

# U.S. NUCLEAR REGULATORY COMMISSION MANAGEMENT DIRECTIVE (MD)

MD 10.41		PAY ADMINISTRATION		DT-09-05	
Volume 10, Part 2:		Personnel Management Position Evaluation and Management, Pay Administration, and Leave			
Approved By:		Office of Administration Division of Administrative Services			
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Issuing Office:		Office of Human Resources			
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EXECUTIVE SUMMARY					
<p>Appendix 4130-C, Part VIII, is being revised to update agency salary schedules. On December 18, 2008, the President signed Executive Order 13483 authorizing pay adjustments for various Federal pay systems. The Executive Order provided for an across-the-board increase of 2.9 percent 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 percent locality increase for certain positions. Executive Schedule pay levels were increased by approximately 2.8 percent.</p> <p>As a result of the January 2009 pay adjustments, and in order to parallel the pay adjustments of the Competitive Service, the NRC has revised its pay schedules. Attached are Exhibits 1 through 21, which contain the adjustments to basic pay and special salary schedules for 2009; 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. The approval date for all Exhibits is January 2, 2009, and the effective date for all schedules is January 4, 2009, except that the effective date for Exhibits 17 and 18 is October 12, 2008.</p> <p><b>Note: A Table of Contents page has been added for the Exhibits. Please remove pages 59 through 122 revised February 29, 2008, and replace with new pages 59 through 122 revised March 23, 2009.</b></p>					

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**Exhibit 1 General Grade Salary Table 2009-GG**

**GENERAL GRADE SALARY TABLE 2009-GG  
INCORPORATING A 2.90% GENERAL INCREASE  
Effective January 4, 2009  
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	17,540	18,126	18,709	19,290	19,873	20,216	20,792	21,373	21,396	21,944	VARIES
2	19,721	20,190	20,842	21,396	21,635	22,271	22,907	23,543	24,179	24,815	VARIES
3	21,517	22,234	22,951	23,668	24,385	25,102	25,819	26,536	27,253	27,970	717
4	24,156	24,961	25,766	26,571	27,376	28,181	28,986	29,791	30,596	31,401	805
5	27,026	27,927	28,828	29,729	30,630	31,531	32,432	33,333	34,234	35,135	901
6	30,125	31,129	32,133	33,137	34,141	35,145	36,149	37,153	38,157	39,161	1,004
7	33,477	34,593	35,709	36,825	37,941	39,057	40,173	41,289	42,405	43,521	1,116
8	37,075	38,311	39,547	40,783	42,019	43,255	44,491	45,727	46,963	48,199	1,236
9	40,949	42,314	43,679	45,044	46,409	47,774	49,139	50,504	51,869	53,234	1,365
10	45,095	46,598	48,101	49,604	51,107	52,610	54,113	55,616	57,119	58,622	1,503
11	49,544	51,195	52,846	54,497	56,148	57,799	59,450	61,101	62,752	64,403	1,651
12	59,383	61,362	63,341	65,320	67,299	69,278	71,257	73,236	75,215	77,194	1,979
13	70,615	72,969	75,323	77,677	80,031	82,385	84,739	87,093	89,447	91,801	2,354
14	83,445	86,227	89,009	91,791	94,573	97,355	100,137	102,919	105,701	108,483	2,782
15	98,156	101,428	104,700	107,972	111,244	114,516	117,788	121,060	124,332	127,604	3,272

**Exhibit 2      Executive Schedule (EX)**

**2009**

**Per Annum Rates**

Level I	196,700
Level II	177,000
Level III	162,900
Level IV	153,200
Level V	143,500

Locality adjustments do not apply

**Exhibit 3      Senior Executive Service Schedule (SES)**

**2009**

**Pay Range  
Per Annum Rates**

	<b>Minimum</b>	<b>Maximum</b>
Agencies with a Certified SES Performance Appraisal System*	\$117,787	\$177,000

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

\*NRC has received certification of its SES Performance Appraisal System for 2009.

**Exhibit 4 NRC Senior Level Service (SLS) Pay Bands**

**2009**

**Pay Ranges  
Per Annum Rates**

	<u><b>Basic Pay</b></u>		<u><b>Locality Pay Wash. DC Area</b></u>
SL-3	153,200	Top	162,900
	153,200	Bottom	162,900
SL-2	153,200	Top	162,900
	143,845	Bottom	162,900
SL-1C	143,844	Top	162,900
	134,333	Bottom	162,900
SL-1B	134,332	Top	162,900
	126,071	Bottom	155,193
SL-1A	126,070	Top	155,192
	117,787	Bottom	144,196

**Exhibit 5      NRC Administrative Judge Schedule**

**2009**

**Per Annum Rates**

	<b><u>Basic Pay</u></b>		<b><u>Locality Pay Wash. DC Area</u></b>
Level E	153,200		162,900
Level D	153,200		162,900
Level C	153,200		162,900
Level B	146,944		162,900
Level A	146,944	Top	162,900
	134,310	Bottom	162,900



**Exhibit 6 Administrative Law Judge Schedule**

**2009**

**Per Annum Rates**

	<b><u>Basic Pay</u></b>	<b><u>Locality Pay Wash. DC Area</u></b>	
AL-1	153,200	162,900*	
AL-2	149,600	162,900*	
			<b><u>AL-3 WAITING PERIOD FOR HIGHER RATE</u></b>
AL-3/F	141,600	162,900*	
AL-3/E	133,900	162,900*	2 Years
AL-3/D	125,900	154,983	2 Years
AL-3/C	118,100	145,381	1 Year
AL-3/B	110,100	135,533	1 Year
AL-3/A	102,400	126,054	1 Year

\*Rate limited to the rate for level III of the Executive Schedule (5 U.S.C. 5304(g)(2)).

**Exhibit 7      Reserved**

**RESERVED**  
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**Exhibit 8 Special Salary Schedule for All Professional Series in the GG-800 Engineering Group and the GG-1300 Scientific Group**

**SPECIAL SALARY SCHEDULE 2009**  
Incorporating a 3.9% total increase  
  
**All Professional Series in the GG-800 Engineering Group and the GG-1300 Scientific Group**

Locations: Nationwide

Effective January 4, 2009

**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
5	44,002	44,976	45,950	46,924	47,898	48,872	49,846	50,820	51,794	52,768	974
7	49,303	50,507	51,711	52,915	54,119	55,323	56,527	57,731	58,935	60,139	1,204
9	57,466	58,938	60,410	61,882	63,354	64,826	66,298	67,770	69,242	70,714	1,472
11	65,954	67,738	69,522	71,306	73,090	74,874	76,658	78,442	80,226	82,010	1,784
12	70,511	72,648	74,785	76,922	79,059	81,196	83,333	85,470	87,607	89,744	2,137

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.

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

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

When the Position to Which the Employee is Being Promoted Is		
Step	Covered by Exhibit 8	Not Covered by Exhibit 8
<b>A</b>	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>B</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).
<b>C</b>	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.
<b>D</b>	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 = \$52,768  
Step B Add 2 steps to this figure, using the step interval for GG-5 from Exhibit 8  
(\$974 x 2 = \$1,948)  
\$52,768 + \$1,948 = \$54,716  
Step C Find \$54,716 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 (\$55,323)**.  
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      Special Salary Schedule for All Professional Series in the GG-800 Engineering Group and the GG-1300 Scientific Group (continued)**

Example 2

Step A      GG-7/10, entry level salary = \$60,139  
Step B      Add 2 steps to this figure, using the step interval for GG-7 from Exhibit 8  
              (\$1,204 x 2 = \$2,408)  
              \$60,139 + \$2,408 = \$62,547  
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 (\$63,354)**.  
              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 = \$76,922  
Step B      Add 2 steps to this figure, using the step interval for GG-12 from Exhibit 8  
              GG-12 step 6 salary = \$81,196  
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 \$82,385).  
Step D      Use Exhibit T to find the applicable locality rate.  
              Promote the individual to **GG-13 step 6 (\$101,416)**.

**Exhibit 9 Special Salary Schedule for All Resident Inspector Program Personnel in Scientific and Technical Positions Who are Duty Stationed at Reactor or Nuclear Facility Sites**

SPECIAL SALARY SCHEDULE 2009												
All Resident Inspector Program Personnel in Scientific and Technical Positions who are Duty Stationed at Reactor or Nuclear Facility Sites												
Locations: Nationwide												
Effective January 4, 2009												
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	
11	62,752	64,403	66,054	67,705	69,356	71,007	72,658	74,309	75,960	77,611	1,651	
12	71,257	73,236	75,215	77,194	79,173	81,152	83,131	85,110	87,089	89,068	1,979	
13	77,677	80,031	82,385	84,739	87,093	89,447	91,801	94,155	96,509	98,863	2,354	
14	91,791	94,573	97,355	100,137	102,919	105,701	108,483	111,265	114,047	116,829	2,782	

Grade 11 is based on the OPM 2009 Special Salary Rate Table for Engineers (Electrical/Electronic/Nuclear) Worldwide. Grades 12, 13 and 14 are extrapolated from the 2009 General Grade Salary Table (Exhibit 1).

