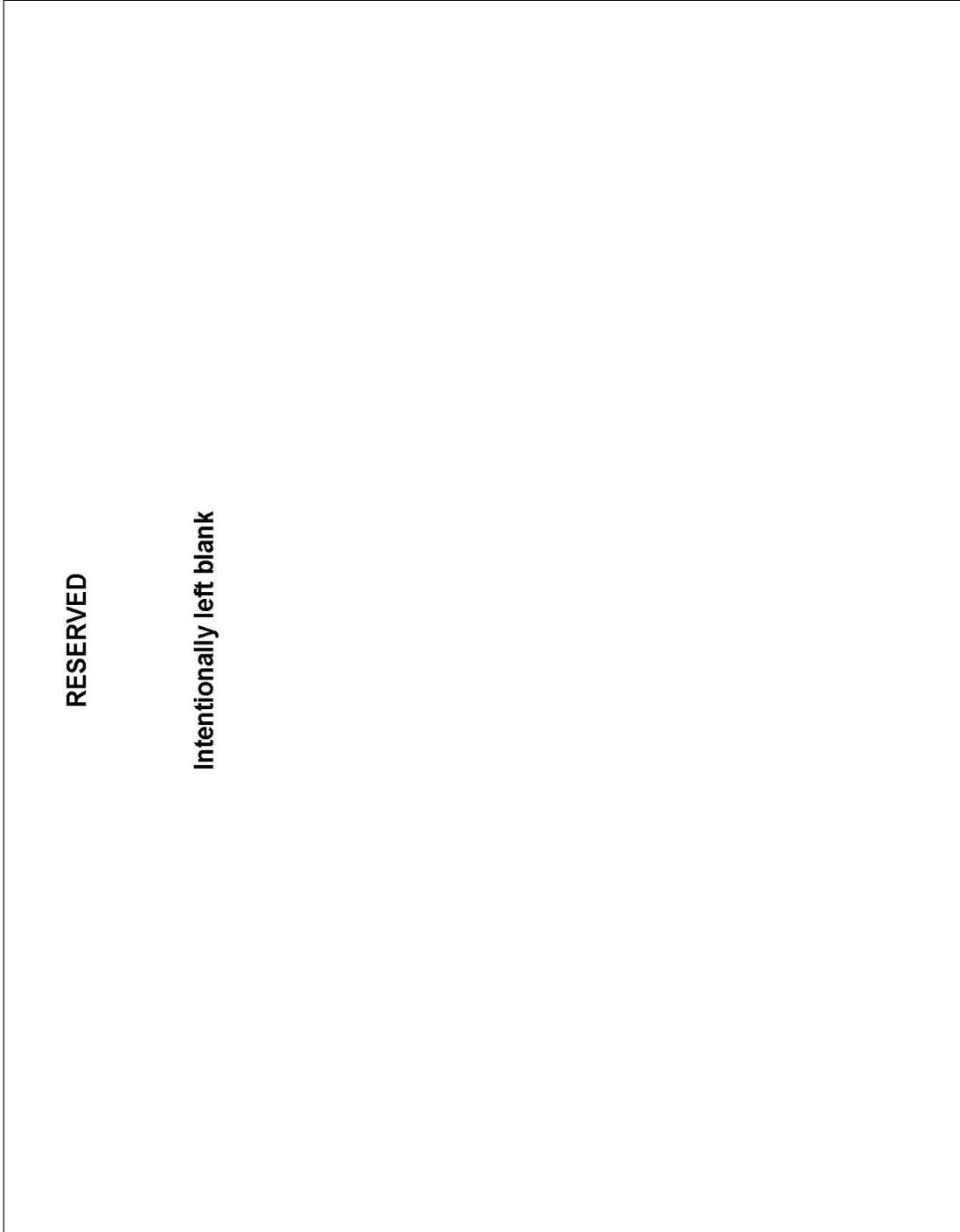


Exhibit 8

SPECIAL SALARY SCHEDULE 2008
Incorporating a 3.5% total increase

All Professional Series in the GG-800 Engineering Group and the GG-1300 Scientific Group

Location: Nationwide

Annual Rates by Grade and Step

Grade (GG)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
5	42,354	43,291	44,228	45,165	46,102	47,039	47,976	48,913	49,850	50,787	937
7	47,451	48,610	49,769	50,928	52,087	53,246	54,405	55,564	56,723	57,882	1,159
9	55,308	56,725	58,142	59,559	60,976	62,393	63,810	65,227	66,644	68,061	1,417
11	63,479	65,196	66,913	68,630	70,347	72,064	73,781	75,498	77,215	78,932	1,717
12	67,864	69,921	71,978	74,035	76,092	78,149	80,206	82,263	84,320	86,377	2,057

Establishes a special schedule for NRC professional positions at GG-5 through GG-12 in GG-800 Engineering Group, 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 U for applicable locality rates.

See Exhibit 19 for entry-level pay rates.

The date of approval for this schedule is January 4, 2008, and the effective date is January 6, 2008.

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

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.

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.

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 (GG-1300 Group), and Legal Positions."

Pay Administration

When locality pay (Exhibits A through U) 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.

Reassignments and Changes to Lower Grade

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

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 <u>Exhibit 8</u> 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 <u>Exhibit 1</u> 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 U 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 U 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 = \$50,787
 Step B Add 2 steps to this figure, using the step interval for GG-5 from Exhibit 8 (\$937 x 2 = \$1,874)
 $\$50,787 + \$1,874 = \$52,661$
 Step C Find \$52,661 on the GG-7 scale (use Exhibit 8).
 This amount falls between step 5 and step 6 of the GG-7 scale.
 Promote the employee to the **GG-7 step 6 (\$53,246)**.
 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 = \$57,882
- Step B Add 2 steps to this figure, using the step interval for GG-7 from Exhibit 8
 (\$1,159 x 2 = \$2,318)
 $\$57,882 + \$2,318 = \$60,200$
- 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 (\$60,976)**.
 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 = \$74,035
- Step B Add 2 steps to this figure, using the step interval for GG-12 from Exhibit 8
 (\$2,057 x 2 = \$4,114)
 $\$74,035 + \$4,114 = \$78,149$
- Step C Find this amount on the GG-13 pay scale (use Exhibit 1).
 This amount falls between step 5 and step 6 of the GG-13 scale.
 Place the individual at GG-13 step 6 (underlying rate \$80,065).
- Step D Use Exhibit T to find the applicable locality rate.
 Promote the individual to **GG-13 step 6 (\$96,791)**.

Exhibit 9

SPECIAL SALARY SCHEDULE 2008

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

Location: Nationwide

Annual Rates by Grade and Step

Grade (GG)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
11	60,988	62,593	64,198	65,803	67,408	69,013	70,618	72,223	73,828	75,433	1,605
12	69,253	71,177	73,101	75,025	76,949	78,873	80,797	82,721	84,645	86,569	1,924
13	75,489	77,777	80,065	82,353	84,641	86,929	89,217	91,505	93,793	96,081	2,288
14	89,202	91,905	94,608	97,311	100,014	102,717	105,420	108,123	110,826	113,529	2,703

Grades 11 and 12 are based on the OPM 2008 Special Salary Rate Table for Engineers (Electrical/Electronic/Nuclear) Worldwide. Grades 13 and 14 are extrapolated from the 2008 General Grade (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 4, 2008, and the effective date is January 6, 2008.

Exhibit 9 (continued)

Special Salary Schedule for Positions in
the Resident Inspector Program**Purpose**

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

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.

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 adjustment¹ 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

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 17.30%, the employee would receive a locality adjustment of 17.30% 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 (13.18%), the employee would receive a locality adjustment of 13.18% 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 16.82%, the employee would receive a locality adjustment of 16.82% in addition to the GG-13/6 salary from the Resident Inspector Special Salary Schedule.

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**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 requirements² 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 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.

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

Limitations

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

Exhibit 10

SPECIAL SALARY SCHEDULE 2008

Law Enforcement Officers in Grades 3 through 10

Locations: Nationwide

Annual Rates by Grade and Step

Grade (GG)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
3	25,093	25,790	26,487	27,184	27,881	28,578	29,275	29,972	30,669	31,366	697
4	28,173	28,956	29,739	30,522	31,305	32,088	32,871	33,654	34,437	35,220	783
5	32,389	33,264	34,139	35,014	35,889	36,764	37,639	38,514	39,389	40,264	875
6	34,156	35,132	36,108	37,084	38,060	39,036	40,012	40,988	41,964	42,940	976
7	36,870	37,954	39,038	40,122	41,206	42,290	43,374	44,458	45,542	46,626	1,084
8	38,432	39,633	40,834	42,035	43,236	44,437	45,638	46,839	48,040	49,241	1,201
9	41,122	42,449	43,776	45,103	46,430	47,757	49,084	50,411	51,738	53,065	1,327
10	45,285	46,746	48,207	49,668	51,129	52,590	54,051	55,512	56,973	58,434	1,461

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

The date of approval for this schedule is January 4, 2008, and the effective date is January 6, 2008.

Exhibit 11

SPECIAL SALARY SCHEDULE 2008

Positions Requiring Office Automation, Typing or Stenography Proficiency

Locations: Positions at NRC Headquarters and Calvert County, MD

Annual Rates by Grade and Step

Grade (GG)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
2	23,497	24,115	24,733	25,351	25,969	26,587	27,205	27,823	28,441		VARIES

This schedule covers positions in occupational series that require full typing, office automation, data transcribing or stenographic proficiency for grade GG-2 steps 1 through 9 in Headquarters and Calvert County, MD.

