

**SALARY TABLE 2008-GS**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 8.17	\$ 8.44	\$ 8.71	\$ 8.98	\$ 9.25	\$ 9.41	\$ 9.68	\$ 9.95	\$ 9.96	\$ 10.22
	O	12.26	12.66	13.07	13.47	13.88	14.12	14.52	14.93	14.94	15.33
2	B	9.18	9.40	9.71	9.96	10.07	10.37	10.67	10.96	11.26	11.55
	O	13.77	14.10	14.57	14.94	15.11	15.56	16.01	16.44	16.89	17.33
3	B	10.02	10.35	10.69	11.02	11.36	11.69	12.02	12.36	12.69	13.03
	O	15.03	15.53	16.04	16.53	17.04	17.54	18.03	18.54	19.04	19.55
4	B	11.25	11.62	12.00	12.37	12.75	13.12	13.50	13.87	14.25	14.62
	O	16.88	17.43	18.00	18.56	19.13	19.68	20.25	20.81	21.38	21.93
5	B	12.58	13.00	13.42	13.84	14.26	14.68	15.10	15.52	15.94	16.36
	O	18.87	19.50	20.13	20.76	21.39	22.02	22.65	23.28	23.91	24.54
6	B	14.03	14.50	14.96	15.43	15.90	16.37	16.83	17.30	17.77	18.24
	O	21.05	21.75	22.44	23.15	23.85	24.56	25.25	25.95	26.66	27.36
7	B	15.59	16.11	16.63	17.15	17.67	18.19	18.71	19.22	19.74	20.26
	O	23.39	24.17	24.95	25.73	26.51	27.29	28.07	28.83	29.61	30.39
8	B	17.26	17.84	18.41	18.99	19.57	20.14	20.72	21.29	21.87	22.44
	O	25.89	26.76	27.62	28.49	29.36	30.21	31.08	31.50	31.50	31.50
9	B	19.07	19.70	20.34	20.98	21.61	22.25	22.88	23.52	24.15	24.79
	O	28.61	29.55	30.51	31.47	31.50	31.50	31.50	31.50	31.50	31.50
10	B	21.00	21.70	22.40	23.10	23.80	24.50	25.20	25.90	26.60	27.30
	O	31.50	31.50	31.50	31.50	31.50	31.50	31.50	31.50	31.50	31.50
11	B	23.07	23.84	24.61	25.38	26.15	26.92	27.68	28.45	29.22	29.99
	O	31.50	31.50	31.50	31.50	31.50	31.50	31.50	31.50	31.50	31.50
12	B	27.65	28.57	29.50	30.42	31.34	32.26	33.18	34.10	35.03	35.95
	O	31.50	31.50	31.50	31.50	31.50	32.26	33.18	34.10	35.03	35.95
13	B	32.88	33.98	35.07	36.17	37.27	38.36	39.46	40.56	41.65	42.75
	O	32.88	33.98	35.07	36.17	37.27	38.36	39.46	40.56	41.65	42.75
14	B	38.86	40.15	41.45	42.74	44.04	45.33	46.63	47.92	49.22	50.51
	O	38.86	40.15	41.45	42.74	44.04	45.33	46.63	47.92	49.22	50.51
15	B	45.71	47.23	48.75	50.28	51.80	53.33	54.85	56.37	57.90	59.42
	O	45.71	47.23	48.75	50.28	51.80	53.33	54.85	56.37	57.90	59.42

**SALARY TABLE 2008-ATL**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.30%**  
**FOR THE LOCALITY PAY AREA OF ATLANTA-SANDY SPRINGS-GAINESVILLE, GA-AL**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.75%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.58	\$ 9.90	\$ 10.22	\$ 10.54	\$ 10.85	\$ 11.04	\$ 11.36	\$ 11.67	\$ 11.69	\$ 11.99
	O	14.37	14.85	15.33	15.81	16.28	16.56	17.04	17.51	17.54	17.99
2	B	10.77	11.03	11.38	11.69	11.82	12.16	12.51	12.86	13.21	13.55
	O	16.16	16.55	17.07	17.54	17.73	18.24	18.77	19.29	19.82	20.33
3	B	11.75	12.14	12.54	12.93	13.32	13.71	14.10	14.50	14.89	15.28
	O	17.63	18.21	18.81	19.40	19.98	20.57	21.15	21.75	22.34	22.92
4	B	13.19	13.63	14.07	14.51	14.95	15.39	15.83	16.27	16.71	17.15
	O	19.79	20.45	21.11	21.77	22.43	23.09	23.75	24.41	25.07	25.73
5	B	14.76	15.25	15.75	16.24	16.73	17.22	17.71	18.20	18.70	19.19
	O	22.14	22.88	23.63	24.36	25.10	25.83	26.57	27.30	28.05	28.79
6	B	16.45	17.00	17.55	18.10	18.65	19.20	19.75	20.29	20.84	21.39
	O	24.68	25.50	26.33	27.15	27.98	28.80	29.63	30.44	31.26	32.09
7	B	18.29	18.90	19.50	20.11	20.72	21.33	21.94	22.55	23.16	23.77
	O	27.44	28.35	29.25	30.17	31.08	32.00	32.91	33.83	34.74	35.66
8	B	20.25	20.93	21.60	22.28	22.95	23.63	24.30	24.98	25.65	26.33
	O	30.38	31.40	32.40	33.42	34.43	35.45	36.45	36.95	36.95	36.95
9	B	22.37	23.11	23.86	24.60	25.35	26.10	26.84	27.59	28.33	29.08
	O	33.56	34.67	35.79	36.90	36.95	36.95	36.95	36.95	36.95	36.95
10	B	24.63	25.45	26.27	27.09	27.92	28.74	29.56	30.38	31.20	32.02
	O	36.95	36.95	36.95	36.95	36.95	36.95	36.95	36.95	36.95	36.95