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

**Exhibit 9      Special Salary Schedule for All Resident Inspector Program Personnel in Scientific and Technical Positions Who are Duty Stationed at Reactor or Nuclear Facility Sites (continued)**

**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 adjustment<sup>1</sup> 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 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 18.55%, the employee would receive a locality adjustment of 18.55% 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 (13.86%), the employee would receive a locality adjustment of 13.86% in addition to the GG-11/2 salary from the Resident Inspector Special Salary Schedule.

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<sup>1</sup> 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.



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**Exhibit 9      Special Salary Schedule for All Resident Inspector Program Personnel in Scientific and Technical Positions Who are Duty Stationed at Reactor or Nuclear Facility Sites (continued)**

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-13/7 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-13/7 level on this Resident Inspector Special Salary Schedule. If the resident site is located in an area that has a locality rate of 17.38%, the employee would receive a locality adjustment of 17.38% in addition to the GG-13/7 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.
- c. When a Resident Inspector or Senior Resident Inspector is reassigned to a position outside of the Resident Inspector Program, and the requirements<sup>2</sup> 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.

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<sup>2</sup> 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      Special Salary Schedule for All Resident Inspector Program Personnel in Scientific and Technical Positions Who are Duty Stationed at Reactor or Nuclear Facility Sites (continued)**

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.

**Limitations**

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

**Exhibit 10 Special Base Rates for Law Enforcement Officers at Grades 3 to 10**

SALARY TABLE 2009												
SPECIAL BASE RATES FOR LAW ENFORCEMENT OFFICERS AT GRADES 3 TO 10												
Locations: Nationwide												
Effective January 4, 2009												
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	
3	25,819	26,536	27,253	27,970	28,687	29,404	30,121	30,838	31,555	32,272	717	
4	28,986	29,791	30,596	31,401	32,206	33,011	33,816	34,621	35,426	36,231	805	
5	33,333	34,234	35,135	36,036	36,937	37,838	38,739	39,640	40,541	41,442	901	
6	35,145	36,149	37,153	38,157	39,161	40,165	41,169	42,173	43,177	44,181	1,004	
7	37,941	39,057	40,173	41,289	42,405	43,521	44,637	45,753	46,869	47,985	1,116	
8	39,547	40,783	42,019	43,255	44,491	45,727	46,963	48,199	49,435	50,671	1,236	
9	42,314	43,679	45,044	46,409	47,774	49,139	50,504	51,869	53,234	54,599	1,365	
10	46,598	48,101	49,604	51,107	52,610	54,113	55,616	57,119	58,622	60,125	1,503	

NOTE: These special base rates for law enforcement officers (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. By law, these rates must be the basis for computing locality payments. (5 CFR part 531, subpart F.)

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

**Exhibit 11 Positions Requiring Office Automation, Typing or Stenography Proficiency  
at NRC Headquarters and Calvert County, MD**

**SPECIAL SALARY SCHEDULE 2009**

**Positions Requiring Office Automation, Typing or Stenography Proficiency**

**Locations: Positions at NRC Headquarters and Calvert County, MD**

**Effective January 4, 2009**

**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
2					26,723						VARIES

This schedule covers positions in occupational series that require full typing, office automation, data transcribing or stenographic proficiency for grade GG-2 step 5 in Headquarters and Calvert County, MD.

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

**Exhibit 12 Positions Requiring Office Automation, Typing or Stenography Proficiency in the Dallas, TX, Metropolitan Area**

**SPECIAL SALARY SCHEDULE 2009**  
**Positions Requiring Office Automation, Typing or Stenography Proficiency**  
**Locations: Positions in the Dallas, TX, Metropolitan Area**

**Effective January 4, 2009**

**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
2					26,087	26,723					VARIES

This schedule covers positions in occupational series that require full typing, office automation, or stenographic proficiency for grade GG-2 steps 5 and 6 in Dallas, TX and the surrounding metropolitan area.

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

**Exhibit 13     Reserved**

RESERVED

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**Exhibit 14      Positions Requiring Office Automation, Typing or Stenography Proficiency  
in Westchester, New York**

**SPECIAL SALARY SCHEDULE 2009**

**Positions Requiring Office Automation, Typing or Stenography Proficiency**

**Locations: Positions in Westchester, New York**

**Annual Rates by Grade and Step**

This schedule covered positions in occupational series that require full typing, office automation, data transcribing, or stenographic proficiency in Westchester, New York.

This pay schedule was eliminated effective January 4, 2009, because locality rates are higher for all grades and steps. For positions previously covered by this exhibit, use Exhibit L.

**Exhibit 15     Reserved**

RESERVED  
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**Exhibit 16 Specific Non-Professional Support Positions in Boston, MA, and Surrounding Areas**

**SPECIAL SALARY SCHEDULE 2009**

**Specific Non-Professional Support Positions**

**Locations: Positions in Boston, MA, and Surrounding Areas**

**Effective January 4, 2009**

**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
2	24,815	25,451	26,087	26,723	27,359	27,995	28,631	29,267			VARIES

This schedule covers positions in occupational series that require full typing, office automation, data transcribing, stenographic or other special support proficiency at grade GG-2 steps 1 and 8 in Boston, MA, and surrounding areas.

For other steps and grades, use Exhibit B.



Special Schedule for Printing and 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 12, 2008**  
**Issue Date: December 24, 2008**

[illegible]

**Exhibit 19 NRC Entry-Level Engineering (GG-800 Group), Scientific (GG-1300 Group), and Legal Positions**

**SPECIAL SALARY SCHEDULE 2009**

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

**Locations: Headquarters and Regional Offices**

**Effective January 4, 2009**

**Annual Pay Rates**

	Bachelor Degree		Master Degree	Ph.D/J.D. Degree
	Average Qualifications	Superior Qualifications		
<b>All Engineering Series In the 800 Group and Scientific Disciplines in the 1300 Group</b>	<b>GG-5/10* (\$52,768)</b>	<b>GG-7/10* (\$60,139)</b>	<b>GG-9/6* (\$64,826)</b>	<b>GG-11/9* (\$80,226)</b>
<b>Honor Law Graduate or ASLBP Law Clerk</b>	<b>GG-11/10** (\$64,403)</b>			

\*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 Grade Salary Table (Exhibit 1). Employees paid this rate also receive locality adjustments. Check Exhibits A through U for applicable locality rates.

**Exhibit 19     NRC Entry-Level Engineering (GG-800 Group), Scientific (GG-1300 Group),  
and Legal Positions (continued)**

**Purpose**

This special salary schedule has been established for NRC entry-level professional positions in programs for students graduating from or enrolled in accredited colleges and universities. Use this schedule to set salary for student appointments at or above the GG-9 (Master degree or higher) level for entry-level professional positions.

Other Management Directive 10.41, Appendix 4130-C, pay exhibits cover salaries for positions not based on college recruitment (for example, transfers from other Federal agencies); and 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 10<sup>th</sup> 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 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 6).

**Exhibit 19     NRC Entry-Level Engineering (GG-800 Group), Scientific (GG-1300 Group),  
and Legal Positions (continued)**

**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 Student Career Experience Program and Student Temporary Employment Program Positions (Engineering and Scientific Disciplines) – Annual Pay Rates and Steps**

**SPECIAL SALARY SCHEDULE 2009**

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

**Locations: Nationwide**

**Effective January 4, 2009**

**Annual Pay Rates and Steps**

<b>Engineering and Scientific Disciplines</b>	<b>Semester Hours</b>	<b>Pay Rate</b>	<b>Annual Salary</b>	<b>Hourly Rates</b>
<b>Bachelor Programs</b>				
Sophomore	30 through 59	GG-4/5	\$27,376 plus locality*	\$13.12 plus locality*
Junior	60 through 89	GG-5/6	\$39,640**	\$18.99**
Senior	90 or more	GG-5/10	\$43,244**	\$20.72**
<b>Master Programs</b>				
	GPA below 2.95	GG-5/10	\$52,768***	\$25.28***
	GPA 2.95 and above	GG-7/10	\$60,139***	\$28.81***

\*Rates are from the General Grade Salary Table (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 (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.

**Exhibit 20-A Student Career Experience Program and Student Temporary Employment Program Positions (Engineering and Scientific Disciplines) – Annual Rates by Grade and Step**

**SPECIAL SALARY SCHEDULE 2009**

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

Location: Nationwide

Effective January 4, 2009

**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
5	35,135	36,036	36,937	37,838	38,739	39,640	40,541	41,442	42,343	43,244	901

Extracted from OPM 2009 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. Refer to Exhibits A through U for applicable locality rates.