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

The date of approval of this schedule is January 4, 2008, and the effective date is January 6, 2008.

Exhibit 12

SPECIAL SALARY SCHEDULE 2008

Positions Requiring Office Automation, Typing or Stenography Proficiency

Locations: Positions in the Dallas, TX, metropolitan area

Annual Rates by Grade and Step

Grade (GG)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
2	22,879	23,497	24,115	24,733	25,351	25,969	26,587	27,205			VARIES

This schedule covers positions in occupational series that require full typing, office automation, or stenographic proficiency for grade GG-2 steps 1 through 8 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 4, 2008, and the effective date is January 6, 2008.

Exhibit 13

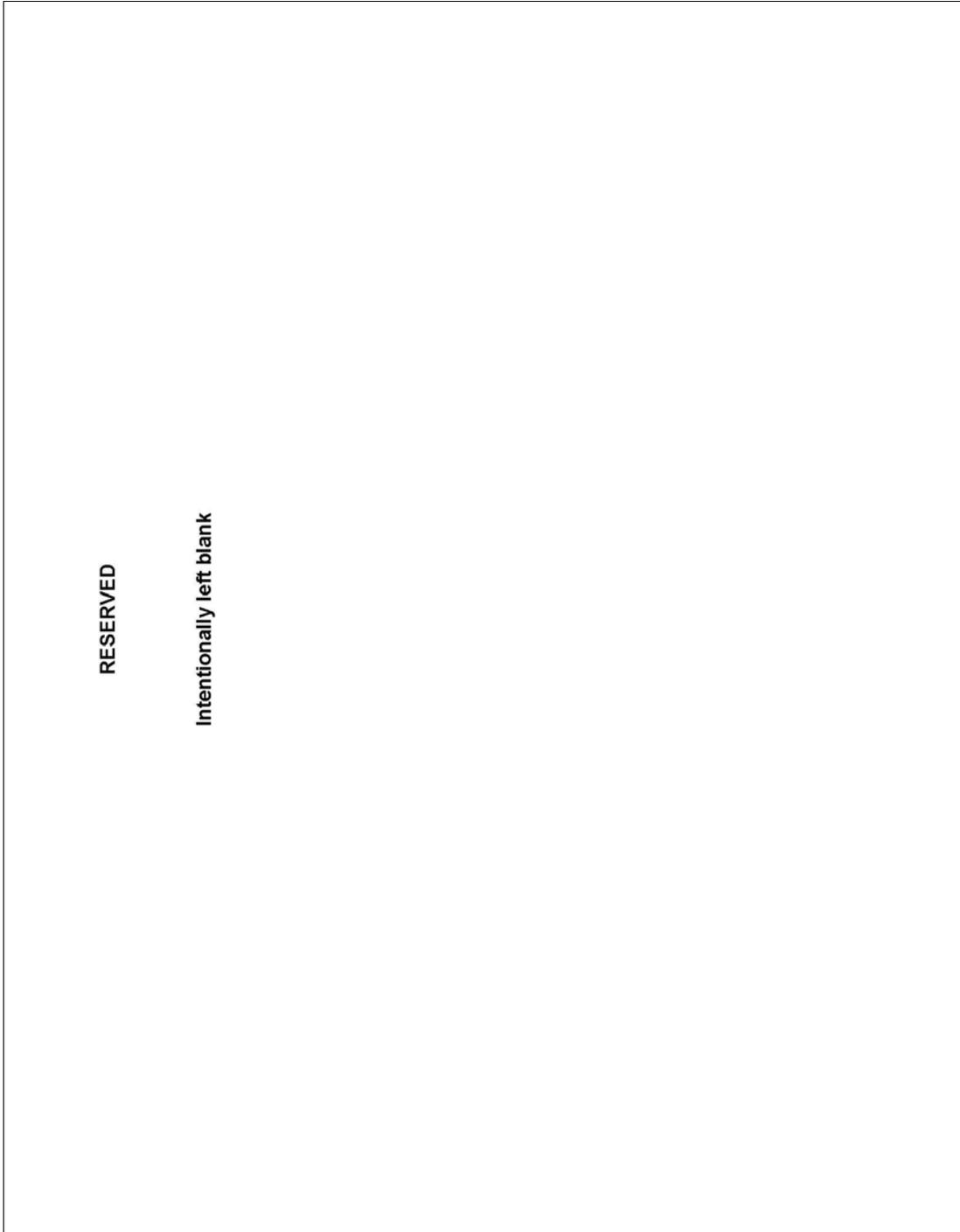


Exhibit 14

SPECIAL SALARY SCHEDULE 2008

Positions Requiring Office Automation, Typing or Stenography Proficiency

Locations: Positions in Westchester, New York

Annual Rates by Grade and Step

Grade (GG)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
2					26,587						VARIES
3	26,487										VARIES

This schedule covers positions in occupational series that require full typing, office automation, data transcribing, or stenographic proficiency at grades GG-2 step 5 only and GG-3 step 1 only in Westchester, New York.

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

The date of approval of this schedule is January 4, 2008, and the effective date is January 6, 2008.

Exhibit 15

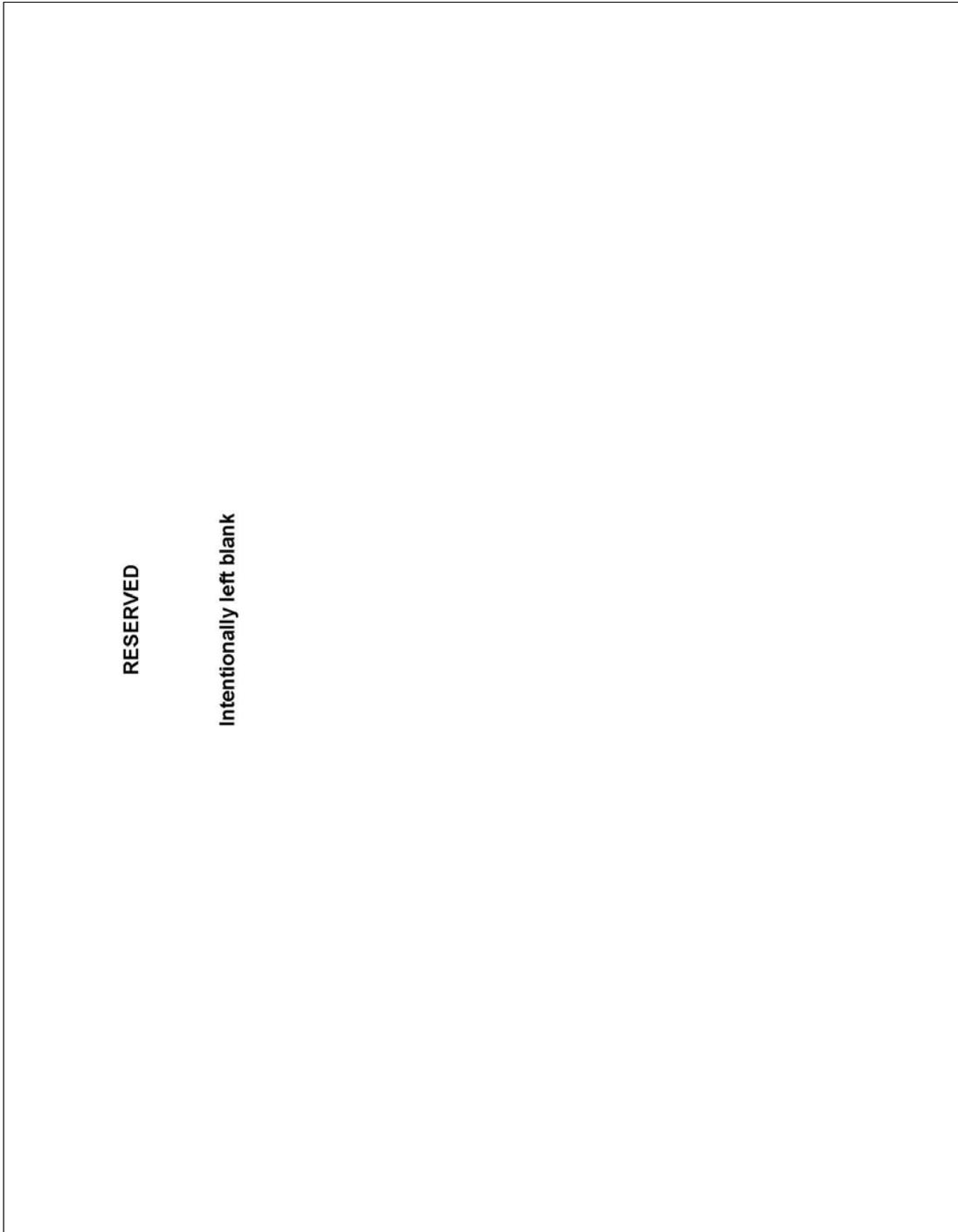


Exhibit 16

SPECIAL SALARY SCHEDULE 2008

Specific Non-Professional Support Positions

Locations: Positions in Boston, MA, and Surrounding Areas

Annual Rates by Grade and Step

Grade (GG)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
2	24,115	24,733	25,351	25,969	26,587	27,205	27,823	28,441	29,059	29,677	618
3	25,790	26,487									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 steps 1 and 2 in Boston, MA, and surrounding areas.