11	B	27.06	27.96	28.87	29.77	30.67	31.57	32.47	33.38	34.28	35.18
	O	36.95	36.95	36.95	36.95	36.95	36.95	36.95	36.95	36.95	36.95
12	B	32.44	33.52	34.60	35.68	36.76	37.84	38.92	40.01	41.09	42.17
	O	36.95	36.95	36.95	36.95	36.95	37.84	38.92	40.01	41.09	42.17
13	B	38.57	39.86	41.14	42.43	43.71	45.00	46.29	47.57	48.86	50.14
	O	38.57	39.86	41.14	42.43	43.71	45.00	46.29	47.57	48.86	50.14
14	B	45.58	47.10	48.62	50.14	51.66	53.17	54.69	56.21	57.73	59.25
	O	45.58	47.10	48.62	50.14	51.66	53.17	54.69	56.21	57.73	59.25
15	B	53.61	55.40	57.19	58.98	60.76	62.55	64.34	66.13	67.91	69.70
	O	53.61	55.40	57.19	58.98	60.76	62.55	64.34	66.13	67.91	69.70

**SALARY TABLE 2008-BOS**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.51%**  
**FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-MANCHESTER, MA-NH-RI-ME**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.80%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.01	\$ 10.34	\$ 10.67	\$ 11.00	\$ 11.34	\$ 11.53	\$ 11.86	\$ 12.19	\$ 12.21	\$ 12.52
	O	15.02	15.51	16.01	16.50	17.01	17.30	17.79	18.29	18.32	18.78
2	B	11.25	11.52	11.89	12.21	12.34	12.70	13.07	13.43	13.79	14.16
	O	16.88	17.28	17.84	18.32	18.51	19.05	19.61	20.15	20.69	21.24
3	B	12.28	12.68	13.09	13.50	13.91	14.32	14.73	15.14	15.55	15.96
	O	18.42	19.02	19.64	20.25	20.87	21.48	22.10	22.71	23.33	23.94
4	B	13.78	14.24	14.70	15.16	15.62	16.08	16.54	17.00	17.46	17.92
	O	20.67	21.36	22.05	22.74	23.43	24.12	24.81	25.50	26.19	26.88
5	B	15.42	15.93	16.44	16.96	17.47	17.99	18.50	19.01	19.53	20.04
	O	23.13	23.90	24.66	25.44	26.21	26.99	27.75	28.52	29.30	30.06
6	B	17.19	17.76	18.33	18.90	19.48	20.05	20.62	21.20	21.77	22.34
	O	25.79	26.64	27.50	28.35	29.22	30.08	30.93	31.80	32.66	33.51
7	B	19.10	19.73	20.37	21.01	21.64	22.28	22.92	23.55	24.19	24.82
	O	28.65	29.60	30.56	31.52	32.46	33.42	34.38	35.33	36.29	37.23
8	B	21.15	21.86	22.56	23.26	23.97	24.68	25.38	26.09	26.79	27.49
	O	31.73	32.79	33.84	34.89	35.96	37.02	38.07	38.60	38.60	38.60
9	B	23.36	24.14	24.92	25.70	26.48	27.25	28.03	28.81	29.59	30.37
	O	35.04	36.21	37.38	38.55	38.60	38.60	38.60	38.60	38.60	38.60
10	B	25.73	26.58	27.44	28.30	29.16	30.01	30.87	31.73	32.59	33.44
	O	38.60	38.60	38.60	38.60	38.60	38.60	38.60	38.60	38.60	38.60
11	B	28.26	29.21	30.15	31.09	32.03	32.97	33.92	34.86	35.80	36.74
	O	38.60	38.60	38.60	38.60	38.60	38.60	38.60	38.60	38.60	38.60
12	B	33.88	35.01	36.13	37.26	38.39	39.52	40.65	41.78	42.91	44.04
	O	38.60	38.60	38.60	38.60	38.60	39.52	40.65	41.78	42.91	44.04
13	B	40.28	41.63	42.97	44.31	45.66	47.00	48.34	49.69	51.03	52.37
	O	40.28	41.63	42.97	44.31	45.66	47.00	48.34	49.69	51.03	52.37
14	B	47.60	49.19	50.78	52.36	53.95	55.54	57.12	58.71	60.30	61.88
	O	47.60	49.19	50.78	52.36	53.95	55.54	57.12	58.71	60.30	61.88
15	B	56.00	57.86	59.73	61.60	63.46	65.33	67.20	69.06	70.93	71.39
	O	56.00	57.86	59.73	61.60	63.46	65.33	67.20	69.06	70.93	71.39

**SALARY TABLE 2008-BU**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.37%**  
**FOR THE LOCALITY PAY AREA OF BUFFALO-NIAGARA-CATTARAUGUS, NY**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.60%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.42	\$ 9.74	\$ 10.05	\$ 10.36	\$ 10.68	\$ 10.86	\$ 11.17	\$ 11.48	\$ 11.49	\$ 11.79
	O	14.13	14.61	15.08	15.54	16.02	16.29	16.76	17.22	17.24	17.69
2	B	10.59	10.85	11.20	11.49	11.62	11.96	12.31	12.65	12.99	13.33
	O	15.89	16.28	16.80	17.24	17.43	17.94	18.47	18.98	19.49	20.00
3	B	11.56	11.94	12.33	12.72	13.10	13.49	13.87	14.26	14.64	15.03
	O	17.34	17.91	18.50	19.08	19.65	20.24	20.81	21.39	21.96	22.55
4	B	12.98	13.41	13.84	14.28	14.71	15.14	15.57	16.01	16.44	16.87