**Exhibit 20-B Student Career Experience Program and Student Temporary Employment Program Positions (Administrative and Management Disciplines) – Annual Pay Rates and Steps**

**SPECIAL SALARY SCHEDULE 2009**

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

**Location: Nationwide**

**Effective January 4, 2009**

**Annual Pay Rates and Steps**

<b>Administrative/ Management Disciplines</b>	<b>Semester Hours</b>	<b>Pay Rate</b>	<b>Annual Salary</b>	<b>Hourly Rates</b>
<b>Bachelor Programs</b>	30 through 89	GG-4/1	\$24,156 plus locality*	\$11.57 plus locality*
	90 or more	GG-5/1	\$27,026 plus locality*	\$12.95 plus locality*
<b>Master Programs</b>	GPA below 2.95	GG-5/1	\$27,026 plus locality*	\$12.95 plus locality*
	GPA 2.95 and above	GG-7/1	\$34,577 plus locality*	\$16.04 plus locality*

\*Rates are from the General Grade Salary Table (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.

**Exhibit 20-C Student Career Experience Program and Student Temporary Employment Program Positions (Law Clerk) – Annual Pay Rates and Steps**

**SPECIAL SALARY SCHEDULE 2009**

**Student Career Experience Program and  
Student Temporary Employment Program Positions  
(Law Clerk)**

**Location: Nationwide**

**Effective January 4, 2009**

**Annual Pay Rates and Steps**

	<b>Semester Hours</b>	<b>Pay Rate</b>	<b>Annual Salary</b>	<b>Hourly Pay Rates</b>
<b>Law Clerk</b>	30 through 49	GG-7/10	\$43,521 plus locality*	\$20.85 plus locality*
	50 through 60	GG-9/8	\$50,504 plus locality*	\$24.20 plus locality*

\*Rates are from the General Grade Salary Table (Exhibit 1). Refer to Exhibits A through U for applicable locality rates.

**Exhibit 20-D Student Career Experience Program and Student Temporary Employment Program Positions (Clerical) – Annual Pay Rates and Steps**

**SPECIAL SALARY SCHEDULE 2009**

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

**Location: Nationwide**

**Effective January 4, 2009**

**Annual Pay Rates and Steps**

	<b>Semester Hours</b>	<b>Pay Rate</b>	<b>Annual Salary</b>	<b>Hourly Rates</b>
<b>Clerical (Typing)</b>			Basic pay is from the General Schedule (Exhibit 1). Employees receive applicable special salary rates for positions requiring typing (Exhibits 11, 12, or 16) or locality rates (Exhibits A through U).	
No Work Experience	High School Student	GG-1/1		
	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		
<b>Clerk (No typing)</b>				
No Work Experience	High School Student	GG-1/1	\$17,540 plus locality*	\$8.40 plus locality*
	High School Graduate	GG-2/1	\$19,721 plus locality*	\$9.45 plus locality*
6 months of Work Experience	OR 1 year of college credits (1 to 29)	GG-3/1	\$21,517 plus locality*	\$10.31 plus locality*
1 Year of Work Experience	OR 2 years of college credits (30 to 60)	GG-4/1	\$24,156 plus locality*	\$11.57 plus locality*

\*Rates are from the General Grade Salary Table (Exhibit 1). Refer to Exhibits A through U for applicable locality rates.

## **Exhibit 20     Student Career Experience Program and the Student Temporary Employment Program Positions (continued)**

### **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.

Use Exhibit 19 to set salary for student appointments at or above the GG-9 (Master degree or higher) level for entry-level professional positions (GG-800, GG-1300, and legal 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 10<sup>th</sup> step) will be allowed for each 6 months of related work experience.

### **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 Information Technology for Headquarters, Region I and Region IV**

**SPECIAL SALARY SCHEDULE 2009**

**Information Technology**

Location: Headquarters, Region I and Region IV

Effective January 4, 2009

**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
5	37,836	39,098	40,359	41,621	42,882	44,143	45,405	46,666	47,928	49,189	VARIES
7	45,194	46,701	48,207	49,714	51,220	52,727	54,234	55,740	57,247	58,753	VARIES
9	53,234	55,008	56,783	58,557	60,332	62,106	63,881	65,655	67,430	69,204	VARIES
11	59,453	61,434	63,415	65,396	67,378	69,359	71,340	73,321	75,302	77,284	VARIES

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.

**Exhibit 21-B Information Technology at Region II**

**SPECIAL SALARY SCHEDULE 2009**

**Information Technology**

**Effective January 4, 2009**

**Location: Region II**

**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
5	37,296	38,539	39,783	41,026	42,269	43,513	44,756	46,000	47,243	48,486	VARIES
7	44,524	46,009	47,493	48,977	50,462	51,946	53,430	54,914	56,399	57,883	VARIES
9	53,234	55,008	56,783	58,557	60,332	62,106	63,881	65,655	67,430	69,204	VARIES
11	58,462	60,410	62,358	64,306	66,255	68,203	70,151	72,099	74,047	75,996	VARIES

For positions at other grades, see Exhibit A.

**Exhibit 21-C Information Technology at Region III**

**SPECIAL SALARY SCHEDULE 2009**

**Information Technology**

**Effective January 4, 2009**

**Location: Region III**

**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
5	38,647	39,936	41,224	42,512	43,801	45,089	46,378	47,666	48,955	50,243	VARIES
7	46,198	47,738	49,278	50,819	52,359	53,899	55,439	56,979	58,519	60,059	VARIES
9	54,462	56,278	58,093	59,909	61,724	63,539	65,355	67,170	68,986	70,801	VARIES
11	60,939	62,970	65,001	67,031	69,062	71,093	73,124	75,154	77,185	79,216	VARIES

For positions at other grades, see Exhibit C.

Exhibit A Salary Table 2009-ATL

SALARY TABLE 2009-ATL  
  
INCORPORATING A 2.90% GENERAL INCREASE AND A LOCALITY PAYMENT OF 18.55%  
FOR THE LOCALITY PAY AREA OF ATLANTA-SANDY SPRINGS-GAINESVILLE, GA-AL  
(Total increase 4.00%)  
Effective January 4, 2009  
  
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
1	20,794	21,488	22,180	22,868	23,559	23,966	24,649	25,338	25,365	26,015
2	23,379	23,935	24,708	25,365	25,648	26,402	27,156	27,910	28,664	29,418
3	25,508	26,358	27,208	28,058	28,908	29,758	30,608	31,458	32,308	33,158
4	28,637	29,591	30,546	31,500	32,454	33,409	34,363	35,317	36,272	37,226
5	32,039	33,107	34,176	35,244	36,312	37,380	38,448	39,516	40,584	41,653
6	35,713	36,903	38,094	39,284	40,474	41,664	42,855	44,045	45,235	46,425
7	39,687	41,010	42,333	43,656	44,979	46,302	47,625	48,948	50,271	51,594
8	43,952	45,418	46,883	48,348	49,814	51,279	52,744	54,209	55,675	57,140
9	48,545	50,163	51,781	53,400	55,018	56,636	58,254	59,872	61,491	63,109
10	53,460	55,242	57,024	58,806	60,587	62,369	64,151	65,933	67,715	69,496
11	58,734	60,692	62,649	64,606	66,563	68,521	70,478	72,435	74,392	76,350
12	70,399	72,745	75,091	77,437	79,783	82,129	84,475	86,821	89,167	91,513
13	83,714	86,505	89,295	92,086	94,877	97,667	100,458	103,249	106,039	108,830
14	98,924	102,222	105,520	108,818	112,116	115,414	118,712	122,010	125,309	128,607
15	116,364	120,243	124,122	128,001	131,880	135,759	139,638	143,517	147,396	151,275

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



**Exhibit B      Salary Table 2009-BOS**

**GENERAL GRADE SALARY TABLE 2009-BOS**

**INCORPORATING A 2.90% GENERAL INCREASE AND A LOCALITY PAYMENT OF 23.98%  
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-MANCHESTER, MA-NH-RI-ME  
(Total increase 4.13%)  
Effective January 4, 2009**

**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
1	21,746	22,473	23,195	23,916	24,639	25,064	25,778	26,498	26,527	27,206
2	24,450	25,032	25,840	26,527	26,823	27,612	28,400	29,189	29,977	30,766
3	26,677	27,566	28,455	29,344	30,233	31,121	32,010	32,899	33,788	34,677
4	29,949	30,947	31,945	32,943	33,941	34,939	35,937	36,935	37,933	38,931
5	33,507	34,624	35,741	36,858	37,975	39,092	40,209	41,326	42,443	43,560
6	37,349	38,594	39,838	41,083	42,328	43,573	44,818	46,062	47,307	48,552
7	41,505	42,888	44,272	45,656	47,039	48,423	49,806	51,190	52,574	53,957
8	45,966	47,498	49,030	50,563	52,095	53,628	55,160	56,692	58,225	59,757
9	50,769	52,461	54,153	55,846	57,538	59,230	60,923	62,615	64,307	66,000
10	55,909	57,772	59,636	61,499	63,362	65,226	67,089	68,953	70,816	72,680
11	61,425	63,472	65,518	67,565	69,612	71,659	73,706	75,753	77,800	79,847
12	73,623	76,077	78,530	80,984	83,437	85,891	88,344	90,798	93,252	95,705
13	87,548	90,467	93,385	96,304	99,222	102,141	105,059	107,978	110,896	113,815
14	103,455	106,904	110,353	113,802	117,252	120,701	124,150	127,599	131,048	134,497
15	121,694	125,750	129,807	133,864	137,920	141,977	146,034	150,090	153,200*	153,200*