For other steps and grades, use Exhibit B.

The date of approval of this schedule is January 4, 2008, and the effective date is January 6, 2008.

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 14, 2007
Issue Date: January 9, 2008

WG WL-WS Grade	WG-Rates					WL-Rates					WS-WD-WN Rates					WD-WN Pay Level
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	10.47	10.91	11.34	11.77	12.22	11.53	12.01	12.48	12.96	13.45	17.77	18.49	19.22	19.97	20.70	
2	12.01	12.50	13.00	13.51	14.02	13.20	13.76	14.32	14.84	15.40	19.28	20.09	20.89	21.70	22.49	
3	13.54	14.10	14.68	15.24	15.79	14.88	15.51	16.13	16.74	17.36	20.83	21.69	22.54	23.42	24.29	1
4	15.08	15.70	16.33	16.95	17.59	16.59	17.28	17.96	18.66	19.35	22.38	23.30	24.19	25.15	26.06	2
5	16.62	17.31	18.02	18.69	19.40	18.28	19.03	19.80	20.57	21.33	23.89	24.90	25.90	26.89	27.87	3
6	18.15	18.91	19.67	20.43	21.19	19.97	20.81	21.63	22.46	23.30	25.43	26.50	27.55	28.61	29.66	4
7	19.70	20.52	21.33	22.15	22.98	21.67	22.55	23.46	24.36	25.27	26.97	28.10	29.21	30.34	31.46	5
8	21.20	21.99	22.89	23.80	24.64	23.34	24.28	25.22	26.23	27.18	28.31	29.42	30.59	31.84	33.00	6
9	22.32	23.34	24.19	25.12	26.10	24.60	25.63	26.61	27.71	28.75	29.46	30.69	31.95	33.17	34.39	7
10	23.59	24.59	25.59	26.68	27.55	25.96	27.04	28.10	29.22	30.30	30.74	32.00	33.24	34.51	35.82	8
11	24.81	25.91	26.94	27.98	28.98	27.30	28.48	29.61	30.79	31.88	31.47	32.78	34.09	35.43	36.73	9
12	26.06	27.17	28.25	29.35	30.42	28.64	29.85	31.08	32.22	33.44	32.46	33.81	35.18	36.52	37.91	10
13	27.29	28.38	29.58	30.76	31.84	30.01	31.31	32.53	33.80	35.04	33.49	34.89	36.28	37.67	39.07	11
14	28.52	29.72	30.90	32.08	33.31	31.40	32.70	34.03	35.33	36.65	34.44	35.88	37.31	38.75	40.17	8
15	29.76	31.00	32.22	33.50	34.71	32.77	34.11	35.53	36.87	38.25	35.54	37.03	38.50	39.96	41.46	9
											WS-16	36.79	38.30	39.84	41.37	42.89
											WS-17	38.18	39.76	41.35	42.94	44.53
											WS-18	39.70	41.37	43.02	44.66	46.34
											WS-19	38.82	40.44	42.06	43.68	45.29

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 14, 2007
Issue Date: January 9, 2008

XP XL-XS Grade	XP-Rates			XL-Rates			XS-XD-XN Rates			XD-XN Pay Level
	1	2	3	1	2	3	1	2	3	
1	11.28	11.75	12.22	12.41	12.93	13.45	19.13	19.91	20.70	
2	12.93	13.47	14.02	14.24	14.81	15.40	20.77	21.63	22.49	1
3	14.58	15.20	15.79	16.02	16.70	17.36	22.42	23.35	24.29	2
4	16.24	16.92	17.59	17.85	18.59	19.35	24.08	25.07	26.06	3
5	17.90	18.65	19.40	19.70	20.52	21.33	25.73	26.81	27.87	4
6	19.54	20.37	21.19	21.51	22.41	23.30	27.38	28.52	29.66	5
7	21.22	22.10	22.98	23.33	24.30	25.27	29.02	30.24	31.46	6
8	22.74	23.70	24.64	25.08	26.15	27.18	30.44	31.73	33.00	7
9	24.09	25.09	26.10	26.55	27.65	28.75	31.76	33.08	34.39	8
10	25.43	26.50	27.55	27.97	29.14	30.30	33.06	34.42	35.82	9
11	27.44	28.59	29.73	30.18	31.45	32.71	33.91	35.31	36.73	10
12	29.53	30.77	31.99	32.47	33.84	35.20	35.00	36.46	37.91	11
13	31.59	32.94	34.25	34.77	36.22	37.65	36.06	37.58	39.07	12
14	33.68	35.10	36.50	37.07	38.59	40.14	37.08	38.63	40.17	13
15	35.77	37.26	38.75	39.34	40.99	42.62	38.26	39.86	41.46	14
							XS-16	39.60	41.24	15
							XS-17	41.12	42.83	16
							XS-18	42.77	44.55	17
							XS-19	41.81	43.55	18
								43.55	45.29	19

Exhibit 19

SPECIAL SALARY SCHEDULE

**NRC Entry-Level Engineering (GG-800 Group),
Scientific (GG-1300 Group), and Legal Positions
2008**

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* (\$50,787)	GG-7/10* (\$57,882)	GG-9/7* (\$63,810)	GG-11/10* (\$78,932)
Honor Law Graduate or ASLBP Law Clerk	GG-11/10** (\$62,593)			

*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 from this schedule do not receive locality adjustments unless the locality rates are higher than the rates on this schedule.

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

The date of approval for this schedule is January 4, 2008, and the effective date is January 6, 2008.

Exhibit 19 (continued)

**Special Salary Schedule for NRC 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 U) 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** 2.95 on a 4.0 scale (GPA may not be rounded up to reach 2.95) 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)
2008**

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	\$26,607 plus locality*	\$12.75 plus locality*
Junior	60 through 89	GG-5/6	\$38,514**	\$18.45**
Senior	90 or more	GG-5/10	\$42,014**	\$20.13**
Graduate Programs				
	Undergraduate GPA below 2.95	GG-5/10	\$50,787***	\$24.33***
	Undergraduate GPA 2.95 and above	GG-7/10	\$57,882***	\$27.73***

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

**Rates are from the Special Salary Schedule for Engineering and Scientific Positions, OPM Special Salary Rate Table for Engineers (selected series) Worldwide (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 4, 2008, and the effective date is January 6, 2008.

Exhibit 20-A

SPECIAL SALARY SCHEDULE 2008
Student Career Experience Program and Student Temporary Employment Program Positions
(Engineering and Scientific Disciplines)

Location: Nationwide

Annual Rates by Grade and Step

Grade (GG)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
5	34,139	35,014	35,889	36,764	37,639	38,514	39,389	40,264	41,139	42,014	875

Extracted from OPM 2008 Special Salary Rate Table for Engineers (selected series) Worldwide.

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 U for applicable locality rates.

The date of approval for this schedule is January 4, 2008, and the effective date is January 6, 2008.

Exhibit 20-B

SPECIAL SALARY SCHEDULE

**Student Career Experience Program Positions and
Student Temporary Employment Program Positions
(Administrative and Management Disciplines)
2008**

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	\$23,475 plus locality*	\$11.25 plus locality*
	90 or more	GG-5/1	\$26,264 plus locality*	\$12.58 plus locality*
Graduate Programs	Undergraduate GPA below 2.95	GG-5/1	\$26,264 plus locality*	\$12.58 plus locality*
	Undergraduate GPA 2.95 and above	GG-7/1	\$32,534 plus locality*	\$15.59 plus locality*

*Rates are from the General Schedule, Exhibit 1. Refer to Exhibits A through U 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 4, 2008, and the effective date is January 6, 2008.

Exhibit 20-C

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

2008

Location: Nationwide

Annual Pay Rates and Steps

	Semester Hours	Pay Rate	Annual Salary	Hourly Pay Rates
Law Clerk	30 through 49	GG-7/10	\$42,290 plus locality*	\$20.26 plus locality*
	50 through 60	GG-9/8	\$49,084 plus locality*	\$23.52 plus locality*

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

The date of approval for this schedule is January 4, 2008, and the effective date is January 6, 2008.

Exhibit 20-D

SPECIAL SALARY SCHEDULE

**Student Career Experience Program Positions and
Student Temporary Employment Program Positions
(Clerical)
2008**

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 U).	
		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	\$17,046 plus locality*	\$8.17 plus locality*
		High School Graduate	GG-2/1	\$19,165 plus locality*	\$9.18 plus locality*
	6 Months of Work Experience	OR 1 year of college credits (1 to 29)	GG-3/1	\$20,911 plus locality*	\$10.02 plus locality*
	1 Year of Work Experience	OR 2 years of college credits (30 to 60)	GG-4/1	\$23,475 plus locality*	\$11.25 plus locality*

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

The date of approval for this schedule is January 4, 2008, and the effective date is January 6, 2008.

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

SPECIAL SALARY SCHEDULE 2008

Information Technology

Location: Headquarters, Region I & Region IV

Annual Rates by Grade and Step

Grade (GG)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
5	36,770	37,995	39,220	40,445	41,670	42,895	44,120	45,345	46,570	47,795	1225
7	43,921	45,384	46,848	48,311	49,775	51,238	52,701	54,165	55,628	57,092	VARIES
9	51,734	53,459	55,184	56,909	58,634	60,359	62,084	63,809	65,534	67,259	1725
11	57,778	59,704	61,630	63,556	65,482	67,408	69,334	71,260	73,186	75,112	1926

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

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

The date of approval for this schedule is January 4, 2008, and the effective date is January 6, 2008.

