

### 2008 Basic Pay - 3% and 3.5%

Nonbold: 3% EFFECTIVE 1 JANUARY 2008

**Bold/Italic:** 3.5%

Paygrade	Years of Service																																																									
	<2	2	3	4	6	8	10	12	14	16	18	20	22	24	26	28	30	32	34	36	38																																					
<b>O-10</b>																					14,068.80	14,137.80	14,431.50	14,943.90	14,943.90	15,690.90	15,690.90	16,475.70	16,475.70	17,299.50																												
																					<b>14,137.20</b>	<b>14,206.20</b>	<b>14,501.70</b>	<b>15,016.50</b>	<b>15,016.50</b>	<b>15,767.10</b>	<b>15,767.10</b>	<b>16,555.50</b>	<b>16,555.50</b>	<b>17,383.50</b>																												
<b>O-9</b>																					12,305.10	12,482.10	12,738.30	13,185.30	13,185.30	13,844.70	13,844.70	14,536.80	14,536.80	15,263.70																												
																					<b>12,364.80</b>	<b>12,542.70</b>	<b>12,800.10</b>	<b>13,249.20</b>	<b>13,249.50</b>	<b>13,911.90</b>	<b>13,911.90</b>	<b>14,607.60</b>	<b>14,607.60</b>	<b>15,337.80</b>																												
<b>O-8</b>	8,706.60	8,991.60	9,180.90	9,233.70	9,469.80	9,864.60	9,956.40	10,331.10	10,438.20	10,761.30	11,227.80	11,658.60	11,946.30	11,946.30	11,946.30	11,946.30	12,245.10	12,245.10	12,551.40	12,551.40	12,551.40																																					
	<b>8,748.90</b>	<b>9,035.10</b>	<b>9,225.60</b>	<b>9,278.70</b>	<b>9,516.00</b>	<b>9,912.30</b>	<b>10,004.70</b>	<b>10,381.20</b>	<b>10,488.90</b>	<b>10,813.50</b>	<b>11,282.40</b>	<b>11,715.30</b>	<b>12,004.20</b>	<b>12,004.20</b>	<b>12,004.20</b>	<b>12,004.20</b>	<b>12,304.50</b>	<b>12,304.50</b>	<b>12,612.30</b>	<b>12,612.30</b>	<b>12,612.30</b>																																					
<b>O-7</b>	7,234.50	7,570.50	7,726.20	7,849.80	8,073.60	8,294.40	8,550.30	8,805.30	9,061.20	9,864.60	10,543.20	10,543.20	10,543.20	10,543.20	10,596.60	10,596.60	10,808.40	10,808.40	10,808.40	10,808.40	10,808.40																																					
	<b>7,269.60</b>	<b>7,607.40</b>	<b>7,763.70</b>	<b>7,887.90</b>	<b>8,112.60</b>	<b>8,334.90</b>	<b>8,591.70</b>	<b>8,847.90</b>	<b>9,105.00</b>	<b>9,912.30</b>	<b>10,594.20</b>	<b>10,594.20</b>	<b>10,594.20</b>	<b>10,594.20</b>	<b>10,647.90</b>	<b>10,647.90</b>	<b>10,860.90</b>	<b>10,860.90</b>	<b>10,860.90</b>	<b>10,860.90</b>	<b>10,860.90</b>																																					
<b>O-6</b>	5,362.50	5,890.80	6,277.20	6,277.20	6,301.20	6,571.50	6,606.90	6,606.90	6,982.50	7,646.40	8,036.10	8,425.50	8,647.20	8,871.30	9,306.90	9,306.90	9,492.90	9,492.90	9,492.90	9,492.90	9,492.90																																					