\* 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 2009-CHI**

**GENERAL GRADE SALARY TABLE 2009-CHI**

**INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.47%  
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE-MICHIGAN CITY, IL-IN-WI  
(Total increase 3.99%)  
Effective January 4, 2009**

**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
1	21,832	22,561	23,287	24,010	24,736	25,163	25,880	26,603	26,632	27,314
2	24,547	25,130	25,942	26,632	26,929	27,721	28,512	29,304	30,096	30,887
3	26,782	27,675	28,567	29,460	30,352	31,244	32,137	33,029	33,922	34,814
4	30,067	31,069	32,071	33,073	34,075	35,077	36,079	37,081	38,083	39,085
5	33,639	34,761	35,882	37,004	38,125	39,247	40,368	41,490	42,611	43,733
6	37,497	38,746	39,996	41,246	42,495	43,745	44,995	46,244	47,494	48,744
7	41,669	43,058	44,447	45,836	47,225	48,614	50,003	51,392	52,782	54,171
8	46,147	47,686	49,224	50,763	52,301	53,839	55,378	56,916	58,455	59,993
9	50,969	52,668	54,367	56,066	57,765	59,464	61,163	62,862	64,561	66,260
10	56,130	58,001	59,871	61,742	63,613	65,484	67,354	69,225	71,096	72,967
11	61,667	63,722	65,777	67,832	69,887	71,942	73,997	76,052	78,107	80,162
12	73,914	76,377	78,841	81,304	83,767	86,230	88,694	91,157	93,620	96,083
13	87,894	90,825	93,755	96,685	99,615	102,545	105,475	108,405	111,335	114,265
14	103,864	107,327	110,790	114,252	117,715	121,178	124,641	128,103	131,566	135,029
15	122,175	126,247	130,320	134,393	138,465	142,538	146,611	150,683	153,200*	153,200*

\* 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 2009-CLE**

**GENERAL GRADE SALARY TABLE 2009-CLE**  
  
**INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.16%**  
**FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-ELYRIA, OH**  
**(Total increase 3.82%)**  
**Effective January 4, 2009**  
  
**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
1	20,725	21,418	22,107	22,793	23,482	23,887	24,568	25,254	25,282	25,929
2	23,302	23,857	24,627	25,282	25,564	26,315	27,067	27,818	28,570	29,321
3	25,424	26,272	27,119	27,966	28,813	29,661	30,508	31,355	32,202	33,049
4	28,543	29,494	30,445	31,396	32,347	33,299	34,250	35,201	36,152	37,103
5	31,934	32,999	34,063	35,128	36,192	37,257	38,322	39,386	40,451	41,516
6	35,596	36,782	37,968	39,155	40,341	41,527	42,714	43,900	45,086	46,273
7	39,556	40,875	42,194	43,512	44,831	46,150	47,468	48,787	50,106	51,424
8	43,808	45,268	46,729	48,189	49,650	51,110	52,571	54,031	55,491	56,952
9	48,385	49,998	51,611	53,224	54,837	56,450	58,063	59,676	61,288	62,901
10	53,284	55,060	56,836	58,612	60,388	62,164	63,940	65,716	67,492	69,268
11	58,541	60,492	62,443	64,394	66,344	68,295	70,246	72,197	74,148	76,099
12	70,167	72,505	74,844	77,182	79,520	81,859	84,197	86,536	88,874	91,212
13	83,439	86,220	89,002	91,783	94,565	97,346	100,128	102,909	105,691	108,472
14	98,599	101,886	105,173	108,460	111,747	115,035	118,322	121,609	124,896	128,184
15	115,981	119,847	123,714	127,580	131,446	135,312	139,178	143,044	146,911	150,777

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

Exhibit E Salary Table 2009-DFW

GENERAL GRADE SALARY TABLE 2009-DFW  
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.95%  
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX  
(Total increase 3.95%)  
Effective January 4, 2009

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
1	21,039	21,742	22,441	23,138	23,838	24,249	24,940	25,637	25,665	26,322
2	23,655	24,218	25,000	25,665	25,951	26,714	27,477	28,240	29,003	29,766
3	25,810	26,670	27,530	28,390	29,250	30,110	30,970	31,830	32,690	33,550
4	28,975	29,941	30,906	31,872	32,838	33,803	34,769	35,734	36,700	37,665
5	32,418	33,498	34,579	35,660	36,741	37,821	38,902	39,983	41,064	42,144
6	36,135	37,339	38,544	39,748	40,952	42,156	43,361	44,565	45,769	46,974
7	40,156	41,494	42,833	44,172	45,510	46,849	48,188	49,526	50,865	52,203
8	44,471	45,954	47,437	48,919	50,402	51,884	53,367	54,850	56,332	57,815
9	49,118	50,756	52,393	54,030	55,668	57,305	58,942	60,580	62,217	63,854
10	54,091	55,894	57,697	59,500	61,303	63,106	64,909	66,711	68,514	70,317
11	59,428	61,408	63,389	65,369	67,350	69,330	71,310	73,291	75,271	77,251
12	71,230	73,604	75,978	78,351	80,725	83,099	85,473	87,847	90,220	92,594
13	84,703	87,526	90,350	93,174	95,997	98,821	101,644	104,468	107,292	110,115
14	100,092	103,429	106,766	110,103	113,440	116,777	120,114	123,451	126,788	130,125
15	117,738	121,663	125,588	129,512	133,437	137,362	141,287	145,211	149,136	153,061

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

Exhibit F Salary Table 2009-DET

GENERAL GRADE SALARY TABLE 2009-DET  
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.56%  
FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-FLINT, MI  
(Total increase 3.76%)  
Effective January 4, 2009  
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
1	21,672	22,396	23,117	23,835	24,555	24,979	25,991	26,408	26,437	27,114
2	24,367	24,947	25,752	26,437	26,732	27,518	28,304	29,090	29,876	30,661
3	26,586	27,472	28,358	29,244	30,130	31,016	31,902	32,788	33,674	34,560
4	29,847	30,842	31,836	32,831	33,826	34,820	35,815	36,810	37,804	38,799
5	33,393	34,507	35,620	36,733	37,846	38,960	40,073	41,186	42,300	43,413
6	37,222	38,463	39,704	40,944	42,185	43,425	44,666	45,906	47,147	48,387
7	41,364	42,743	44,122	45,501	46,880	48,259	49,638	51,017	52,396	53,775
8	45,810	47,337	48,864	50,391	51,919	53,446	54,973	56,500	58,027	59,555
9	50,597	52,283	53,970	55,656	57,343	59,030	60,716	62,403	64,089	65,776
10	55,719	57,576	59,434	61,291	63,148	65,005	66,862	68,719	70,576	72,433
11	61,217	63,257	65,297	67,336	69,376	71,416	73,456	75,496	77,536	79,576
12	73,374	75,819	78,264	80,709	83,155	85,600	88,045	90,490	92,936	95,381
13	87,252	90,160	93,069	95,978	98,886	101,795	104,704	107,612	110,521	113,429
14	103,105	106,542	109,980	113,417	116,854	120,292	123,729	127,167	130,604	134,042
15	121,282	125,324	129,367	133,410	137,453	141,496	145,539	149,582	153,200*	153,200*

\* 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 2009-HAR

GENERAL GRADE SALARY TABLE 2009-HAR

INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 25.08%  
FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD-WILLIMANTIC, CT-MA  
(Total increase 3.82%)  
Effective January 4, 2009

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
1	21,939	22,672	23,401	24,128	24,857	25,286	26,007	26,733	26,762	27,448
2	24,667	25,254	26,069	26,762	27,061	27,857	28,652	29,448	30,243	31,039
3	26,913	27,810	28,707	29,604	30,501	31,398	32,294	33,191	34,088	34,985
4	30,214	31,221	32,228	33,235	34,242	35,249	36,256	37,263	38,269	39,276
5	33,804	34,931	36,058	37,185	38,312	39,439	40,566	41,693	42,820	43,947
6	37,680	38,936	40,192	41,448	42,704	43,959	45,215	46,471	47,727	48,983
7	41,873	43,269	44,665	46,061	47,457	48,852	50,248	51,644	53,040	54,436
8	46,373	47,919	49,465	51,011	52,557	54,103	55,649	57,195	58,741	60,287
9	51,219	52,926	54,634	56,341	58,048	59,756	61,463	63,170	64,878	66,585
10	56,405	58,285	60,165	62,045	63,925	65,805	67,685	69,564	71,444	73,324
11	61,970	64,035	66,100	68,165	70,230	72,295	74,360	76,425	78,490	80,555
12	74,276	76,752	79,227	81,702	84,178	86,653	89,128	91,604	94,079	96,554
13	88,325	91,270	94,214	97,158	100,103	103,047	105,992	108,936	111,880	114,825
14	104,373	107,853	111,332	114,812	118,292	121,772	125,251	128,731	132,211	135,691
15	122,774	126,866	130,959	135,051	139,144	143,237	147,329	151,422	153,200*	153,200*