Exhibit 21-B

SPECIAL SALARY SCHEDULE 2008

Information Technology

Location: Region II

Annual Rates by Grade and Step

Grade (GG)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
5	36,244	37,452	38,659	39,867	41,074	42,282	43,489	44,697	45,904	47,112	VARIES
7	43,270	44,712	46,154	47,595	49,037	50,479	51,921	53,362	54,804	56,246	VARIES
9	51,734	53,459	55,184	56,909	58,634	60,359	62,084	63,809	65,534	67,259	1725
11	56,815	58,709	60,602	62,496	64,390	66,284	68,178	70,072	71,966	73,860	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 4, 2008, and the effective date is January 6, 2008.

Exhibit 21-C

SPECIAL SALARY SCHEDULE 2008

Information Technology

Location: Region III

Annual Rates by Grade and Step

Grade (GG)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
5	37,558	38,809	40,060	41,311	42,563	43,814	45,065	46,316	47,568	48,819	VARIES
7	44,897	46,393	47,889	49,385	50,881	52,377	53,872	55,368	56,864	58,360	VARIES
9	52,927	54,692	56,457	58,222	59,987	61,752	63,517	65,282	67,047	68,812	1765
11	59,222	61,196	63,170	65,144	67,119	69,093	71,067	73,041	75,015	76,989	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 4, 2008, and the effective date is January 6, 2008.

Exhibit A

SALARY TABLE 2008-ATL

INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.30%
FOR THE LOCALITY PAY AREA OF ATLANTA-SANDY SPRINGS-GAINESVILLE, GA-AL
(Total Increase: 3.75%)

Effective January 2008

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	19,995	20,662	21,327	21,989	22,654	23,045	23,702	24,364	24,390	25,013
2	22,481	23,015	23,759	24,390	24,662	25,387	26,112	26,837	27,562	28,287
3	24,529	25,346	26,164	26,981	27,799	28,617	29,434	30,252	31,069	31,887
4	27,536	28,455	29,373	30,292	31,210	32,128	33,047	33,965	34,884	35,802
5	30,808	31,834	32,860	33,887	34,913	35,940	36,966	37,992	39,019	40,045
6	34,341	35,486	36,630	37,775	38,920	40,065	41,210	42,355	43,500	44,644
7	38,162	39,434	40,705	41,977	43,249	44,520	45,792	47,063	48,335	49,606
8	42,263	43,672	45,081	46,490	47,898	49,307	50,716	52,125	53,533	54,942
9	46,680	48,236	49,793	51,349	52,906	54,462	56,019	57,576	59,132	60,689
10	51,406	53,119	54,833	56,547	58,261	59,974	61,688	63,402	65,116	66,829
11	56,478	58,360	60,243	62,126	64,008	65,891	67,774	69,656	71,539	73,422
12	67,693	69,950	72,206	74,463	76,720	78,977	81,234	83,491	85,747	88,004
13	80,497	83,181	85,865	88,549	91,232	93,916	96,600	99,284	101,968	104,652
14	95,122	98,293	101,463	104,634	107,805	110,975	114,146	117,316	120,487	123,658
15	111,892	115,623	119,353	123,083	126,813	130,543	134,273	138,003	141,734	145,464

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

Exhibit B

SALARY TABLE 2008-BOS

INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.51%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-MANCHESTER, MA-NH-ME-RI
(Total Increase 3.80%)

Effective January 2008

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	20,883	21,580	22,275	22,966	23,660	24,068	24,754	25,447	25,474	26,124
2	23,479	24,038	24,814	25,474	25,758	26,515	27,272	28,029	28,786	29,543
3	25,618	26,472	27,326	28,180	29,034	29,888	30,741	31,595	32,449	33,303
4	28,759	29,718	30,678	31,637	32,596	33,555	34,515	35,474	36,433	37,393
5	32,176	33,248	34,320	35,392	36,464	37,536	38,608	39,680	40,752	41,824
6	35,886	37,062	38,257	39,453	40,649	41,845	43,040	44,236	45,432	46,627
7	39,857	41,185	42,513	43,841	45,169	46,497	47,825	49,153	50,481	51,809
8	44,140	45,612	47,083	48,554	50,026	51,497	52,968	54,440	55,911	57,382
9	48,753	50,379	52,004	53,630	55,256	56,881	58,507	60,133	61,759	63,384
10	53,689	55,479	57,269	59,058	60,848	62,638	64,428	66,218	68,008	69,798
11	58,986	60,952	62,919	64,885	66,851	68,818	70,784	72,750	74,716	76,683
12	70,699	73,056	75,413	77,771	80,128	82,485	84,842	87,199	89,556	91,913
13	84,072	86,876	89,679	92,482	95,285	98,088	100,891	103,694	106,497	109,300
14	99,347	102,658	105,970	109,281	112,593	115,904	119,216	122,527	125,839	129,150
15	116,862	120,758	124,654	128,550	132,446	136,341	140,237	144,133	148,029	149,000 *

*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 2008-CHI

INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.16%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE-MICHIGAN CITY, IL-IN-IWI
(Total Increase 3.65%)

Effective January 2008

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	20,994	21,695	22,393	23,088	23,786	24,196	24,886	25,582	25,609	26,263
2	23,604	24,165	24,946	25,609	25,894	26,656	27,417	28,178	28,939	29,700
3	25,754	26,612	27,471	28,329	29,188	30,046	30,905	31,763	32,621	33,480
4	28,912	29,876	30,840	31,805	32,769	33,734	34,698	35,662	36,627	37,591
5	32,347	33,424	34,502	35,580	36,657	37,735	38,813	39,890	40,968	42,046
6	36,056	37,258	38,460	39,662	40,864	42,067	43,269	44,471	45,673	46,875
7	40,069	41,404	42,739	44,074	45,409	46,744	48,079	49,414	50,749	52,084
8	44,375	45,854	47,333	48,812	50,291	51,770	53,249	54,729	56,208	57,687
9	49,012	50,646	52,280	53,915	55,549	57,183	58,818	60,452	62,086	63,721
10	53,974	55,773	57,572	59,372	61,171	62,970	64,770	66,569	68,369	70,168
11	59,299	61,276	63,253	65,229	67,206	69,183	71,159	73,136	75,113	77,090
12	71,074	73,444	75,814	78,183	80,553	82,922	85,292	87,662	90,031	92,401
13	84,519	87,336	90,154	92,972	95,790	98,608	101,426	104,244	107,062	109,880
14	99,874	103,203	106,532	109,861	113,190	116,519	119,848	123,177	126,506	129,835
15	117,482	121,399	125,315	129,232	133,148	137,065	140,981	144,898	148,814	149,000 *

*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 2008-CLE

INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.11%
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-ELYRIA, OH
(Total Increase 3.52%)

Effective January 2008

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	19,963	20,629	21,293	21,953	22,617	23,007	23,663	24,325	24,351	24,973
2	22,444	22,978	23,721	24,351	24,622	25,346	26,070	26,794	27,517	28,241
3	24,489	25,305	26,121	26,938	27,754	28,570	29,386	30,203	31,019	31,835
4	27,492	28,409	29,326	30,242	31,159	32,076	32,993	33,910	34,827	35,744
5	30,758	31,782	32,807	33,832	34,857	35,881	36,906	37,931	38,955	39,980
6	34,285	35,428	36,571	37,714	38,857	40,000	41,143	42,286	43,429	44,572
7	38,101	39,370	40,640	41,909	43,178	44,448	45,717	46,987	48,256	49,526
8	42,195	43,601	45,008	46,414	47,821	49,227	50,634	52,040	53,447	54,853
9	46,604	48,158	49,712	51,266	52,820	54,374	55,928	57,482	59,036	60,590
10	51,322	53,033	54,744	56,455	58,166	59,877	61,588	63,299	65,010	66,721
11	56,386	58,266	60,145	62,025	63,905	65,784	67,664	69,543	71,423	73,303
12	67,583	69,836	72,089	74,343	76,596	78,849	81,102	83,355	85,609	87,862
13	80,367	83,046	85,726	88,405	91,085	93,764	96,444	99,123	101,803	104,482
14	94,968	98,133	101,299	104,464	107,630	110,795	113,961	117,126	120,292	123,457
15	111,711	115,435	119,159	122,884	126,608	130,332	134,056	137,780	141,504	145,228

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

Exhibit E

SALARY TABLE 2008-DFW

INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.74%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX
(Total Increase 3.72%)