	<b>5,388.30</b>	<b>5,919.30</b>	<b>6,307.80</b>	<b>6,307.80</b>	<b>6,331.80</b>	<b>6,603.30</b>	<b>6,639.00</b>	<b>6,639.00</b>	<b>7,016.40</b>	<b>7,683.60</b>	<b>8,075.10</b>	<b>8,466.30</b>	<b>8,688.90</b>	<b>8,914.50</b>	<b>9,351.90</b>	<b>9,351.90</b>	<b>9,538.80</b>	<b>9,538.80</b>	<b>9,538.80</b>	<b>9,538.80</b>	<b>9,538.80</b>																																					
<b>O-5</b>	4,470.00	5,035.50	5,384.40	5,449.80	5,667.00	5,797.50	6,083.70	6,293.40	6,564.30	6,979.80	7,177.20	7,372.80	7,594.20	7,594.20	7,594.20	7,594.20	7,594.20	7,594.20	7,594.20	7,594.20	7,594.20																																					
	<b>4,491.60</b>	<b>5,059.80</b>	<b>5,410.50</b>	<b>5,476.20</b>	<b>5,694.60</b>	<b>5,825.70</b>	<b>6,113.10</b>	<b>6,324.00</b>	<b>6,596.40</b>	<b>7,013.70</b>	<b>7,212.00</b>	<b>7,408.50</b>	<b>7,631.10</b>	<b>7,631.10</b>	<b>7,631.10</b>	<b>7,631.10</b>	<b>7,631.10</b>	<b>7,631.10</b>	<b>7,631.10</b>	<b>7,631.10</b>	<b>7,631.10</b>																																					
<b>O-4</b>	3,856.80	4,464.60	4,762.50	4,829.10	5,105.70	5,401.80	5,770.80	6,058.80	6,258.60	6,373.20	6,439.80	6,439.80	6,439.80	6,439.80	6,439.80	6,439.80	6,439.80	6,439.80	6,439.80	6,439.80	6,439.80																																					
	<b>3,875.70</b>	<b>4,486.50</b>	<b>4,785.60</b>	<b>4,852.50</b>	<b>5,130.30</b>	<b>5,428.20</b>	<b>5,799.00</b>	<b>6,088.20</b>	<b>6,288.90</b>	<b>6,404.10</b>	<b>6,471.00</b>	<b>6,471.00</b>	<b>6,471.00</b>	<b>6,471.00</b>	<b>6,471.00</b>	<b>6,471.00</b>	<b>6,471.00</b>	<b>6,471.00</b>	<b>6,471.00</b>	<b>6,471.00</b>	<b>6,471.00</b>																																					
<b>O-3</b>	3,390.90	3,844.20	4,149.30	4,523.70	4,740.00	4,977.90	5,132.10	5,385.30	5,516.70	5,516.70	5,516.70	5,516.70	5,516.70	5,516.70	5,516.70	5,516.70	5,516.70	5,516.70	5,516.70	5,516.70	5,516.70																																					
	<b>3,407.40</b>	<b>3,862.80</b>	<b>4,169.40</b>	<b>4,545.60</b>	<b>4,763.10</b>	<b>5,002.20</b>	<b>5,157.00</b>	<b>5,411.40</b>	<b>5,543.40</b>	<b>5,543.40</b>	<b>5,543.40</b>	<b>5,543.40</b>	<b>5,543.40</b>	<b>5,543.40</b>	<b>5,543.40</b>	<b>5,543.40</b>	<b>5,543.40</b>	<b>5,543.40</b>	<b>5,543.40</b>	<b>5,543.40</b>	<b>5,543.40</b>																																					
<b>O-2</b>	2,929.50	3,336.90	3,843.30	3,973.20	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80	4,054.80																																					
	<b>2,943.90</b>	<b>3,353.10</b>	<b>3,861.90</b>	<b>3,992.40</b>	<b>4,074.30</b>	<b>4,074.30</b>	<b>4,074.30</b>	<b>4,074.30</b>	<b>4,074.30</b>	<b>4,074.30</b>	<b>4,074.30</b>	<b>4,074.30</b>	<b>4,074.30</b>	<b>4,074.30</b>	<b>4,074.30</b>	<b>4,074.30</b>	<b>4,074.30</b>	<b>4,074.30</b>	<b>4,074.30</b>	<b>4,074.30</b>	<b>4,074.30</b>																																					
<b>O-1</b>	2,543.40	2,646.90	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80	3,199.80																																					