\* 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 2009-HOU**

**GENERAL GRADE SALARY TABLE 2009-HOU**  
  
**INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.28%**  
**FOR THE LOCALITY PAY AREA OF HOUSTON-BAYTOWN-HUNTSVILLE, TX**  
(Total increase 3.62%)  
Effective January 4, 2009

**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
1	22,500	23,252	24,000	24,745	25,493	25,933	26,672	27,417	27,447	28,150
2	25,298	25,900	26,736	27,447	27,753	28,569	29,385	30,201	31,017	31,833
3	27,602	28,522	29,442	30,361	31,281	32,201	33,121	34,040	34,960	35,880
4	30,987	32,020	33,053	34,085	35,118	36,151	37,183	38,216	39,249	40,281
5	34,669	35,825	36,981	38,136	39,292	40,448	41,604	42,760	43,915	45,071
6	38,644	39,932	41,220	42,508	43,796	45,084	46,372	47,660	48,948	50,236
7	42,944	44,376	45,808	47,239	48,671	50,102	51,534	52,966	54,397	55,829
8	47,560	49,145	50,731	52,316	53,902	55,488	57,073	58,659	60,244	61,830
9	52,529	54,280	56,031	57,782	59,533	61,284	63,036	64,787	66,538	68,289
10	57,848	59,776	61,704	63,632	65,560	67,488	69,416	71,344	73,272	75,200
11	63,555	65,673	67,791	69,909	72,027	74,145	76,262	78,380	80,498	82,616
12	76,177	78,715	81,254	83,792	86,331	88,870	91,408	93,947	96,486	99,024
13	90,585	93,605	96,624	99,644	102,664	105,683	108,703	111,723	114,743	117,762
14	107,043	110,612	114,181	117,749	121,318	124,887	128,456	132,024	135,593	139,162
15	125,915	130,112	134,309	138,506	142,704	146,901	151,098	155,295	159,492	163,689

\* 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 2009-HNT**

GENERAL GRADE SALARY TABLE 2009-HNT											
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.46% FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR, AL (Total increase 4.01%) Effective January 4, 2009											
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	
1	20,252	20,928	21,601	22,272	22,945	23,341	24,006	24,677	24,704	25,337	
2	22,770	23,311	24,064	24,704	24,980	25,714	26,448	27,183	27,917	28,651	
3	24,844	25,671	26,499	27,327	28,155	28,983	29,811	30,638	31,466	32,294	
4	27,891	28,820	29,749	30,679	31,608	32,538	33,467	34,397	35,326	36,256	
5	31,204	32,245	33,285	34,325	35,365	36,406	37,446	38,486	39,527	40,567	
6	34,782	35,942	37,101	38,260	39,419	40,578	41,738	42,897	44,056	45,215	
7	38,653	39,941	41,230	42,518	43,807	45,095	46,384	47,672	48,961	50,249	
8	42,807	44,234	45,661	47,088	48,515	49,942	51,369	52,796	54,223	55,651	
9	47,280	48,856	50,432	52,008	53,584	55,160	56,736	58,312	59,888	61,464	
10	52,067	53,802	55,537	57,273	59,008	60,744	62,479	64,214	65,950	67,685	
11	57,204	59,110	61,016	62,922	64,828	66,735	68,641	70,547	72,453	74,360	
12	68,564	70,849	73,134	75,418	77,703	79,988	82,273	84,558	86,843	89,128	
13	81,532	84,250	86,968	89,686	92,404	95,122	97,840	100,558	103,276	105,993	
14	96,346	99,558	102,770	105,982	109,194	112,406	115,618	118,830	122,042	125,254	
15	113,331	117,109	120,887	124,664	128,442	132,220	135,998	139,776	143,554	147,332	

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



**Exhibit J      Salary Table 2009-MFL**

**GENERAL GRADE SALARY TABLE 2009-MFL**

**INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.21%  
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-POMPANO BEACH, FL  
(Total increase 3.85%)  
Effective January 4, 2009**

**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
1	21,085	21,789	22,490	23,189	23,889	24,302	24,994	25,692	25,720	26,379
2	23,707	24,270	25,054	25,720	26,007	26,772	27,537	28,301	29,066	29,830
3	25,866	26,727	27,589	28,451	29,313	30,175	31,037	31,899	32,761	33,623
4	29,038	30,006	30,973	31,941	32,909	33,876	34,844	35,812	36,779	37,747
5	32,488	33,571	34,654	35,737	36,820	37,903	38,987	40,070	41,153	42,236
6	36,213	37,420	38,627	39,834	41,041	42,248	43,455	44,662	45,869	47,075
7	40,243	41,584	42,926	44,267	45,609	46,950	48,292	49,634	50,975	52,317
8	44,568	46,054	47,539	49,025	50,511	51,997	53,483	54,968	56,454	57,940
9	49,225	50,866	52,507	54,147	55,788	57,429	59,070	60,711	62,352	63,993
10	54,209	56,015	57,822	59,629	61,436	63,242	65,049	66,856	68,663	70,470
11	59,557	61,542	63,526	65,511	67,496	69,480	71,465	73,450	75,434	77,419
12	71,384	73,763	76,142	78,521	80,900	83,279	85,658	88,037	90,416	92,795
13	84,886	87,716	90,546	93,376	96,205	99,035	101,865	104,694	107,524	110,354
14	100,309	103,653	106,998	110,342	113,686	117,030	120,375	123,719	127,063	130,407
15	117,993	121,927	125,860	129,793	133,726	137,660	141,593	145,526	149,459	153,200*

\* 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 K      Salary Table 2009-MSP**

**GENERAL GRADE SALARY TABLE 2009-MSP**

**INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.36%  
FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL-ST. CLOUD, MN-WI  
(Total increase 3.70%)  
Effective January 4, 2009**

**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
1	21,111	21,816	22,518	23,217	23,919	24,332	25,025	25,725	25,752	26,412
2	23,736	24,301	25,085	25,752	26,040	26,805	27,571	28,336	29,102	29,867
3	25,898	26,761	27,624	28,487	29,350	30,213	31,076	31,939	32,802	33,665
4	29,074	30,043	31,012	31,981	32,950	33,919	34,888	35,856	36,825	37,794
5	32,528	33,613	34,697	35,782	36,866	37,951	39,035	40,120	41,204	42,288
6	36,258	37,467	38,675	39,884	41,092	42,301	43,509	44,717	45,926	47,134
7	40,293	41,636	42,979	44,323	45,666	47,009	48,352	49,695	51,039	52,382
8	44,623	46,111	47,599	49,086	50,574	52,062	53,549	55,037	56,525	58,012
9	49,286	50,929	52,572	54,215	55,858	57,501	59,144	60,787	62,430	64,072
10	54,276	56,085	57,894	59,703	61,512	63,321	65,130	66,939	68,748	70,557
11	59,631	61,618	63,605	65,593	67,580	69,567	71,554	73,541	75,528	77,515
12	71,473	73,855	76,237	78,619	81,001	83,383	85,765	88,147	90,529	92,911
13	84,992	87,825	90,659	93,492	96,325	99,159	101,992	104,825	107,658	110,492
14	100,434	103,783	107,131	110,480	113,828	117,176	120,525	123,873	127,222	130,570
15	118,141	122,079	126,017	129,955	133,893	137,831	141,770	145,708	149,646	153,200*

\* 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 L Salary Table 2009-NY**

**GENERAL GRADE SALARY TABLE 2009-NY**

**INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.96%  
FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK-BRIDGEPORT, NY-NJ-CT-PA**  
(Total increase 4.20%)  
Effective January 4, 2009

**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
1	22,444	23,194	23,940	24,683	25,429	25,868	26,605	27,349	27,378	28,080
2	25,235	25,835	26,669	27,378	27,684	28,498	29,312	30,126	30,939	31,753
3	27,533	28,451	29,368	30,286	31,203	32,121	33,038	33,955	34,873	35,790
4	30,910	31,940	32,970	34,000	35,030	36,060	37,090	38,121	39,151	40,181
5	34,582	35,735	36,888	38,041	39,194	40,347	41,500	42,653	43,806	44,959
6	38,548	39,833	41,117	42,402	43,687	44,972	46,256	47,541	48,826	50,110
7	42,837	44,265	45,693	47,121	48,549	49,977	51,405	52,833	54,261	55,689
8	47,441	49,023	50,604	52,186	53,768	55,349	56,931	58,512	60,094	61,675
9	52,398	54,145	55,892	57,638	59,385	61,132	62,878	64,625	66,372	68,118
10	57,704	59,627	61,550	63,473	65,397	67,320	69,243	71,166	73,089	75,013
11	63,397	65,509	67,622	69,734	71,847	73,960	76,072	78,185	80,297	82,410
12	75,986	78,519	81,051	83,583	86,116	88,648	91,180	93,713	96,245	98,777
13	90,359	93,371	96,383	99,395	102,408	105,420	108,432	111,444	114,456	117,469
14	106,776	110,336	113,896	117,456	121,016	124,575	128,135	131,695	135,255	138,815
15	125,600	129,787	133,974	138,161	142,348	146,535	150,722	153,200*	153,200*	153,200*