	O	19.47	20.12	20.76	21.42	22.07	22.71	23.36	24.02	24.66	25.31
5	B	14.52	15.00	15.49	15.97	16.45	16.94	17.42	17.90	18.39	18.87
	O	21.78	22.50	23.24	23.96	24.68	25.41	26.13	26.85	27.59	28.31
6	B	16.18	16.72	17.26	17.80	18.34	18.88	19.42	19.96	20.50	21.04
	O	24.27	25.08	25.89	26.70	27.51	28.32	29.13	29.94	30.75	31.56
7	B	17.98	18.58	19.18	19.78	20.38	20.98	21.58	22.18	22.78	23.38
	O	26.97	27.87	28.77	29.67	30.57	31.47	32.37	33.27	34.17	35.07
8	B	19.92	20.58	21.25	21.91	22.57	23.24	23.90	24.56	25.23	25.89
	O	29.88	30.87	31.88	32.87	33.86	34.86	35.85	36.35	36.35	36.35
9	B	22.00	22.73	23.47	24.20	24.93	25.67	26.40	27.13	27.87	28.60
	O	33.00	34.10	35.21	36.30	36.35	36.35	36.35	36.35	36.35	36.35
10	B	24.23	25.03	25.84	26.65	27.46	28.26	29.07	29.88	30.69	31.49
	O	36.35	36.35	36.35	36.35	36.35	36.35	36.35	36.35	36.35	36.35
11	B	26.62	27.50	28.39	29.28	30.17	31.05	31.94	32.83	33.71	34.60
	O	36.35	36.35	36.35	36.35	36.35	36.35	36.35	36.35	36.35	36.35
12	B	31.90	32.97	34.03	35.09	36.16	37.22	38.28	39.35	40.41	41.47
	O	36.35	36.35	36.35	36.35	36.35	37.22	38.28	39.35	40.41	41.47
13	B	37.94	39.20	40.47	41.73	43.00	44.26	45.53	46.79	48.05	49.32
	O	37.94	39.20	40.47	41.73	43.00	44.26	45.53	46.79	48.05	49.32
14	B	44.83	46.32	47.82	49.31	50.81	52.30	53.79	55.29	56.78	58.28
	O	44.83	46.32	47.82	49.31	50.81	52.30	53.79	55.29	56.78	58.28
15	B	52.73	54.49	56.25	58.01	59.76	61.52	63.28	65.04	66.80	68.55
	O	52.73	54.49	56.25	58.01	59.76	61.52	63.28	65.04	66.80	68.55

**SALARY TABLE 2008-CHI**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.16%**  
**FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE-MICHIGAN CITY, IL-IN-WI**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.65%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.06	\$ 10.40	\$ 10.73	\$ 11.06	\$ 11.40	\$ 11.59	\$ 11.92	\$ 12.26	\$ 12.27	\$ 12.58
	O	15.09	15.60	16.10	16.59	17.10	17.39	17.88	18.39	18.41	18.87
2	B	11.31	11.58	11.95	12.27	12.41	12.77	13.14	13.50	13.87	14.23
	O	16.97	17.37	17.93	18.41	18.62	19.16	19.71	20.25	20.81	21.35
3	B	12.34	12.75	13.16	13.57	13.99	14.40	14.81	15.22	15.63	16.04
	O	18.51	19.13	19.74	20.36	20.99	21.60	22.22	22.83	23.45	24.06
4	B	13.85	14.32	14.78	15.24	15.70	16.16	16.63	17.09	17.55	18.01
	O	20.78	21.48	22.17	22.86	23.55	24.24	24.95	25.64	26.33	27.02
5	B	15.50	16.02	16.53	17.05	17.56	18.08	18.60	19.11	19.63	20.15
	O	23.25	24.03	24.80	25.58	26.34	27.12	27.90	28.67	29.45	30.23
6	B	17.28	17.85	18.43	19.00	19.58	20.16	20.73	21.31	21.88	22.46
	O	25.92	26.78	27.65	28.50	29.37	30.24	31.10	31.97	32.82	33.69
7	B	19.20	19.84	20.48	21.12	21.76	22.40	23.04	23.68	24.32	24.96
	O	28.80	29.76	30.72	31.68	32.64	33.60	34.56	35.52	36.48	37.44
8	B	21.26	21.97	22.68	23.39	24.10	24.81	25.51	26.22	26.93	27.64
	O	31.89	32.96	34.02	35.09	36.15	37.22	38.27	38.79	38.79	38.79
9	B	23.48	24.27	25.05	25.83	26.62	27.40	28.18	28.97	29.75	30.53
	O	35.22	36.41	37.58	38.75	38.79	38.79	38.79	38.79	38.79	38.79
10	B	25.86	26.72	27.59	28.45	29.31	30.17	31.03	31.90	32.76	33.62
	O	38.79	38.79	38.79	38.79	38.79	38.79	38.79	38.79	38.79	38.79
11	B	28.41	29.36	30.31	31.25	32.20	33.15	34.10	35.04	35.99	36.94
	O	38.79	38.79	38.79	38.79	38.79	38.79	38.79	38.79	38.79	38.79
12	B	34.06	35.19	36.33	37.46	38.60	39.73	40.87	42.00	43.14	44.27
	O	38.79	38.79	38.79	38.79	38.79	39.73	40.87	42.00	43.14	44.27
13	B	40.50	41.85	43.20	44.55	45.90	47.25	48.60	49.95	51.30	52.65
	O	40.50	41.85	43.20	44.55	45.90	47.25	48.60	49.95	51.30	52.65
14	B	47.86	49.45	51.05	52.64	54.24	55.83	57.43	59.02	60.62	62.21
	O	47.86	49.45	51.05	52.64	54.24	55.83	57.43	59.02	60.62	62.21
15	B	56.29	58.17	60.05	61.92	63.80	65.68	67.55	69.43	71.31	71.39