Effective January 2008

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	20,240	20,916	21,589	22,259	22,932	23,328	23,993	24,663	24,690	25,320
2	22,757	23,298	24,051	24,690	24,965	25,699	26,433	27,167	27,900	28,634
3	24,830	25,657	26,485	27,313	28,140	28,968	29,795	30,623	31,451	32,278
4	27,874	28,804	29,734	30,663	31,593	32,523	33,453	34,382	35,312	36,242
5	31,186	32,225	33,264	34,303	35,342	36,381	37,420	38,459	39,498	40,537
6	34,762	35,921	37,080	38,239	39,398	40,557	41,716	42,875	44,034	45,192
7	38,631	39,918	41,205	42,492	43,779	45,067	46,354	47,641	48,928	50,215
8	42,782	44,208	45,634	47,060	48,486	49,912	51,338	52,764	54,191	55,617
9	47,253	48,828	50,404	51,980	53,555	55,131	56,707	58,282	59,858	61,434
10	52,037	53,771	55,506	57,241	58,976	60,711	62,445	64,180	65,915	67,650
11	57,171	59,077	60,982	62,888	64,794	66,700	68,606	70,511	72,417	74,323
12	68,524	70,808	73,093	75,377	77,662	79,946	82,231	84,516	86,800	89,085
13	81,485	84,202	86,919	89,636	92,352	95,069	97,786	100,503	103,219	105,936
14	96,290	99,499	102,709	105,918	109,128	112,338	115,547	118,757	121,966	125,176
15	113,266	117,042	120,818	124,594	128,370	132,146	135,922	139,698	143,474	147,249

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

Exhibit F

SALARY TABLE 2008-DET

INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.53%
FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-FLINT, MI
(Total Increase 3.34%)

Effective January 2008

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	20,886	21,584	22,278	22,969	23,664	24,072	24,758	25,451	25,478	26,128
2	23,483	24,042	24,818	25,478	25,762	26,519	27,276	28,034	28,791	29,548
3	25,622	26,476	27,330	28,184	29,038	29,892	30,746	31,600	32,455	33,309
4	28,764	29,723	30,683	31,642	32,602	33,561	34,520	35,480	36,439	37,399
5	32,181	33,253	34,326	35,398	36,470	37,542	38,614	39,686	40,758	41,831
6	35,872	37,068	38,264	39,460	40,655	41,851	43,047	44,243	45,439	46,635
7	39,864	41,192	42,520	43,849	45,177	46,505	47,833	49,161	50,490	51,818
8	44,148	45,619	47,091	48,562	50,034	51,505	52,977	54,449	55,920	57,392
9	48,761	50,387	52,013	53,639	55,265	56,891	58,517	60,143	61,769	63,395
10	53,698	55,488	57,278	59,068	60,858	62,648	64,439	66,229	68,019	69,809
11	58,996	60,962	62,929	64,896	66,862	68,829	70,795	72,762	74,729	76,695
12	70,711	73,068	75,426	77,783	80,141	82,498	84,856	87,213	89,571	91,928
13	84,086	86,890	89,693	92,497	95,300	98,104	100,907	103,711	106,514	109,318
14	99,363	102,675	105,987	109,299	112,611	115,923	119,235	122,547	125,859	129,171
15	116,881	120,778	124,674	128,571	132,467	136,364	140,260	144,157	148,053	149,000 *

*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 2008-HAR

INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.97%
FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD-WILLIMANTIC, CT-MA
(Total Increase 3.78%)

Effective January 2008

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	21,132	21,837	22,540	23,239	23,942	24,355	25,049	25,750	25,777	26,435
2	23,759	24,324	25,110	25,777	26,065	26,831	27,597	28,363	29,129	29,895
3	25,923	26,787	27,652	28,516	29,380	30,244	31,108	31,972	32,836	33,700
4	29,102	30,073	31,043	32,014	32,985	33,955	34,926	35,897	36,867	37,838
5	32,559	33,644	34,729	35,814	36,898	37,983	39,068	40,153	41,237	42,322
6	36,293	37,503	38,713	39,923	41,133	42,343	43,553	44,763	45,973	47,183
7	40,332	41,676	43,020	44,364	45,708	47,052	48,395	49,739	51,083	52,427
8	44,666	46,155	47,644	49,133	50,622	52,111	53,600	55,089	56,577	58,066
9	49,334	50,979	52,624	54,269	55,914	57,559	59,204	60,849	62,495	64,140
10	54,329	56,140	57,951	59,762	61,573	63,385	65,196	67,007	68,818	70,629
11	59,689	61,679	63,669	65,658	67,648	69,638	71,627	73,617	75,607	77,597
12	71,542	73,927	76,312	78,697	81,083	83,468	85,853	88,238	90,623	93,008
13	85,074	87,911	90,747	93,584	96,420	99,257	102,093	104,929	107,766	110,602
14	100,531	103,882	107,233	110,584	113,935	117,286	120,636	123,987	127,338	130,689
15	118,255	122,197	126,139	130,082	134,024	137,966	141,908	145,851	149,000 *	149,000 *

*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 2008-HOU

INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.39%
FOR THE LOCALITY PAY AREA OF HOUSTON-BAYTOWN-HUNTSVILLE, TX
(Total Increase 3.10%)

Effective January 2008

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	21,715	22,440	23,162	23,881	24,603	25,027	25,740	26,460	26,488	27,165
2	24,414	24,995	25,803	26,488	26,784	27,571	28,358	29,146	29,933	30,720
3	26,639	27,526	28,414	29,302	30,190	31,078	31,966	32,854	33,742	34,630
4	29,905	30,902	31,900	32,897	33,895	34,892	35,890	36,887	37,885	38,882
5	33,458	34,572	35,687	36,802	37,916	39,031	40,146	41,260	42,375	43,490
6	37,295	38,538	39,781	41,025	42,268	43,511	44,755	45,998	47,241	48,485
7	41,445	42,826	44,207	45,588	46,969	48,350	49,731	51,111	52,492	53,873
8	45,899	47,429	48,959	50,488	52,018	53,548	55,078	56,608	58,138	59,668
9	50,695	52,385	54,076	55,766	57,457	59,147	60,838	62,528	64,219	65,909
10	55,827	57,689	59,550	61,411	63,272	65,133	66,994	68,856	70,717	72,578
11	61,336	63,380	65,425	67,470	69,514	71,559	73,603	75,648	77,693	79,737
12	73,515	75,966	78,417	80,868	83,319	85,770	88,221	90,672	93,123	95,574
13	87,421	90,336	93,251	96,165	99,080	101,995	104,909	107,824	110,739	113,654
14	103,304	106,748	110,191	113,634	117,078	120,521	123,964	127,408	130,851	134,295
15	121,517	125,568	129,619	133,670	137,721	141,772	145,823	149,874	149,000 *	149,000 *

*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 2008-HNT

INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.23%
FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR, AL
(Total Increase 3.07%)

Effective January 2008

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	19,472	20,122	20,769	21,414	22,061	22,442	23,081	23,727	23,752	24,358
2	21,892	22,413	23,137	23,752	24,017	24,723	25,429	26,135	26,841	27,547
3	23,887	24,683	25,479	26,275	27,071	27,868	28,664	29,460	30,256	31,052
4	26,815	27,710	28,604	29,499	30,393	31,288	32,182	33,076	33,971	34,865
5	30,001	31,001	32,000	33,000	33,999	34,999	35,998	36,998	37,997	38,997
6	33,442	34,557	35,672	36,787	37,902	39,016	40,131	41,246	42,361	43,476
7	37,164	38,402	39,640	40,878	42,117	43,355	44,593	45,831	47,070	48,308
8	41,157	42,529	43,901	45,273	46,645	48,017	49,388	50,760	52,132	53,504
9	45,458	46,974	48,489	50,005	51,521	53,037	54,553	56,069	57,584	59,100
10	50,060	51,729	53,398	55,067	56,736	58,405	60,074	61,742	63,411	65,080
11	54,999	56,833	58,666	60,500	62,333	64,166	66,000	67,833	69,667	71,500
12	65,921	68,119	70,317	72,514	74,712	76,910	79,108	81,305	83,503	85,701
13	78,390	81,004	83,618	86,231	88,845	91,458	94,072	96,685	99,299	101,913
14	92,633	95,720	98,808	101,895	104,983	108,071	111,158	114,246	117,334	120,421
15	108,964	112,597	116,229	119,862	123,494	127,127	130,759	134,392	138,024	141,657

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

Exhibit J

SALARY TABLE 2008-MFL

INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.11%
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-MIAMI BEACH, FL
(Total Increase 3.20%)

Effective January 2008

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	20,303	20,981	21,657	22,328	23,004	23,400	24,067	24,740	24,767	25,399
2	22,827	23,371	24,126	24,767	25,043	25,779	26,515	27,251	27,987	28,723
3	24,907	25,737	26,567	27,398	28,228	29,058	29,888	30,718	31,549	32,379
4	27,961	28,894	29,826	30,759	31,692	32,624	33,557	34,489	35,422	36,355
5	31,283	32,325	33,367	34,410	35,452	36,494	37,536	38,579	39,621	40,663
6	34,871	36,033	37,196	38,358	39,521	40,683	41,846	43,008	44,171	45,333
7	38,751	40,042	41,334	42,625	43,916	45,207	46,498	47,789	49,080	50,372
8	42,915	44,346	45,776	47,207	48,637	50,068	51,498	52,929	54,359	55,790
9	47,400	48,980	50,561	52,142	53,722	55,303	56,883	58,464	60,045	61,625
10	52,199	53,939	55,679	57,419	59,160	60,900	62,640	64,380	66,120	67,861
11	57,349	59,261	61,173	63,084	64,996	66,908	68,819	70,731	72,643	74,555
12	68,737	71,029	73,321	75,612	77,904	80,196	82,487	84,779	87,071	89,362
13	81,739	84,464	87,190	89,915	92,640	95,365	98,091	100,816	103,541	106,266
14	96,590	99,809	103,029	106,249	109,468	112,688	115,907	119,127	122,346	125,566
15	113,619	117,407	121,194	124,982	128,770	132,558	136,345	140,133	143,921	147,708