\* 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 2009-PHL**

**GENERAL GRADE SALARY TABLE 2009-PHL**

INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.25%  
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD  
(Total increase 3.85%)  
Effective January 4, 2009

**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
1	21,267	21,978	22,685	23,389	24,096	24,512	25,210	25,915	25,943	26,607
2	23,912	24,480	25,271	25,943	26,232	27,004	27,775	28,546	29,317	30,088
3	26,089	26,959	27,828	28,697	29,567	30,436	31,306	32,175	33,044	33,914
4	29,289	30,265	31,241	32,217	33,193	34,169	35,146	36,122	37,098	38,074
5	32,769	33,861	34,954	36,046	37,139	38,231	39,324	40,416	41,509	42,601
6	36,527	37,744	38,961	40,179	41,396	42,613	43,831	45,048	46,265	47,483
7	40,591	41,944	43,297	44,650	46,003	47,357	48,710	50,063	51,416	52,769
8	44,953	46,452	47,951	49,449	50,948	52,447	53,945	55,444	56,943	58,441
9	49,651	51,306	52,961	54,616	56,271	57,926	59,581	61,236	62,891	64,546
10	54,678	56,500	58,322	60,145	61,967	63,790	65,612	67,434	69,257	71,079
11	60,072	62,074	64,076	66,078	68,079	70,081	72,083	74,085	76,087	78,089
12	72,002	74,401	76,801	79,201	81,600	84,000	86,399	88,799	91,198	93,598
13	85,621	88,475	91,329	94,183	97,038	99,892	102,746	105,600	108,454	111,309
14	101,177	104,550	107,923	111,297	114,670	118,043	121,416	124,789	128,162	131,536
15	119,014	122,981	126,949	130,916	134,883	138,851	142,818	146,785	150,753	153,200*

\* 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 N Salary Table 2009-PX**

**GENERAL GRADE SALARY TABLE 2009-PX**

INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.08%  
FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ  
(Total increase 4.10%)  
Effective January 4, 2009

**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
1	20,360	21,041	21,717	22,392	23,069	23,467	24,135	24,810	24,836	25,473
2	22,892	23,437	24,193	24,836	25,114	25,852	26,590	27,329	28,067	28,805
3	24,977	25,809	26,642	27,474	28,306	29,138	29,971	30,803	31,635	32,468
4	28,040	28,975	29,909	30,844	31,778	32,713	33,647	34,581	35,516	36,450
5	31,372	32,418	33,464	34,509	35,555	36,601	37,647	38,693	39,739	40,785
6	34,969	36,135	37,300	38,465	39,631	40,796	41,962	43,127	44,293	45,458
7	38,860	40,156	41,451	42,746	44,042	45,337	46,633	47,928	49,224	50,519
8	43,037	44,471	45,906	47,341	48,776	50,210	51,645	53,080	54,515	55,949
9	47,534	49,118	50,703	52,287	53,872	55,456	57,041	58,625	60,210	61,794
10	52,346	54,091	55,836	57,580	59,325	61,070	62,814	64,559	66,304	68,048
11	57,511	59,427	61,344	63,260	65,177	67,093	69,010	70,926	72,843	74,759
12	68,932	71,229	73,526	75,823	78,121	80,418	82,715	85,012	87,310	89,607
13	81,970	84,702	87,435	90,167	92,900	95,633	98,365	101,098	103,830	106,563
14	96,863	100,092	103,322	106,551	109,780	113,010	116,239	119,468	122,698	125,927
15	113,939	117,738	121,536	125,334	129,132	132,930	136,728	140,526	144,325	148,123

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

**Exhibit O      Salary Table 2009-PIT**

**GENERAL GRADE SALARY TABLE 2009-PIT**  
  
**INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.86%**  
**FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE, PA**  
**(Total increase 3.73%)**  
**Effective January 4, 2009**  
  
**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
1	20,322	21,001	21,676	22,349	23,025	23,422	24,090	24,763	24,789	25,424
2	22,849	23,392	24,148	24,789	25,066	25,803	26,540	27,277	28,014	28,751
3	24,930	25,760	26,591	27,422	28,252	29,083	29,914	30,745	31,575	32,406
4	27,987	28,920	29,852	30,785	31,718	32,651	33,583	34,516	35,449	36,381
5	31,312	32,356	33,400	34,444	35,488	36,532	37,576	38,620	39,664	40,707
6	34,903	36,066	37,229	38,393	39,556	40,719	41,882	43,045	44,209	45,372
7	38,786	40,079	41,372	42,665	43,958	45,251	46,544	47,837	49,130	50,423
8	42,955	44,387	45,819	47,251	48,683	50,115	51,547	52,979	54,411	55,843
9	47,444	49,025	50,606	52,188	53,769	55,351	56,932	58,514	60,095	61,677
10	52,247	53,988	55,730	57,471	59,213	60,954	62,695	64,437	66,178	67,919
11	57,402	59,315	61,227	63,140	65,053	66,966	68,879	70,792	72,704	74,617
12	68,801	71,094	73,387	75,680	77,973	80,265	82,558	84,851	87,144	89,437
13	81,815	84,542	87,269	89,997	92,724	95,451	98,179	100,906	103,633	106,361
14	96,679	99,903	103,126	106,349	109,572	112,796	116,019	119,242	122,465	125,688
15	113,724	117,514	121,305	125,096	128,887	132,678	136,469	140,260	144,051	147,842

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

**Exhibit P      Salary Table 2009-RA**

**GENERAL GRADE SALARY TABLE 2009-RA**

**INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.38%  
FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CARY, NC  
(Total increase 3.39%)  
Effective January 4, 2009**

**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
1	20,588	21,276	21,961	22,643	23,327	23,730	24,406	25,088	25,115	25,758
2	23,149	23,699	24,464	25,115	25,395	26,142	26,888	27,635	28,381	29,128
3	25,257	26,098	26,940	27,781	28,623	29,465	30,306	31,148	31,990	32,831
4	28,354	29,299	30,244	31,189	32,134	33,079	34,024	34,969	35,914	36,858
5	31,723	32,781	33,838	34,896	35,953	37,011	38,069	39,126	40,184	41,241
6	35,361	36,539	37,718	38,896	40,075	41,253	42,432	43,610	44,789	45,967
7	39,295	40,605	41,915	43,225	44,535	45,845	47,155	48,465	49,775	51,085
8	43,519	44,969	46,420	47,871	49,322	50,773	52,224	53,674	55,125	56,576
9	48,066	49,668	51,270	52,873	54,475	56,077	57,679	59,282	60,884	62,486
10	52,933	54,697	56,461	58,225	59,989	61,754	63,518	65,282	67,046	68,811
11	58,155	60,093	62,031	63,969	65,907	67,844	69,782	71,720	73,658	75,596
12	69,704	72,027	74,350	76,673	78,996	81,319	83,641	85,964	88,287	90,610
13	82,888	85,651	88,414	91,177	93,940	96,704	99,467	102,230	104,993	107,756
14	97,948	101,213	104,479	107,744	111,010	114,275	117,541	120,806	124,072	127,337
15	115,216	119,056	122,897	126,738	130,578	134,419	138,260	142,100	145,941	149,782

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

**Exhibit Q Salary Table 2009-RCH**

**GENERAL GRADE SALARY TABLE 2009-RCH**  
**INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.10%**  
**FOR THE LOCALITY PAY AREA OF RICHMOND, VA**  
(Total increase 3.52%)  
Effective January 4, 2009  
**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
1	20,364	21,044	21,721	22,396	23,073	23,751	24,427	25,104	25,781	26,458
2	22,896	23,576	24,256	24,936	25,616	26,296	26,976	27,656	28,336	29,016
3	24,981	25,661	26,341	27,021	27,701	28,381	29,061	29,741	30,421	31,101
4	28,045	28,725	29,405	30,085	30,765	31,445	32,125	32,805	33,485	34,165
5	31,377	32,057	32,737	33,417	34,097	34,777	35,457	36,137	36,817	37,497
6	34,975	35,655	36,335	37,015	37,695	38,375	39,055	39,735	40,415	41,095
7	38,867	39,547	40,227	40,907	41,587	42,267	42,947	43,627	44,307	44,987
8	43,044	43,724	44,404	45,084	45,764	46,444	47,124	47,804	48,484	49,164
9	47,542	48,222	48,902	49,582	50,262	50,942	51,622	52,302	52,982	53,662
10	52,355	53,035	53,715	54,395	55,075	55,755	56,435	57,115	57,795	58,475
11	57,521	58,201	58,881	59,561	60,241	60,921	61,601	62,281	62,961	63,641
12	68,944	69,624	70,304	70,984	71,664	72,344	73,024	73,704	74,384	75,064
13	81,984	82,664	83,344	84,024	84,704	85,384	86,064	86,744	87,424	88,104
14	96,880	97,560	98,240	98,920	99,600	100,280	100,960	101,640	102,320	103,000
15	113,959	114,639	115,319	115,999	116,679	117,359	118,039	118,719	119,399	120,079