	O	56.29	58.17	60.05	61.92	63.80	65.68	67.55	69.43	71.31	71.39

**SALARY TABLE 2008-CIN**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.77%**  
**FOR THE LOCALITY PAY AREA OF CINCINNATI-MIDDLETOWN-WILMINGTON, OH-KY-IN**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 2.84%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.62	\$ 9.94	\$ 10.26	\$ 10.58	\$ 10.90	\$ 11.09	\$ 11.40	\$ 11.72	\$ 11.73	\$ 12.03
	O	14.43	14.91	15.39	15.87	16.35	16.64	17.10	17.58	17.60	18.05
2	B	10.82	11.07	11.43	11.73	11.86	12.21	12.56	12.91	13.26	13.61
	O	16.23	16.61	17.15	17.60	17.79	18.32	18.84	19.37	19.89	20.42
3	B	11.80	12.19	12.59	12.98	13.37	13.77	14.16	14.55	14.95	15.34
	O	17.70	18.29	18.89	19.47	20.06	20.66	21.24	21.83	22.43	23.01
4	B	13.25	13.69	14.13	14.57	15.01	15.46	15.90	16.34	16.78	17.22
	O	19.88	20.54	21.20	21.86	22.52	23.19	23.85	24.51	25.17	25.83
5	B	14.82	15.31	15.81	16.30	16.80	17.29	17.78	18.28	18.77	19.26
	O	22.23	22.97	23.72	24.45	25.20	25.94	26.67	27.42	28.16	28.89
6	B	16.52	17.07	17.62	18.17	18.72	19.27	19.83	20.38	20.93	21.48
	O	24.78	25.61	26.43	27.26	28.08	28.91	29.75	30.57	31.40	32.22
7	B	18.36	18.97	19.58	20.19	20.81	21.42	22.03	22.64	23.25	23.86
	O	27.54	28.46	29.37	30.29	31.22	32.13	33.05	33.96	34.88	35.79
8	B	20.33	21.01	21.69	22.37	23.04	23.72	24.40	25.08	25.75	26.43
	O	30.50	31.52	32.54	33.56	34.56	35.58	36.60	37.10	37.10	37.10
9	B	22.46	23.21	23.95	24.70	25.45	26.20	26.95	27.70	28.45	29.20
	O	33.69	34.82	35.93	37.05	37.10	37.10	37.10	37.10	37.10	37.10
10	B	24.73	25.55	26.38	27.20	28.03	28.85	29.68	30.50	31.33	32.15
	O	37.10	37.10	37.10	37.10	37.10	37.10	37.10	37.10	37.10	37.10
11	B	27.17	28.08	28.98	29.89	30.79	31.70	32.60	33.51	34.42	35.32
	O	37.10	37.10	37.10	37.10	37.10	37.10	37.10	37.10	37.10	37.10
12	B	32.57	33.65	34.74	35.82	36.91	37.99	39.08	40.17	41.25	42.34
	O	37.10	37.10	37.10	37.10	37.10	37.99	39.08	40.17	41.25	42.34
13	B	38.73	40.02	41.31	42.60	43.89	45.18	46.47	47.76	49.05	50.35
	O	38.73	40.02	41.31	42.60	43.89	45.18	46.47	47.76	49.05	50.35
14	B	45.76	47.29	48.81	50.34	51.86	53.39	54.91	56.44	57.96	59.49
	O	45.76	47.29	48.81	50.34	51.86	53.39	54.91	56.44	57.96	59.49
15	B	53.83	55.62	57.42	59.21	61.01	62.80	64.60	66.39	68.18	69.98
	O	53.83	55.62	57.42	59.21	61.01	62.80	64.60	66.39	68.18	69.98

**SALARY TABLE 2008-CLE**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.11%**  
**FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-ELYRIA, OH**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.52%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.57	\$ 9.88	\$ 10.20	\$ 10.52	\$ 10.84	\$ 11.02	\$ 11.34	\$ 11.66	\$ 11.67	\$ 11.97
	O	14.36	14.82	15.30	15.78	16.26	16.53	17.01	17.49	17.51	17.96
2	B	10.75	11.01	11.37	11.67	11.80	12.14	12.49	12.84	13.18	13.53
	O	16.13	16.52	17.06	17.51	17.70	18.21	18.74	19.26	19.77	20.30
3	B	11.73	12.13	12.52	12.91	13.30	13.69	14.08	14.47	14.86	15.25
	O	17.60	18.20	18.78	19.37	19.95	20.54	21.12	21.71	22.29	22.88
4	B	13.17	13.61	14.05	14.49	14.93	15.37	15.81	16.25	16.69	17.13
	O	19.76	20.42	21.08	21.74	22.40	23.06	23.72	24.38	25.04	25.70
5	B	14.74	15.23	15.72	16.21	16.70	17.19	17.68	18.17	18.67	19.16
	O	22.11	22.85	23.58	24.32	25.05	25.79	26.52	27.26	28.01	28.74
6	B	16.43	16.98	17.52	18.07	18.62	19.17	19.71	20.26	20.81	21.36
	O	24.65	25.47	26.28	27.11	27.93	28.76	29.57	30.39	31.22	32.04
7	B	18.26	18.86	19.47	20.08	20.69	21.30	21.91	22.51	23.12	23.73
	O	27.39	28.29	29.21	30.12	31.04	31.95	32.87	33.77	34.68	35.60
8	B	20.22	20.89	21.57	22.24	22.91	23.59	24.26	24.94	25.61	26.28
	O	30.33	31.34	32.36	33.36	34.37	35.39	36.39	36.89	36.89	36.89