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

Exhibit K

SALARY TABLE 2008-MSP

INCORPORATING THE 2.50 GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.43%
FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL-ST. CLOUD, MN-WI
(Total Increase 3.59%)

Effective January 2008

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	20,358	21,038	21,715	22,388	23,066	23,743	24,420	25,097	25,774	26,451
2	22,889	23,433	24,191	24,833	25,110	25,848	26,586	27,324	28,062	28,801
3	24,974	25,806	26,639	27,471	28,304	29,136	29,969	30,801	31,633	32,466
4	28,036	28,971	29,906	30,842	31,777	32,712	33,647	34,582	35,517	36,452
5	31,367	32,412	33,457	34,502	35,547	36,592	37,637	38,682	39,727	40,772
6	34,964	36,130	37,296	38,461	39,627	40,793	41,958	43,124	44,289	45,455
7	38,855	40,150	41,445	42,739	44,034	45,328	46,623	47,918	49,212	50,507
8	43,031	44,465	45,899	47,334	48,768	50,202	51,637	53,071	54,505	55,940
9	47,527	49,112	50,697	52,282	53,867	55,451	57,036	58,621	60,206	61,791
10	52,339	54,084	55,829	57,574	59,318	61,063	62,808	64,553	66,298	68,043
11	57,503	59,420	61,337	63,254	65,171	67,087	69,004	70,921	72,838	74,755
12	68,922	71,220	73,518	75,815	78,113	80,411	82,709	85,007	87,305	89,602
13	81,959	84,691	87,424	90,157	92,889	95,622	98,354	101,087	103,819	106,552
14	96,849	100,078	103,306	106,534	109,762	112,990	116,219	119,447	122,675	125,903
15	113,924	117,722	121,520	125,318	129,116	132,914	136,712	140,509	144,307	148,105

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

Exhibit L

SALARY TABLE 2008-NY

INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.36%
FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK-BRIDGEPORT, NY-NJ-CT-PA
(Total Increase 3.97%)

Effective January 2008

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	21,539	22,258	22,975	23,687	24,404	24,825	25,532	26,246	26,274	26,945
2	24,217	24,793	25,594	26,274	26,567	27,348	28,129	28,910	29,691	30,472
3	26,423	27,304	28,185	29,065	29,946	30,827	31,708	32,588	33,469	34,350
4	29,663	30,652	31,642	32,631	33,621	34,610	35,599	36,589	37,578	38,568
5	33,187	34,293	35,398	36,504	37,610	38,715	39,821	40,927	42,032	43,138
6	36,993	38,226	39,460	40,693	41,926	43,160	44,393	45,626	46,859	48,093
7	41,110	42,480	43,849	45,219	46,589	47,959	49,328	50,698	52,068	53,438
8	45,528	47,045	48,563	50,080	51,598	53,115	54,633	56,151	57,668	59,186
9	50,285	51,962	53,639	55,315	56,992	58,669	60,346	62,023	63,699	65,376
10	55,376	57,222	59,068	60,914	62,760	64,607	66,453	68,299	70,145	71,991
11	60,840	62,868	64,896	66,924	68,952	70,980	73,008	75,036	77,064	79,093
12	72,921	75,352	77,783	80,215	82,646	85,077	87,508	89,939	92,370	94,802
13	86,715	89,606	92,497	95,388	98,279	101,170	104,061	106,952	109,843	112,735
14	102,469	105,885	109,300	112,716	116,131	119,547	122,962	126,378	129,793	133,209
15	120,535	124,553	128,571	132,590	136,608	140,626	144,644	148,663	149,000*	149,000*

*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 2008-PHL

INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.14%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD
(Total Increase 3.61%)

Effective January 2008

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	20,479	21,163	21,844	22,521	23,203	23,603	24,275	24,954	24,981	25,619
2	23,025	23,573	24,334	24,981	25,259	26,002	26,744	27,487	28,229	28,972
3	25,122	25,960	26,797	27,635	28,472	29,309	30,147	30,984	31,821	32,659
4	28,203	29,144	30,084	31,025	31,966	32,906	33,847	34,788	35,728	36,669
5	31,554	32,605	33,656	34,707	35,758	36,810	37,861	38,912	39,963	41,015
6	35,172	36,345	37,517	38,690	39,862	41,035	42,208	43,380	44,553	45,725
7	39,086	40,389	41,691	42,993	44,296	45,598	46,900	48,203	49,505	50,807
8	43,286	44,729	46,172	47,615	49,058	50,501	51,944	53,387	54,829	56,272
9	47,810	49,404	50,998	52,592	54,187	55,781	57,375	58,970	60,564	62,158
10	52,650	54,405	56,161	57,916	59,671	61,426	63,182	64,937	66,692	68,447
11	57,845	59,773	61,702	63,630	65,558	67,486	69,414	71,343	73,271	75,199
12	69,332	71,643	73,955	76,266	78,578	80,889	83,201	85,512	87,824	90,135
13	82,446	85,195	87,944	90,692	93,441	96,190	98,939	101,688	104,437	107,185
14	97,425	100,673	103,920	107,167	110,415	113,662	116,909	120,157	123,404	126,652
15	114,602	118,422	122,242	126,063	129,883	133,704	137,524	141,345	145,165	148,986

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

Exhibit N

SALARY TABLE 2008-PX
INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.74%
FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ
(Total Increase 3.88%)

Effective January 2008

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	19,559	20,211	20,862	21,509	22,160	22,542	23,184	23,833	23,858	24,467
2	21,990	22,513	23,241	23,858	24,124	24,833	25,542	26,251	26,960	27,670
3	23,993	24,793	25,593	26,392	27,192	27,992	28,792	29,591	30,391	31,191
4	26,935	27,834	28,732	29,630	30,529	31,427	32,326	33,224	34,123	35,021
5	30,135	31,139	32,143	33,147	34,151	35,155	36,159	37,163	38,167	39,171
6	33,591	34,711	35,831	36,951	38,071	39,191	40,310	41,430	42,550	43,670
7	37,330	38,573	39,817	41,061	42,305	43,548	44,792	46,036	47,280	48,524
8	41,341	42,719	44,097	45,475	46,853	48,231	49,609	50,987	52,365	53,743
9	45,661	47,183	48,706	50,229	51,751	53,274	54,796	56,319	57,842	59,364
10	50,284	51,960	53,636	55,313	56,989	58,665	60,342	62,018	63,694	65,371
11	55,245	57,087	58,928	60,770	62,611	64,453	66,294	68,136	69,978	71,819
12	66,215	68,423	70,631	72,838	75,046	77,253	79,461	81,668	83,876	86,084
13	78,740	81,366	83,991	86,616	89,241	91,867	94,492	97,117	99,742	102,368
14	93,046	96,148	99,249	102,350	105,452	108,553	111,655	114,756	117,857	120,959
15	109,450	113,099	116,748	120,397	124,045	127,694	131,343	134,992	138,640	142,289

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

Exhibit O

SALARY TABLE 2008-PIT

INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.93%
FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE, PA
(Total Increase 3.19%)

Effective January 2008

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	19,591	20,245	20,897	21,545	22,196	22,579	23,223	23,872	23,897	24,508
2	22,026	22,550	23,279	23,897	24,164	24,874	25,585	26,295	27,005	27,715
3	24,033	24,834	25,635	26,436	27,237	28,038	28,839	29,640	30,442	31,243
4	26,980	27,880	28,780	29,680	30,579	31,479	32,379	33,279	34,179	35,079
5	30,185	31,191	32,196	33,202	34,208	35,213	36,219	37,225	38,230	39,236
6	33,647	34,769	35,890	37,012	38,134	39,255	40,377	41,499	42,621	43,742
7	37,391	38,637	39,883	41,129	42,375	43,621	44,866	46,112	47,358	48,604
8	41,409	42,790	44,170	45,550	46,931	48,311	49,691	51,071	52,452	53,832
9	45,736	47,262	48,787	50,312	51,837	53,362	54,887	56,412	57,937	59,462
10	50,367	52,046	53,725	55,404	57,083	58,763	60,442	62,121	63,800	65,479
11	55,336	57,181	59,026	60,870	62,715	64,560	66,404	68,249	70,094	71,938
12	66,325	68,536	70,747	72,959	75,170	77,381	79,592	81,804	84,015	86,226
13	78,871	81,500	84,130	86,760	89,389	92,019	94,648	97,278	99,907	102,537
14	93,200	96,307	99,413	102,520	105,626	108,733	111,840	114,946	118,053	121,159
15	109,632	113,287	116,941	120,596	124,251	127,906	131,560	135,215	138,870	142,525

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

Exhibit P

SALARY TABLE 2008-RA
INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.82%
FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CARY, NC
(Total Increase 3.06%)