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



**Exhibit R      Salary Table 2009-SAC**

**GENERAL GRADE SALARY TABLE 2009-SAC**

INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.53%  
FOR THE LOCALITY PAY AREA OF SACRAMENTO--ARDEN-ARCADE--YUBA CITY, CA-NV  
(Total increase 4.00%)  
Effective January 4, 2009

**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
1	21,316	22,029	22,737	23,443	24,152	24,569	25,269	25,975	26,003	26,669
2	23,967	24,537	25,329	26,003	26,293	27,066	27,839	28,612	29,385	30,158
3	26,150	27,021	27,892	28,764	29,635	30,506	31,378	32,249	33,121	33,992
4	29,357	30,335	31,313	32,292	33,270	34,248	35,227	36,205	37,183	38,162
5	32,845	33,940	35,035	36,130	37,225	38,320	39,415	40,510	41,605	42,700
6	36,611	37,831	39,051	40,271	41,492	42,712	43,932	45,152	46,372	47,592
7	40,685	42,041	43,397	44,753	46,110	47,466	48,822	50,179	51,535	52,891
8	45,057	46,559	48,061	49,564	51,066	52,568	54,070	55,572	57,074	58,576
9	49,765	51,424	53,083	54,742	56,401	58,060	59,719	61,378	63,036	64,695
10	54,804	56,631	58,457	60,284	62,110	63,937	65,764	67,590	69,417	71,243
11	60,211	62,217	64,224	66,230	68,237	70,243	72,250	74,256	76,263	78,269
12	72,168	74,573	76,978	79,383	81,788	84,194	86,599	89,004	91,409	93,814
13	85,818	88,679	91,540	94,401	97,262	100,122	102,983	105,844	108,705	111,566
14	101,411	104,792	108,173	111,554	114,935	118,316	121,696	125,077	128,458	131,839
15	119,289	123,265	127,242	131,218	135,195	139,171	143,148	147,124	151,101	153,200*

\* 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 2009-SD**

**GENERAL GRADE SALARY TABLE 2009-SD**

INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.44%  
FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD-SAN MARCOS, CA  
(Total increase 4.11%)  
Effective January 4, 2009

**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
1	21,651	22,375	23,094	23,812	24,531	24,955	25,666	26,383	26,411	27,088
2	24,344	24,923	25,727	26,411	26,706	27,491	28,276	29,061	29,847	30,632
3	26,561	27,446	28,331	29,216	30,101	30,986	31,871	32,756	33,641	34,526
4	29,818	30,812	31,806	32,799	33,793	34,787	35,780	36,774	37,768	38,761
5	33,361	34,473	35,585	36,697	37,810	38,922	40,034	41,146	42,258	43,371
6	37,186	38,426	39,665	40,904	42,144	43,383	44,622	45,862	47,101	48,340
7	41,324	42,702	44,079	45,457	46,834	48,212	49,590	50,967	52,345	53,722
8	45,765	47,291	48,817	50,343	51,868	53,394	54,920	56,445	57,971	59,497
9	50,547	52,232	53,917	55,602	57,287	58,972	60,657	62,342	64,027	65,712
10	55,665	57,521	59,376	61,231	63,086	64,942	66,797	68,652	70,508	72,363
11	61,157	63,195	65,233	67,271	69,309	71,347	73,385	75,423	77,461	79,499
12	73,302	75,745	78,188	80,631	83,074	85,517	87,960	90,403	92,845	95,288
13	87,167	90,073	92,979	95,884	98,790	101,696	104,602	107,508	110,413	113,319
14	103,005	106,439	109,873	113,307	116,741	120,175	123,609	127,043	130,477	133,911
15	121,164	125,203	129,242	133,281	137,320	141,359	145,398	149,436	153,200*	153,200*

\* 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 2009-DCB**

**GENERAL GRADE SALARY TABLE 2009-DCB**

INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.10%  
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA-WV-PA  
(Total increase 4.78%)  
Effective January 4, 2009

**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
1	21,592	22,313	23,031	23,746	24,464	24,886	25,595	26,310	26,338	27,013
2	24,277	24,854	25,657	26,338	26,633	27,416	28,199	28,981	29,764	30,547
3	26,487	27,370	28,253	29,135	30,018	30,901	31,783	32,666	33,548	34,431
4	29,736	30,727	31,718	32,709	33,700	34,691	35,682	36,673	37,664	38,655
5	33,269	34,378	35,487	36,596	37,706	38,815	39,924	41,033	42,142	43,251
6	37,084	38,320	39,556	40,792	42,028	43,263	44,499	45,735	46,971	48,207
7	41,210	42,584	43,958	45,332	46,705	48,079	49,453	50,827	52,201	53,574
8	45,639	47,161	48,682	50,204	51,725	53,247	54,768	56,290	57,811	59,333
9	50,408	52,089	53,769	55,449	57,129	58,810	60,490	62,170	63,851	65,531
10	55,512	57,362	59,212	61,063	62,913	64,763	66,613	68,463	70,313	72,164
11	60,989	63,021	65,053	67,086	69,118	71,151	73,183	75,215	77,248	79,280
12	73,100	75,537	77,973	80,409	82,845	85,281	87,717	90,154	92,590	95,026
13	86,927	89,825	92,723	95,620	98,518	101,416	104,314	107,211	110,109	113,007
14	102,721	106,145	109,570	112,995	116,419	119,844	123,269	126,693	130,118	133,543
15	120,830	124,858	128,886	132,914	136,941	140,969	144,997	149,025	153,053	153,200*

\* 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 2009-RUS**

**GENERAL GRADE SALARY TABLE 2009-RUS**  
**INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.86%**  
**FOR THE LOCALITY PAY AREA OF REST OF U.S.**  
**(Total increase 3.52%)**  
**Effective January 4, 2009**  
**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
1	19,971	20,638	21,302	21,964	22,627	23,018	23,674	24,335	24,361	24,985
2	22,454	22,988	23,731	24,361	24,634	25,358	26,082	26,806	27,530	28,254
3	24,499	25,316	26,132	26,948	27,765	28,581	29,398	30,214	31,030	31,847
4	27,504	28,421	29,337	30,254	31,170	32,087	33,003	33,920	34,837	35,753
5	30,772	31,798	32,824	33,849	34,875	35,901	36,927	37,953	38,979	40,005
6	34,300	35,443	36,587	37,730	38,873	40,016	41,159	42,302	43,446	44,589
7	38,117	39,388	40,658	41,929	43,200	44,470	45,741	47,012	48,282	49,553
8	42,214	43,621	45,028	46,436	47,843	49,250	50,657	52,065	53,472	54,879
9	46,625	48,179	49,733	51,287	52,841	54,395	55,950	57,504	59,058	60,612
10	51,345	53,056	54,768	56,479	58,190	59,902	61,613	63,324	65,036	66,747
11	56,411	58,291	60,170	62,050	63,930	65,810	67,690	69,570	71,449	73,329
12	67,613	69,867	72,120	74,373	76,627	78,880	81,133	83,387	85,640	87,893
13	80,402	83,083	85,763	88,443	91,123	93,804	96,484	99,164	101,844	104,525
14	95,010	98,178	101,346	104,513	107,681	110,848	114,016	117,184	120,351	123,519
15	111,760	115,486	119,211	122,937	126,662	130,388	134,113	137,839	141,564	145,290

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

**Exhibit AA Salary Table 2009-ATL (LEO)**

**SALARY TABLE 2009-ATL (LEO)**

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS  
INCLUDING SPECIAL BASE RATES AT GG-3 THROUGH GG-10 AND  
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.55%  
FOR THE LOCALITY PAY AREA OF ATLANTA-SANDY SPRINGS-GAINESVILLE, GA-AL  
(Total Increase 4.00%)**