9	B	22.33	23.08	23.82	24.56	25.31	26.05	26.80	27.54	28.29	29.03
	O	33.50	34.62	35.73	36.84	36.89	36.89	36.89	36.89	36.89	36.89
10	B	24.59	25.41	26.23	27.05	27.87	28.69	29.51	30.33	31.15	31.97
	O	36.89	36.89	36.89	36.89	36.89	36.89	36.89	36.89	36.89	36.89
11	B	27.02	27.92	28.82	29.72	30.62	31.52	32.42	33.32	34.22	35.12
	O	36.89	36.89	36.89	36.89	36.89	36.89	36.89	36.89	36.89	36.89
12	B	32.38	33.46	34.54	35.62	36.70	37.78	38.86	39.94	41.02	42.10
	O	36.89	36.89	36.89	36.89	36.89	37.78	38.86	39.94	41.02	42.10
13	B	38.51	39.79	41.08	42.36	43.64	44.93	46.21	47.50	48.78	50.06
	O	38.51	39.79	41.08	42.36	43.64	44.93	46.21	47.50	48.78	50.06
14	B	45.50	47.02	48.54	50.05	51.57	53.09	54.61	56.12	57.64	59.16
	O	45.50	47.02	48.54	50.05	51.57	53.09	54.61	56.12	57.64	59.16
15	B	53.53	55.31	57.10	58.88	60.67	62.45	64.23	66.02	67.80	69.59
	O	53.53	55.31	57.10	58.88	60.67	62.45	64.23	66.02	67.80	69.59

**SALARY TABLE 2008-COL**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.80%**  
**FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-CHILLICOTHE, OH**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.21%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.46	\$ 9.77	\$ 10.09	\$ 10.40	\$ 10.72	\$ 10.90	\$ 11.21	\$ 11.53	\$ 11.54	\$ 11.83
	O	14.19	14.66	15.14	15.60	16.08	16.35	16.82	17.30	17.31	17.75
2	B	10.63	10.89	11.24	11.54	11.67	12.01	12.35	12.69	13.04	13.38
	O	15.95	16.34	16.86	17.31	17.51	18.02	18.53	19.04	19.56	20.07
3	B	11.60	11.99	12.38	12.76	13.15	13.54	13.92	14.31	14.70	15.08
	O	17.40	17.99	18.57	19.14	19.73	20.31	20.88	21.47	22.05	22.62
4	B	13.03	13.46	13.89	14.33	14.76	15.20	15.63	16.07	16.50	16.94
	O	19.55	20.19	20.84	21.50	22.14	22.80	23.45	24.11	24.75	25.41
5	B	14.57	15.06	15.54	16.03	16.52	17.00	17.49	17.97	18.46	18.94
	O	21.86	22.59	23.31	24.05	24.78	25.50	26.24	26.96	27.69	28.41
6	B	16.24	16.79	17.33	17.87	18.41	18.95	19.49	20.03	20.58	21.12
	O	24.36	25.19	26.00	26.81	27.62	28.43	29.24	30.05	30.87	31.68
7	B	18.05	18.65	19.25	19.86	20.46	21.06	21.66	22.26	22.86	23.47
	O	27.08	27.98	28.88	29.79	30.69	31.59	32.49	33.39	34.29	35.21
8	B	19.99	20.66	21.32	21.99	22.66	23.32	23.99	24.66	25.32	25.99
	O	29.99	30.99	31.98	32.99	33.99	34.98	35.99	36.48	36.48	36.48
9	B	22.08	22.82	23.55	24.29	25.03	25.76	26.50	27.23	27.97	28.71
	O	33.12	34.23	35.33	36.44	36.48	36.48	36.48	36.48	36.48	36.48
10	B	24.32	25.13	25.94	26.75	27.56	28.37	29.18	29.99	30.80	31.61
	O	36.48	36.48	36.48	36.48	36.48	36.48	36.48	36.48	36.48	36.48
11	B	26.72	27.61	28.50	29.39	30.28	31.17	32.06	32.95	33.84	34.73
	O	36.48	36.48	36.48	36.48	36.48	36.48	36.48	36.48	36.48	36.48
12	B	32.02	33.09	34.16	35.22	36.29	37.36	38.43	39.49	40.56	41.63
	O	36.48	36.48	36.48	36.48	36.48	37.36	38.43	39.49	40.56	41.63
13	B	38.08	39.35	40.62	41.89	43.16	44.43	45.69	46.96	48.23	49.50
	O	38.08	39.35	40.62	41.89	43.16	44.43	45.69	46.96	48.23	49.50
14	B	45.00	46.50	48.00	49.49	50.99	52.49	53.99	55.49	56.99	58.49
	O	45.00	46.50	48.00	49.49	50.99	52.49	53.99	55.49	56.99	58.49
15	B	52.93	54.69	56.46	58.22	59.99	61.75	63.52	65.28	67.04	68.81
	O	52.93	54.69	56.46	58.22	59.99	61.75	63.52	65.28	67.04	68.81



**SALARY TABLE 2008-DFW**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.74%**  
**FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.72%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.70	\$ 10.02	\$ 10.34	\$ 10.67	\$ 10.99	\$ 11.18	\$ 11.50	\$ 11.82	\$ 11.83	\$ 12.13
	O	14.55	15.03	15.51	16.01	16.49	16.77	17.25	17.73	17.75	18.20
2	B	10.90	11.16	11.52	11.83	11.96	12.31	12.67	13.02	13.37	13.72
	O	16.35	16.74	17.28	17.75	17.94	18.47	19.01	19.53	20.06	20.58