	<b>2,555.70</b>	<b>2,659.80</b>	<b>3,215.10</b>	<b>3,215.10</b>	<b>3,215.10</b>	<b>3,215.10</b>	<b>3,215.10</b>	<b>3,215.10</b>	<b>3,215.10</b>	<b>3,215.10</b>	<b>3,215.10</b>	<b>3,215.10</b>	<b>3,215.10</b>	<b>3,215.10</b>	<b>3,215.10</b>	<b>3,215.10</b>	<b>3,215.10</b>	<b>3,215.10</b>	<b>3,215.10</b>	<b>3,215.10</b>	<b>3,215.10</b>																																					
<b>O-3E</b>																					4,523.70	4,740.00	4,977.90	5,132.10	5,385.30	5,598.60	5,720.70	5,887.50	5,887.50	5,887.50	5,887.50	5,887.50	5,887.50	5,887.50	5,887.50	5,887.50	5,887.50	5,887.50	5,887.50																			
																					<b>4,545.60</b>	<b>4,763.10</b>	<b>5,002.20</b>	<b>5,157.00</b>	<b>5,411.40</b>	<b>5,625.60</b>	<b>5,748.60</b>	<b>5,916.00</b>	<b>5,916.00</b>	<b>5,916.00</b>	<b>5,916.00</b>	<b>5,916.00</b>	<b>5,916.00</b>	<b>5,916.00</b>	<b>5,916.00</b>	<b>5,916.00</b>	<b>5,916.00</b>	<b>5,916.00</b>	<b>5,916.00</b>	<b>5,916.00</b>																		
<b>O-2E</b>																					3,973.20	4,054.80	4,183.80	4,401.60	4,570.20	4,695.60	4,695.60	4,695.60	4,695.60	4,695.60	4,695.60	4,695.60	4,695.60	4,695.60	4,695.60	4,695.60	4,695.60	4,695.60	4,695.60	4,695.60																		
																					<b>3,992.40</b>	<b>4,074.30</b>	<b>4,204.20</b>	<b>4,423.20</b>	<b>4,592.40</b>	<b>4,718.40</b>	<b>4,718.40</b>	<b>4,718.40</b>	<b>4,718.40</b>	<b>4,718.40</b>	<b>4,718.40</b>	<b>4,718.40</b>	<b>4,718.40</b>	<b>4,718.40</b>	<b>4,718.40</b>	<b>4,718.40</b>	<b>4,718.40</b>	<b>4,718.40</b>	<b>4,718.40</b>	<b>4,718.40</b>	<b>4,718.40</b>																	
<b>O-1E</b>																					3,199.80	3,417.30	3,543.30	3,672.60	3,799.50	3,973.20	3,973.20	3,973.20	3,973.20	3,973.20	3,973.20	3,973.20	3,973.20	3,973.20	3,973.20	3,973.20	3,973.20	3,973.20	3,973.20	3,973.20																		
																					<b>3,215.10</b>	<b>3,433.80</b>	<b>3,560.40</b>	<b>3,690.30</b>	<b>3,817.80</b>	<b>3,992.40</b>	<b>3,992.40</b>	<b>3,992.40</b>	<b>3,992.40</b>	<b>3,992.40</b>	<b>3,992.40</b>	<b>3,992.40</b>	<b>3,992.40</b>	<b>3,992.40</b>	<b>3,992.40</b>	<b>3,992.40</b>	<b>3,992.40</b>	<b>3,992.40</b>	<b>3,992.40</b>	<b>3,992.40</b>																		
<b>W-4</b>	3,504.00	3,769.80	3,878.10	3,984.60	4,167.90	4,348.80	4,532.70	4,809.30	5,051.40	5,282.10	5,470.20	5,654.40	5,924.70	6,146.70	6,399.90	6,399.90	6,528.00	6,528.00	6,528.00	6,528.00	6,528.00																																					
	<b>3,521.10</b>	<b>3,788.10</b>	<b>3,896.70</b>	<b>4,003.80</b>	<b>4,188.00</b>	<b>4,370.10</b>	<b>4,554.60</b>	<b>4,832.70</b>	<b>5,076.00</b>	<b>5,307.60</b>	<b>5,496.90</b>	<b>5,681.70</b>	<b>5,953.50</b>	<b>6,176.40</b>	<b>6,431.10</b>	<b>6,431.10</b>	<b>6,559.50</b>	<b>6,559.50</b>	<b>6,559.50</b>	<b>6,559.50</b>	<b>6,559.50</b>																																					