Effective January 2008

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	19,913	20,578	21,240	21,899	22,561	22,950	23,605	24,265	24,290	24,911
2	22,389	22,921	23,662	24,290	24,561	25,283	26,005	26,727	27,449	28,171
3	24,428	25,242	26,057	26,871	27,685	28,499	29,314	30,128	30,942	31,756
4	27,423	28,338	29,253	30,168	31,082	31,997	32,912	33,826	34,741	35,656
5	30,682	31,704	32,726	33,748	34,770	35,792	36,815	37,837	38,859	39,881
6	34,200	35,340	36,481	37,621	38,761	39,901	41,041	42,181	43,322	44,462
7	38,006	39,273	40,539	41,805	43,072	44,338	45,604	46,871	48,137	49,403
8	42,090	43,493	44,896	46,299	47,702	49,105	50,508	51,911	53,314	54,717
9	46,489	48,039	49,589	51,139	52,689	54,240	55,790	57,340	58,890	60,440
10	51,195	52,902	54,609	56,315	58,022	59,729	61,436	63,142	64,849	66,556
11	56,246	58,121	59,996	61,871	63,746	65,621	67,496	69,371	71,246	73,121
12	67,416	69,663	71,911	74,159	76,406	78,654	80,901	83,149	85,397	87,644
13	80,168	82,841	85,513	88,186	90,859	93,532	96,205	98,878	101,550	104,223
14	94,733	97,890	101,048	104,206	107,363	110,521	113,679	116,836	119,994	123,152
15	111,435	115,149	118,864	122,579	126,294	130,009	133,724	137,439	141,154	144,868

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

Exhibit Q

SALARY TABLE 2008-RCH

INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.40%
FOR THE LOCALITY PAY AREA OF RICHMOND, VA
(Total Increase 3.39%)

Effective January 2008

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	19,671	20,328	20,982	21,633	22,287	22,671	23,318	23,970	23,995	24,608
2	22,116	22,643	23,374	23,995	24,263	24,976	25,689	26,402	27,116	27,829
3	24,131	24,936	25,740	26,544	27,349	28,153	28,957	29,762	30,566	31,370
4	27,090	27,994	28,897	29,801	30,704	31,608	32,512	33,415	34,319	35,222
5	30,309	31,318	32,328	33,338	34,348	35,357	36,367	37,377	38,387	39,396
6	33,785	34,911	36,037	37,163	38,290	39,416	40,542	41,669	42,795	43,921
7	37,544	38,795	40,046	41,297	42,548	43,799	45,050	46,301	47,552	48,803
8	41,579	42,965	44,351	45,736	47,122	48,508	49,894	51,280	52,666	54,052
9	45,923	47,455	48,986	50,518	52,049	53,580	55,112	56,643	58,174	59,706
10	50,573	52,259	53,945	55,631	57,317	59,003	60,689	62,375	64,061	65,747
11	55,563	57,415	59,267	61,119	62,971	64,824	66,676	68,528	70,380	72,232
12	66,596	68,816	71,037	73,257	75,477	77,698	79,918	82,138	84,359	86,579
13	79,193	81,834	84,474	87,114	89,755	92,395	95,035	97,676	100,316	102,956
14	93,581	96,701	99,820	102,939	106,058	109,178	112,297	115,416	118,535	121,655
15	110,080	113,750	117,420	121,089	124,759	128,429	132,098	135,768	139,438	143,108

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

Exhibit R

SALARY TABLE 2008-SAC

INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.25%
FOR THE LOCALITY PAY AREA OF SACRAMENTO-ARDEN-ARCADE-TRUCKEE, CA-NV
(Total Increase 3.59%)

Effective January 2008

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	20,498	21,182	21,864	22,542	23,224	23,624	24,298	24,977	25,004	25,642
2	23,046	23,594	24,357	25,004	25,283	26,026	26,769	27,512	28,255	28,998
3	25,145	25,984	26,822	27,660	28,498	29,336	30,174	31,012	31,851	32,689
4	28,229	29,170	30,112	31,053	31,995	32,936	33,878	34,820	35,761	36,703
5	31,582	32,635	33,687	34,739	35,791	36,843	37,896	38,948	40,000	41,052
6	35,204	36,378	37,552	38,725	39,899	41,073	42,246	43,420	44,594	45,767
7	39,122	40,426	41,729	43,033	44,336	45,640	46,943	48,247	49,550	50,854
8	43,326	44,770	46,214	47,659	49,103	50,547	51,991	53,435	54,880	56,324
9	47,853	49,449	51,045	52,641	54,236	55,832	57,428	59,024	60,619	62,215
10	52,698	54,455	56,212	57,969	59,726	61,483	63,239	64,996	66,753	68,510
11	57,898	59,828	61,758	63,688	65,618	67,548	69,478	71,408	73,338	75,268
12	69,395	71,709	74,022	76,336	78,650	80,963	83,277	85,590	87,904	90,218
13	82,522	85,273	88,024	90,776	93,527	96,278	99,029	101,781	104,532	107,283
14	97,514	100,765	104,015	107,265	110,516	113,766	117,016	120,267	123,517	126,768
15	114,706	118,530	122,354	126,178	130,002	133,826	137,650	141,474	145,298	149,000*

*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 2008-SD

INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.00%
FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD-SAN MARCOS, CA
(Total Increase 3.91%)

Effective January 2008

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	20,796	21,490	22,182	22,870	23,562	23,968	24,651	25,341	25,367	26,015
2	23,381	23,938	24,711	25,367	25,651	26,404	27,158	27,912	28,666	29,420
3	25,511	26,362	27,212	28,062	28,913	29,763	30,613	31,464	32,314	33,164
4	28,640	29,595	30,550	31,505	32,461	33,416	34,371	35,326	36,282	37,237
5	32,042	33,110	34,177	35,245	36,312	37,380	38,447	39,515	40,582	41,650
6	35,717	36,907	38,098	39,289	40,480	41,670	42,861	44,052	45,242	46,433
7	39,691	41,014	42,336	43,659	44,981	46,304	47,626	48,949	50,271	51,594
8	43,957	45,422	46,887	48,352	49,817	51,283	52,748	54,213	55,678	57,144
9	48,550	50,169	51,788	53,407	55,026	56,645	58,264	59,882	61,501	63,120
10	53,465	55,248	57,030	58,813	60,595	62,377	64,160	65,942	67,725	69,507
11	58,741	60,699	62,657	64,615	66,573	68,531	70,489	72,447	74,405	76,363
12	70,405	72,752	75,100	77,447	79,794	82,141	84,489	86,836	89,183	91,531
13	83,723	86,514	89,305	92,097	94,888	97,679	100,471	103,262	106,053	108,845
14	98,933	102,231	105,529	108,826	112,124	115,422	118,719	122,017	125,315	128,612
15	116,376	120,255	124,135	128,015	131,894	135,774	139,653	143,533	147,413	149,000*

*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 T

SALARY TABLE 2008-DCB

INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.89%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-PA-VA-WV
(Total Increase 4.49%)

Effective January 2008

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	20,607	21,295	21,980	22,662	23,347	23,750	24,427	25,110	25,137	25,779
2	23,169	23,720	24,486	25,137	25,417	26,164	26,911	27,658	28,406	29,153
3	25,279	26,122	26,965	27,807	28,650	29,492	30,335	31,178	32,020	32,863
4	28,379	29,325	30,272	31,219	32,165	33,112	34,058	35,005	35,951	36,898
5	31,751	32,808	33,866	34,924	35,982	37,039	38,097	39,155	40,213	41,271
6	35,392	36,572	37,752	38,931	40,111	41,291	42,471	43,651	44,831	46,011
7	39,330	40,641	41,951	43,262	44,572	45,883	47,193	48,503	49,814	51,124
8	43,557	45,009	46,460	47,912	49,364	50,816	52,268	53,720	55,172	56,624
9	48,108	49,712	51,317	52,921	54,525	56,129	57,733	59,338	60,942	62,546
10	52,979	54,745	56,511	58,277	60,044	61,810	63,576	65,342	67,108	68,875
11	58,206	60,146	62,087	64,027	65,967	67,908	69,848	71,788	73,728	75,669
12	69,764	72,090	74,416	76,742	79,068	81,394	83,720	86,046	88,372	90,698
13	82,961	85,727	88,493	91,259	94,025	96,791	99,557	102,323	105,088	107,854
14	98,033	101,301	104,569	107,836	111,104	114,372	117,639	120,907	124,175	127,442
15	115,317	119,161	123,006	126,850	130,694	134,538	138,383	142,227	146,071	149,000*

*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 U

SALARY TABLE 2008-RUS

INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.18%
FOR THE LOCALITY PAY AREA OF REST OF U.S.
(Total Increase 2.99%)

Effective January 2008

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	19,293	19,937	20,578	21,217	21,858	22,235	22,869	23,509	23,534	24,135
2	21,691	22,207	22,925	23,534	23,796	24,496	25,195	25,894	26,594	27,293
3	23,667	24,456	25,245	26,034	26,823	27,611	28,400	29,189	29,978	30,767
4	26,569	27,455	28,341	29,228	30,114	31,000	31,886	32,772	33,659	34,545
5	29,726	30,716	31,706	32,697	33,687	34,677	35,668	36,658	37,648	38,639
6	33,135	34,239	35,344	36,448	37,553	38,658	39,762	40,867	41,972	43,076
7	36,822	38,049	39,276	40,503	41,729	42,956	44,183	45,410	46,637	47,864
8	40,779	42,138	43,497	44,857	46,216	47,575	48,935	50,294	51,653	53,012
9	45,040	46,542	48,044	49,546	51,048	52,549	54,051	55,553	57,055	58,557
10	49,600	51,254	52,907	54,561	56,214	57,868	59,521	61,175	62,828	64,482
11	54,494	56,310	58,127	59,944	61,760	63,577	65,393	67,210	69,026	70,843
12	65,315	67,493	69,670	71,848	74,025	76,203	78,381	80,558	82,736	84,913
13	77,670	80,259	82,849	85,438	88,028	90,618	93,207	95,797	98,386	100,976
14	91,781	94,840	97,900	100,959	104,018	107,077	110,137	113,196	116,255	119,314
15	107,962	111,562	115,161	118,760	122,359	125,958	129,557	133,156	136,755	140,355