3	B	11.90	12.29	12.69	13.09	13.48	13.88	14.28	14.67	15.07	15.47
	O	17.85	18.44	19.04	19.64	20.22	20.82	21.42	22.01	22.61	23.21
4	B	13.36	13.80	14.25	14.69	15.14	15.58	16.03	16.47	16.92	17.37
	O	20.04	20.70	21.38	22.04	22.71	23.37	24.05	24.71	25.38	26.06
5	B	14.94	15.44	15.94	16.44	16.93	17.43	17.93	18.43	18.93	19.42
	O	22.41	23.16	23.91	24.66	25.40	26.15	26.90	27.65	28.40	29.13
6	B	16.66	17.21	17.77	18.32	18.88	19.43	19.99	20.54	21.10	21.65
	O	24.99	25.82	26.66	27.48	28.32	29.15	29.99	30.81	31.65	32.48
7	B	18.51	19.13	19.74	20.36	20.98	21.59	22.21	22.83	23.44	24.06
	O	27.77	28.70	29.61	30.54	31.47	32.39	33.32	34.25	35.16	36.09
8	B	20.50	21.18	21.87	22.55	23.23	23.92	24.60	25.28	25.97	26.65
	O	30.75	31.77	32.81	33.83	34.85	35.88	36.90	37.40	37.40	37.40
9	B	22.64	23.40	24.15	24.91	25.66	26.42	27.17	27.93	28.68	29.44
	O	33.96	35.10	36.23	37.37	37.40	37.40	37.40	37.40	37.40	37.40
10	B	24.93	25.76	26.60	27.43	28.26	29.09	29.92	30.75	31.58	32.41
	O	37.40	37.40	37.40	37.40	37.40	37.40	37.40	37.40	37.40	37.40
11	B	27.39	28.31	29.22	30.13	31.05	31.96	32.87	33.79	34.70	35.61
	O	37.40	37.40	37.40	37.40	37.40	37.40	37.40	37.40	37.40	37.40
12	B	32.83	33.93	35.02	36.12	37.21	38.31	39.40	40.50	41.59	42.69
	O	37.40	37.40	37.40	37.40	37.40	38.31	39.40	40.50	41.59	42.69
13	B	39.04	40.35	41.65	42.95	44.25	45.55	46.85	48.16	49.46	50.76
	O	39.04	40.35	41.65	42.95	44.25	45.55	46.85	48.16	49.46	50.76
14	B	46.14	47.68	49.21	50.75	52.29	53.83	55.37	56.90	58.44	59.98
	O	46.14	47.68	49.21	50.75	52.29	53.83	55.37	56.90	58.44	59.98
15	B	54.27	56.08	57.89	59.70	61.51	63.32	65.13	66.94	68.75	70.56
	O	54.27	56.08	57.89	59.70	61.51	63.32	65.13	66.94	68.75	70.56

**SALARY TABLE 2008-DAY**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.26%**  
**FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD-GREENVILLE, OH**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.39%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.41	\$ 9.73	\$ 10.04	\$ 10.35	\$ 10.67	\$ 10.85	\$ 11.16	\$ 11.47	\$ 11.48	\$ 11.78
	O	14.12	14.60	15.06	15.53	16.01	16.28	16.74	17.21	17.22	17.67
2	B	10.58	10.84	11.19	11.48	11.61	11.95	12.29	12.64	12.98	13.32
	O	15.87	16.26	16.79	17.22	17.42	17.93	18.44	18.96	19.47	19.98
3	B	11.55	11.93	12.32	12.70	13.09	13.47	13.86	14.24	14.63	15.01
	O	17.33	17.90	18.48	19.05	19.64	20.21	20.79	21.36	21.95	22.52
4	B	12.96	13.40	13.83	14.26	14.69	15.13	15.56	15.99	16.42	16.86
	O	19.44	20.10	20.75	21.39	22.04	22.70	23.34	23.99	24.63	25.29
5	B	14.51	14.99	15.47	15.95	16.44	16.92	17.40	17.89	18.37	18.85
	O	21.77	22.49	23.21	23.93	24.66	25.38	26.10	26.84	27.56	28.28
6	B	16.17	16.71	17.25	17.79	18.32	18.86	19.40	19.94	20.48	21.02
	O	24.26	25.07	25.88	26.69	27.48	28.29	29.10	29.91	30.72	31.53
7	B	17.97	18.57	19.17	19.76	20.36	20.96	21.56	22.16	22.76	23.36
	O	26.96	27.86	28.76	29.64	30.54	31.44	32.34	33.24	34.14	35.04
8	B	19.90	20.56	21.23	21.89	22.55	23.22	23.88	24.54	25.20	25.87
	O	29.85	30.84	31.85	32.84	33.83	34.83	35.82	36.30	36.30	36.30
9	B	21.98	22.71	23.44	24.18	24.91	25.64	26.38	27.11	27.84	28.57
	O	32.97	34.07	35.16	36.27	36.30	36.30	36.30	36.30	36.30	36.30
10	B	24.20	25.01	25.82	26.62	27.43	28.24	29.04	29.85	30.66	31.46
	O	36.30	36.30	36.30	36.30	36.30	36.30	36.30	36.30	36.30	36.30
11	B	26.59	27.48	28.36	29.25	30.14	31.02	31.91	32.80	33.68	34.57
	O	36.30	36.30	36.30	36.30	36.30	36.30	36.30	36.30	36.30	36.30
12	B	31.87	32.93	34.00	35.06	36.12	37.18	38.25	39.31	40.37	41.43
	O	36.30	36.30	36.30	36.30	36.30	37.18	38.25	39.31	40.37	41.43
13	B	37.90	39.16	40.43	41.69	42.95	44.22	45.48	46.75	48.01	49.27