**Effective January 4, 2009**

**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
1	20,794	21,488	22,180	22,868	23,559	23,966	24,649	25,338	25,365	26,015
2	23,379	23,935	24,708	25,365	25,648	26,402	27,156	27,910	28,664	29,418
3	30,608	31,458	32,308	33,158	34,008	34,858	35,708	36,558	37,408	38,258
4	34,363	35,317	36,272	37,226	38,180	39,135	40,089	41,043	41,998	42,952
5	39,516	40,584	41,653	42,721	43,789	44,857	45,925	46,993	48,061	49,129
6	41,664	42,855	44,045	45,235	46,425	47,616	48,806	49,996	51,186	52,377
7	44,979	46,302	47,625	48,948	50,271	51,594	52,917	54,240	55,563	56,886
8	46,883	48,348	49,814	51,279	52,744	54,209	55,675	57,140	58,605	60,070
9	50,163	51,781	53,400	55,018	56,636	58,254	59,872	61,491	63,109	64,727
10	55,242	57,024	58,806	60,587	62,369	64,151	65,933	67,715	69,496	71,278
11	58,734	60,692	62,649	64,606	66,563	68,521	70,478	72,435	74,392	76,350
12	70,399	72,745	75,091	77,437	79,783	82,129	84,475	86,821	89,167	91,513
13	83,714	86,505	89,295	92,086	94,877	97,667	100,458	103,249	106,039	108,830
14	98,924	102,222	105,520	108,818	112,116	115,414	118,712	122,010	125,309	128,607
15	116,364	120,243	124,122	128,001	131,880	135,759	139,638	143,517	147,396	151,275

**Exhibit BB Salary Table 2009-CHI (LEO)**

**SALARY TABLE 2009-CHI (LEO)**

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS  
INCLUDING SPECIAL BASE RATES AT GG-3 THROUGH GG-10 AND  
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.47%  
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE-MICHIGAN CITY, IL-IN-WI  
(Total Increase 3.99%)**

**Effective January 4, 2009**

**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
1	21,832	22,561	23,287	24,010	24,736	25,163	25,880	26,603	26,632	27,314
2	24,547	25,130	25,942	26,632	26,929	27,721	28,512	29,304	30,096	30,887
3	32,137	33,029	33,922	34,814	35,707	36,599	37,492	38,384	39,277	40,169
4	36,079	37,081	38,083	39,085	40,087	41,089	42,091	43,093	44,095	45,097
5	41,490	42,611	43,733	44,854	45,975	47,097	48,218	49,340	50,461	51,583
6	43,745	44,995	46,244	47,494	48,744	49,993	51,243	52,493	53,742	54,992
7	47,225	48,614	50,003	51,392	52,782	54,171	55,560	56,949	58,338	59,727
8	49,224	50,763	52,301	53,839	55,378	56,916	58,455	59,993	61,532	63,070
9	52,668	54,367	56,066	57,765	59,464	61,163	62,862	64,561	66,260	67,959
10	58,001	59,871	61,742	63,613	65,484	67,354	69,225	71,096	72,967	74,838
11	61,667	63,722	65,777	67,832	69,887	71,942	73,997	76,052	78,107	80,162
12	73,914	76,377	78,841	81,304	83,767	86,230	88,694	91,157	93,620	96,083
13	87,894	90,825	93,755	96,685	99,615	102,545	105,475	108,405	111,335	114,265
14	103,864	107,327	110,790	114,252	117,715	121,178	124,641	128,103	131,566	135,029
15	122,175	126,247	130,320	134,393	138,465	142,538	146,611	150,683	153,200*	153,200*

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

**Exhibit CC Salary Table 2009-DFW (LEO)**

**SALARY TABLE 2009-DFW (LEO)**

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS  
INCLUDING SPECIAL BASE RATES AT GG-3 THROUGH GG-10 AND  
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.95%  
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX  
(Total Increase 3.95%)**

**Effective January 4, 2009**

**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
1	21,039	21,742	22,441	23,138	23,838	24,249	24,940	25,637	25,665	26,322
2	23,655	24,218	25,000	25,665	25,951	26,714	27,477	28,240	29,003	29,766
3	30,970	31,830	32,690	33,550	34,410	35,270	36,130	36,990	37,850	38,710
4	34,769	35,734	36,700	37,665	38,631	39,597	40,562	41,528	42,493	43,459
5	39,983	41,064	42,144	43,225	44,306	45,387	46,467	47,548	48,629	49,710
6	42,156	43,361	44,565	45,769	46,974	48,178	49,382	50,587	51,791	52,995
7	45,510	46,849	48,188	49,526	50,865	52,203	53,542	54,881	56,219	57,558
8	47,437	48,919	50,402	51,884	53,367	54,850	56,332	57,815	59,297	60,780
9	50,756	52,393	54,030	55,668	57,305	58,942	60,580	62,217	63,854	65,492
10	55,894	57,697	59,500	61,303	63,106	64,909	66,711	68,514	70,317	72,120
11	59,428	61,408	63,389	65,369	67,350	69,330	71,310	73,291	75,271	77,251
12	71,230	73,604	75,978	78,351	80,725	83,099	85,473	87,847	90,220	92,594
13	84,703	87,526	90,350	93,174	95,997	98,821	101,644	104,468	107,292	110,115
14	100,092	103,429	106,766	110,103	113,440	116,777	120,114	123,451	126,788	130,125
15	117,738	121,663	125,588	129,512	133,437	137,362	141,287	145,211	149,136	153,061

**Exhibit DD Salary Table 2009-PHL (LEO)**

**SALARY TABLE 2009-PHL (LEO)**

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS  
INCLUDING SPECIAL BASE RATES AT GG-3 THROUGH GG-10 AND  
INCORPORATING A 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.25%  
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD  
(Total Increase 3.85%)**

**Effective January 4, 2009**

**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
1	21,267	21,978	22,685	23,389	24,096	24,512	25,210	25,915	25,943	26,607
2	23,912	24,480	25,271	25,943	26,232	27,004	27,775	28,546	29,317	30,088
3	31,306	32,175	33,044	33,914	34,783	35,652	36,522	37,391	38,260	39,130
4	35,146	36,122	37,098	38,074	39,050	40,026	41,002	41,978	42,954	43,930
5	40,416	41,509	42,601	43,694	44,786	45,879	46,971	48,064	49,156	50,248
6	42,613	43,831	45,048	46,265	47,483	48,700	49,917	51,135	52,352	53,569
7	46,003	47,357	48,710	50,063	51,416	52,769	54,122	55,476	56,829	58,182
8	47,951	49,449	50,948	52,447	53,945	55,444	56,943	58,441	59,940	61,439
9	51,306	52,961	54,616	56,271	57,926	59,581	61,236	62,891	64,546	66,201
10	56,500	58,322	60,145	61,967	63,790	65,612	67,434	69,257	71,079	72,902
11	60,072	62,074	64,076	66,078	68,079	70,081	72,083	74,085	76,087	78,089
12	72,002	74,401	76,801	79,201	81,600	84,000	86,399	88,799	91,198	93,598
13	85,621	88,475	91,329	94,183	97,038	99,892	102,746	105,600	108,454	111,309
14	101,177	104,550	107,923	111,297	114,670	118,043	121,416	124,789	128,162	131,536
15	119,014	122,981	126,949	130,916	134,883	138,851	142,818	146,785	150,753	153,200*

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



Exhibit EE Salary Table 2009-DCB (LEO)

SALARY TABLE 2009-DCB (LEO)  
RATES OF PAY FOR LAW ENFORCEMENT OFFICERS  
INCLUDING SPECIAL BASE RATES AT GG-3 THROUGH GG-10 AND  
INCORPORATING A 2.90% GENERAL INCREASE AND A LOCALITY PAYMENT OF 23.10%  
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA-WV-PA  
(Total Increase 4.78%)

Effective January 4, 2009

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
1	21,592	22,313	23,031	23,746	24,464	24,886	25,595	26,310	26,338	27,013
2	24,277	24,854	25,657	26,338	26,633	27,416	28,199	28,981	29,764	30,547
3	31,783	32,666	33,548	34,431	35,314	36,196	37,079	37,962	38,844	39,727
4	35,682	36,673	37,664	38,655	39,646	40,637	41,627	42,618	43,609	44,600
5	41,033	42,142	43,251	44,360	45,469	46,579	47,688	48,797	49,906	51,015
6	43,263	44,499	45,735	46,971	48,207	49,443	50,679	51,915	53,151	54,387
7	46,705	48,079	49,453	50,827	52,201	53,574	54,948	56,322	57,696	59,070
8	48,682	50,204	51,725	53,247	54,768	56,290	57,811	59,333	60,854	62,376
9	52,089	53,769	55,449	57,129	58,810	60,490	62,170	63,851	65,531	67,211
10	57,362	59,212	61,063	62,913	64,763	66,613	68,463	70,313	72,164	74,014
11	60,989	63,021	65,053	67,086	69,118	71,151	73,183	75,215	77,248	79,280
12	73,100	75,537	77,973	80,409	82,845	85,281	87,717	90,154	92,590	95,026
13	86,927	89,825	92,723	95,620	98,518	101,416	104,314	107,211	110,109	113,007
14	102,721	106,145	109,570	112,995	116,419	119,844	123,269	126,693	130,118	133,543
15	120,830	124,858	128,886	132,914	136,941	140,969	144,997	149,025	153,053	153,200*

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