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

Exhibit AA

SALARY TABLE 2008-ATL (LEO)

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.30%
FOR THE LOCALITY PAY AREA OF ATLANTA-SANDY SPRINGS-GAINESVILLE, GA-AL
(Total Increase 3.75%)

Effective January 6, 2008

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	19,995	20,662	21,327	21,989	22,654	23,045	23,702	24,364	24,390	25,013
2	22,481	23,015	23,759	24,390	24,662	25,387	26,112	26,837	27,562	28,287
3	29,434	30,252	31,069	31,887	32,704	33,522	34,340	35,157	35,975	36,792
4	33,047	33,965	34,884	35,802	36,721	37,639	38,558	39,476	40,395	41,313
5	37,992	39,019	40,045	41,071	42,098	43,124	44,151	45,177	46,203	47,230
6	40,065	41,210	42,355	43,500	44,644	45,789	46,934	48,079	49,224	50,369
7	43,249	44,520	45,792	47,063	48,335	49,606	50,878	52,149	53,421	54,692
8	45,081	46,490	47,898	49,307	50,716	52,125	53,533	54,942	56,351	57,760
9	48,236	49,793	51,349	52,906	54,462	56,019	57,576	59,132	60,689	62,245
10	53,119	54,833	56,547	58,261	59,974	61,688	63,402	65,116	66,829	68,543
11	56,478	58,360	60,243	62,126	64,008	65,891	67,774	69,656	71,539	73,422
12	67,693	69,950	72,206	74,463	76,720	78,977	81,234	83,491	85,747	88,004
13	80,467	83,141	85,865	88,549	91,232	93,916	96,600	99,284	101,968	104,652
14	95,122	98,293	101,463	104,634	107,805	110,975	114,146	117,316	120,487	123,658
15	111,892	115,623	119,353	123,083	126,813	130,543	134,273	138,003	141,734	145,464

Exhibit BB

SALARY TABLE 2008-CHI (LEO)

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.16%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE-MICHIGAN CITY, IL-IN-WI
(Total Increase 3.65%)

Effective January 6, 2008

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	20,994	21,695	22,393	23,088	23,786	24,196	24,886	25,562	25,609	26,263
2	23,604	24,165	24,946	25,609	25,894	26,656	27,417	28,178	28,939	29,700
3	30,905	31,763	32,621	33,480	34,338	35,197	36,055	36,914	37,772	38,630
4	34,698	35,662	36,627	37,591	38,555	39,520	40,484	41,448	42,413	43,377
5	39,890	40,968	42,046	43,123	44,201	45,279	46,356	47,434	48,511	49,589
6	42,067	43,269	44,471	45,673	46,875	48,077	49,279	50,481	51,683	52,885
7	45,409	46,744	48,079	49,414	50,749	52,084	53,419	54,754	56,090	57,425
8	47,333	48,812	50,291	51,770	53,249	54,729	56,208	57,687	59,166	60,645
9	50,646	52,280	53,915	55,549	57,183	58,818	60,452	62,086	63,721	65,355
10	55,773	57,572	59,372	61,171	62,970	64,770	66,569	68,369	70,168	71,967
11	59,299	61,276	63,253	65,229	67,206	69,183	71,159	73,136	75,113	77,090
12	71,074	73,444	75,814	78,183	80,553	82,922	85,292	87,662	90,031	92,401
13	84,519	87,336	90,154	92,972	95,790	98,608	101,426	104,244	107,062	109,880
14	99,874	103,203	106,532	109,861	113,190	116,519	119,848	123,177	126,506	129,835
15	117,482	121,399	125,315	129,232	133,148	137,065	140,981	144,898	148,814	149,000*

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

Exhibit CC

SALARY TABLE 2008-DFW (LEO)

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING THE 2.50 GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.74%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX
(Total Increase 3.72%)

Effective January 6, 2008

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	20,240	20,916	21,589	22,259	22,932	23,328	23,993	24,663	24,690	25,320
2	22,757	23,298	24,051	24,690	24,965	25,699	26,433	27,167	27,900	28,634
3	29,795	30,623	31,451	32,278	33,106	33,934	34,761	35,589	36,416	37,244
4	33,453	34,382	35,312	36,242	37,172	38,101	39,031	39,961	40,890	41,820
5	38,459	39,498	40,537	41,576	42,615	43,654	44,693	45,732	46,770	47,809
6	40,557	41,716	42,875	44,034	45,192	46,351	47,510	48,669	49,828	50,987
7	43,779	45,067	46,354	47,641	48,928	50,215	51,502	52,789	54,077	55,364
8	45,634	47,060	48,486	49,912	51,338	52,764	54,191	55,617	57,043	58,469
9	48,828	50,404	51,980	53,555	55,131	56,707	58,282	59,858	61,434	63,009
10	53,771	55,506	57,241	58,976	60,711	62,445	64,180	65,915	67,650	69,385
11	57,171	59,077	60,982	62,888	64,794	66,700	68,606	70,511	72,417	74,323
12	68,524	70,808	73,093	75,377	77,662	79,946	82,231	84,516	86,800	89,085
13	81,485	84,202	86,919	89,636	92,352	95,069	97,786	100,503	103,219	105,936
14	96,290	99,499	102,709	105,918	109,128	112,338	115,547	118,757	121,966	125,176
15	113,266	117,042	120,818	124,594	128,370	132,146	135,922	139,698	143,474	147,249

Exhibit DD

SALARY TABLE 2008-PHL (LEO)

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.14%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD
(Total Increase 3.61%)

Effective January 6, 2008

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	20,479	21,163	21,844	22,521	23,203	23,603	24,275	24,954	24,981	25,619
2	23,025	23,573	24,334	24,981	25,259	26,002	26,744	27,487	28,229	28,972
3	30,147	30,984	31,821	32,659	33,496	34,334	35,171	36,008	36,846	37,683
4	33,847	34,788	35,728	36,669	37,610	38,551	39,491	40,432	41,373	42,313
5	38,912	39,963	41,015	42,066	43,117	44,168	45,219	46,271	47,322	48,373
6	41,035	42,208	43,380	44,553	45,725	46,898	48,070	49,243	50,416	51,588
7	44,296	45,598	46,900	48,203	49,505	50,807	52,110	53,412	54,714	56,016
8	46,172	47,615	49,058	50,501	51,944	53,387	54,829	56,272	57,715	59,158
9	49,404	50,998	52,592	54,187	55,781	57,375	58,970	60,564	62,158	63,752
10	54,405	56,161	57,916	59,671	61,426	63,182	64,937	66,692	68,447	70,203
11	57,845	59,773	61,702	63,630	65,558	67,486	69,414	71,343	73,271	75,199
12	69,332	71,643	73,955	76,266	78,578	80,889	83,201	85,512	87,824	90,135
13	82,446	85,195	87,944	90,692	93,441	96,190	98,939	101,688	104,437	107,185
14	97,425	100,673	103,920	107,167	110,415	113,662	116,909	120,157	123,404	126,652
15	114,602	118,422	122,242	126,063	129,883	133,704	137,524	141,345	145,165	148,986

Exhibit EE

SALARY TABLE 2008-DCB (LEO)

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.89%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-PA-VA-WV
(Total Increase 4.49%)

Effective January 6, 2008

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	20,607	21,295	21,980	22,662	23,347	23,750	24,427	25,110	25,137	25,779
2	23,169	23,720	24,486	25,137	25,417	26,164	26,911	27,658	28,406	29,153
3	30,335	31,178	32,020	32,863	33,705	34,548	35,391	36,233	37,076	37,918
4	34,058	35,005	35,951	36,898	37,845	38,791	39,738	40,684	41,631	42,577
5	39,155	40,213	41,271	42,328	43,386	44,444	45,502	46,560	47,617	48,675
6	41,291	42,471	43,651	44,831	46,011	47,191	48,371	49,550	50,730	51,910
7	44,572	45,883	47,193	48,503	49,814	51,124	52,435	53,745	55,056	56,366
8	46,460	47,912	49,364	50,816	52,268	53,720	55,172	56,624	58,076	59,527
9	49,712	51,317	52,921	54,525	56,129	57,733	59,338	60,942	62,546	64,150
10	54,745	56,511	58,277	60,044	61,810	63,576	65,342	67,108	68,875	70,641
11	58,206	60,146	62,087	64,027	65,967	67,908	69,848	71,788	73,728	75,669
12	69,764	72,090	74,416	76,742	79,068	81,394	83,720	86,046	88,372	90,698
13	82,961	85,727	88,493	91,259	94,025	96,791	99,557	102,323	105,088	107,854
14	98,033	101,301	104,569	107,836	111,104	114,372	117,639	120,907	124,175	127,442
15	115,317	119,161	123,006	126,850	130,694	134,538	138,383	142,227	146,071	149,000*

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