	O	37.90	39.16	40.43	41.69	42.95	44.22	45.48	46.75	48.01	49.27
14	B	44.79	46.28	47.77	49.26	50.76	52.25	53.74	55.24	56.73	58.22
	O	44.79	46.28	47.77	49.26	50.76	52.25	53.74	55.24	56.73	58.22
15	B	52.68	54.44	56.19	57.95	59.71	61.46	63.22	64.98	66.73	68.49
	O	52.68	54.44	56.19	57.95	59.71	61.46	63.22	64.98	66.73	68.49

**SALARY TABLE 2008-DEN**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.03%**  
**FOR THE LOCALITY PAY AREA OF DENVER-AURORA-BOULDER, CO**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.36%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.89	\$ 10.22	\$ 10.54	\$ 10.87	\$ 11.20	\$ 11.39	\$ 11.72	\$ 12.05	\$ 12.06	\$ 12.37
	O	14.84	15.33	15.81	16.31	16.80	17.09	17.58	18.08	18.09	18.56
2	B	11.11	11.38	11.75	12.06	12.19	12.55	12.91	13.27	13.63	13.98
	O	16.67	17.07	17.63	18.09	18.29	18.83	19.37	19.91	20.45	20.97
3	B	12.13	12.53	12.94	13.34	13.74	14.15	14.55	14.96	15.36	15.76
	O	18.20	18.80	19.41	20.01	20.61	21.23	21.83	22.44	23.04	23.64
4	B	13.61	14.07	14.52	14.98	15.43	15.88	16.34	16.79	17.25	17.70
	O	20.42	21.11	21.78	22.47	23.15	23.82	24.51	25.19	25.88	26.55
5	B	15.23	15.74	16.25	16.75	17.26	17.77	18.28	18.78	19.29	19.80
	O	22.85	23.61	24.38	25.13	25.89	26.66	27.42	28.17	28.94	29.70
6	B	16.98	17.54	18.11	18.68	19.24	19.81	20.37	20.94	21.51	22.07
	O	25.47	26.31	27.17	28.02	28.86	29.72	30.56	31.41	32.27	33.11
7	B	18.87	19.50	20.12	20.75	21.38	22.01	22.64	23.27	23.90	24.53
	O	28.31	29.25	30.18	31.13	32.07	33.02	33.96	34.91	35.85	36.80
8	B	20.89	21.59	22.29	22.98	23.68	24.38	25.07	25.77	26.47	27.16
	O	31.34	32.39	33.44	34.47	35.52	36.57	37.61	38.12	38.12	38.12
9	B	23.08	23.85	24.62	25.39	26.16	26.93	27.70	28.46	29.23	30.00
	O	34.62	35.78	36.93	38.09	38.12	38.12	38.12	38.12	38.12	38.12
10	B	25.41	26.26	27.11	27.96	28.80	29.65	30.50	31.35	32.19	33.04
	O	38.12	38.12	38.12	38.12	38.12	38.12	38.12	38.12	38.12	38.12
11	B	27.92	28.85	29.78	30.71	31.65	32.58	33.51	34.44	35.37	36.30
	O	38.12	38.12	38.12	38.12	38.12	38.12	38.12	38.12	38.12	38.12
12	B	33.47	34.58	35.70	36.81	37.93	39.05	40.16	41.28	42.39	43.51
	O	38.12	38.12	38.12	38.12	38.12	39.05	40.16	41.28	42.39	43.51
13	B	39.80	41.12	42.45	43.78	45.10	46.43	47.76	49.09	50.41	51.74
	O	39.80	41.12	42.45	43.78	45.10	46.43	47.76	49.09	50.41	51.74
14	B	47.03	48.60	50.16	51.73	53.30	54.87	56.43	58.00	59.57	61.14
	O	47.03	48.60	50.16	51.73	53.30	54.87	56.43	58.00	59.57	61.14
15	B	55.32	57.16	59.01	60.85	62.70	64.54	66.38	68.23	70.07	71.39
	O	55.32	57.16	59.01	60.85	62.70	64.54	66.38	68.23	70.07	71.39

**SALARY TABLE 2008-DET**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.53%**  
**FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-FLINT, MI**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.34%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.01	\$ 10.34	\$ 10.67	\$ 11.01	\$ 11.34	\$ 11.53	\$ 11.86	\$ 12.20	\$ 12.21	\$ 12.52
	O	15.02	15.51	16.01	16.52	17.01	17.30	17.79	18.30	18.32	18.78
2	B	11.25	11.52	11.89	12.21	12.34	12.71	13.07	13.43	13.80	14.16
	O	16.88	17.28	17.84	18.32	18.51	19.07	19.61	20.15	20.70	21.24
3	B	12.28	12.69	13.10	13.50	13.91	14.32	14.73	15.14	15.55	15.96
	O	18.42	19.04	19.65	20.25	20.87	21.48	22.10	22.71	23.33	23.94
4	B	13.78	14.24	14.70	15.16	15.62	16.08	16.54	17.00	17.46	17.92
	O	20.67	21.36	22.05	22.74	23.43	24.12	24.81	25.50	26.19	26.88
5	B	15.42	15.93	16.45	16.96	17.47	17.99	18.50	19.02	19.53	20.04
	O	23.13	23.90	24.68	25.44	26.21	26.99	27.75	28.53	29.30	30.06
6	B	17.19	17.76	18.33	18.91	19.48	20.05	20.63	21.20	21.77	22.35
	O	25.79	26.64	27.50	28.37	29.22	30.08	30.95	31.80	32.66	33.53
7	B	19.10	19.74	20.37	21.01	21.65	22.28	22.92	23.56	24.19	24.83