<b>W-3</b>	3,201.00	3,333.60	3,470.10	3,515.10	3,658.50	3,940.80	4,234.20	4,381.80	4,532.40	4,697.10	4,993.20	5,193.60	5,313.30	5,440.50	5,613.60	5,613.60	5,613.60	5,613.60	5,613.60	5,613.60	5,613.60																																					
	<b>3,215.40</b>	<b>3,349.80</b>	<b>3,486.90</b>	<b>3,532.20</b>	<b>3,676.20</b>	<b>3,959.70</b>	<b>4,254.90</b>	<b>4,403.10</b>	<b>4,554.30</b>	<b>4,719.90</b>	<b>5,017.50</b>	<b>5,218.80</b>	<b>5,339.10</b>	<b>5,466.90</b>	<b>5,640.90</b>	<b>5,640.90</b>	<b>5,640.90</b>	<b>5,640.90</b>	<b>5,640.90</b>	<b>5,640.90</b>	<b>5,640.90</b>																																					
<b>W-2</b>	2,831.70	3,099.60	3,182.10	3,238.80	3,422.40	3,708.00	3,849.30	3,988.50	4,158.90	4,291.80	4,412.40	4,556.40	4,651.50	4,727.10	4,727.10	4,727.10	4,727.10	4,727.10	4,727.10	4,727.10	4,727.10																																					
	<b>2,845.50</b>	<b>3,114.60</b>	<b>3,197.40</b>	<b>3,254.70</b>	<b>3,439.20</b>	<b>3,726.00</b>	<b>3,867.90</b>	<b>4,008.00</b>	<b>4,179.00</b>	<b>4,312.50</b>	<b>4,434.00</b>	<b>4,578.60</b>	<b>4,674.00</b>	<b>4,749.90</b>	<b>4,749.90</b>	<b>4,749.90</b>	<b>4,749.90</b>	<b>4,749.90</b>	<b>4,749.90</b>	<b>4,749.90</b>	<b>4,749.90</b>																																					
<b>W-1</b>	2,485.50	2,752.50	2,825.10	2,977.20	3,147.90	3,421.80	3,545.40	3,718.50	3,888.90	4,022.40	4,145.10	4,295.10	4,295.10	4,295.10	4,295.10	4,295.10	4,295.10	4,295.10	4,295.10	4,295.10	4,295.10																																					
	<b>2,497.80</b>	<b>2,766.00</b>	<b>2,838.90</b>	<b>2,991.60</b>	<b>3,163.20</b>	<b>3,438.60</b>	<b>3,562.80</b>	<b>3,736.50</b>	<b>3,907.50</b>	<b>4,041.90</b>	<b>4,165.50</b>	<b>4,316.10</b>	<b>4,316.10</b>	<b>4,316.10</b>	<b>4,316.10</b>	<b>4,316.10</b>	<b>4,316.10</b>	<b>4,316.10</b>	<b>4,316.10</b>	<b>4,316.10</b>	<b>4,316.10</b>																																					
<b>E-9</b>																					4,233.90	4,329.90	4,450.80	4,593.30	4,736.40	4,966.20	5,160.60	5,365.50	5,678.10	5,678.10	5,962.20	5,962.20	6,260.40	6,260.40	6,573.30																							
																					<b>4,254.60</b>	<b>4,350.90</b>	<b>4,472.40</b>	<b>4,615.50</b>	<b>4,759.20</b>	<b>4,990.50</b>	<b>5,185.80</b>	<b>5,391.60</b>	<b>5,705.70</b>	<b>5,705.70</b>	<b>5,991.00</b>	<b>5,991.00</b>	<b>6,290.70</b>	<b>6,290.70</b>	<b>6,605.40</b>																							
<b>E-8</b>																					3,465.60	3,619.20	3,714.30	3,828.00	3,951.00	4,173.30	4,286.10	4,477.80	4,584.00	4,845.90	4,845.90	4,943.10	4,943.10	4,943.10	4,943.10	4,943.10	4,943.10	4,943.10	4,943.10	4,943.10																		
																					<b>3,482.70</b>	<b>3,636.90</b>	<b>3,732.30</b>	<b>3,846.60</b>	<b>3,970.20</b>	<b>4,193.70</b>	<b>4,306.80</b>	<b>4,499.40</b>	<b>4,606.20</b>	<b>4,869.60&lt;/</b>																												