	O	28.65	29.61	30.56	31.52	32.48	33.42	34.38	35.34	36.29	37.25
8	B	21.15	21.86	22.56	23.27	23.97	24.68	25.38	26.09	26.79	27.50
	O	31.73	32.79	33.84	34.91	35.96	37.02	38.07	38.60	38.60	38.60
9	B	23.36	24.14	24.92	25.70	26.48	27.26	28.04	28.82	29.60	30.38
	O	35.04	36.21	37.38	38.55	38.60	38.60	38.60	38.60	38.60	38.60
10	B	25.73	26.59	27.45	28.30	29.16	30.02	30.88	31.73	32.59	33.45
	O	38.60	38.60	38.60	38.60	38.60	38.60	38.60	38.60	38.60	38.60
11	B	28.27	29.21	30.15	31.10	32.04	32.98	33.92	34.86	35.81	36.75
	O	38.60	38.60	38.60	38.60	38.60	38.60	38.60	38.60	38.60	38.60
12	B	33.88	35.01	36.14	37.27	38.40	39.53	40.66	41.79	42.92	44.05
	O	38.60	38.60	38.60	38.60	38.60	39.53	40.66	41.79	42.92	44.05
13	B	40.29	41.63	42.98	44.32	45.66	47.01	48.35	49.69	51.04	52.38
	O	40.29	41.63	42.98	44.32	45.66	47.01	48.35	49.69	51.04	52.38
14	B	47.61	49.20	50.78	52.37	53.96	55.55	57.13	58.72	60.31	61.89
	O	47.61	49.20	50.78	52.37	53.96	55.55	57.13	58.72	60.31	61.89
15	B	56.00	57.87	59.74	61.61	63.47	65.34	67.21	69.07	70.94	71.39
	O	56.00	57.87	59.74	61.61	63.47	65.34	67.21	69.07	70.94	71.39

**SALARY TABLE 2008-HAR**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.97%**  
**FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD-WILLIMANTIC, CT-MA**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.78%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.13	\$ 10.46	\$ 10.80	\$ 11.14	\$ 11.47	\$ 11.67	\$ 12.00	\$ 12.34	\$ 12.35	\$ 12.67
	O	15.20	15.69	16.20	16.71	17.21	17.51	18.00	18.51	18.53	19.01
2	B	11.38	11.66	12.03	12.35	12.49	12.86	13.22	13.59	13.96	14.32
	O	17.07	17.49	18.05	18.53	18.74	19.29	19.83	20.39	20.94	21.48
3	B	12.42	12.84	13.25	13.66	14.08	14.49	14.91	15.32	15.73	16.15
	O	18.63	19.26	19.88	20.49	21.12	21.74	22.37	22.98	23.60	24.23
4	B	13.94	14.41	14.87	15.34	15.80	16.27	16.74	17.20	17.67	18.13
	O	20.91	21.62	22.31	23.01	23.70	24.41	25.11	25.80	26.51	27.20
5	B	15.60	16.12	16.64	17.16	17.68	18.20	18.72	19.24	19.76	20.28
	O	23.40	24.18	24.96	25.74	26.52	27.30	28.08	28.86	29.64	30.42
6	B	17.39	17.97	18.55	19.13	19.71	20.29	20.87	21.45	22.03	22.61
	O	26.09	26.96	27.83	28.70	29.57	30.44	31.31	32.18	33.05	33.92
7	B	19.33	19.97	20.61	21.26	21.90	22.55	23.19	23.83	24.48	25.12
	O	29.00	29.96	30.92	31.89	32.85	33.83	34.79	35.75	36.72	37.68
8	B	21.40	22.12	22.83	23.54	24.26	24.97	25.68	26.40	27.11	27.82
	O	32.10	33.18	34.25	35.31	36.39	37.46	38.52	39.05	39.05	39.05
9	B	23.64	24.43	25.22	26.00	26.79	27.58	28.37	29.16	29.94	30.73
	O	35.46	36.65	37.83	39.00	39.05	39.05	39.05	39.05	39.05	39.05
10	B	26.03	26.90	27.77	28.64	29.50	30.37	31.24	32.11	32.97	33.84
	O	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05
11	B	28.60	29.55	30.51	31.46	32.41	33.37	34.32	35.27	36.23	37.18
	O	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05
12	B	34.28	35.42	36.57	37.71	38.85	39.99	41.14	42.28	43.42	44.57
	O	39.05	39.05	39.05	39.05	39.05	39.99	41.14	42.28	43.42	44.57
13	B	40.76	42.12	43.48	44.84	46.20	47.56	48.92	50.28	51.64	53.00
	O	40.76	42.12	43.48	44.84	46.20	47.56	48.92	50.28	51.64	53.00
14	B	48.17	49.78	51.38	52.99	54.59	56.20	57.80	59.41	61.01	62.62
	O	48.17	49.78	51.38	52.99	54.59	56.20	57.80	59.41	61.01	62.62
15	B	56.66	58.55	60.44	62.33	64.22	66.11	68.00	69.89	71.39	71.39
	O	56.66	58.55	60.44	62.33	64.22	66.11	68.00	69.89	71.39	71.39

**SALARY TABLE 2008-HOU**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.39%**  
**FOR THE LOCALITY PAY AREA OF HOUSTON-BAYTOWN-HUNTSVILLE, TX**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.10%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.40	\$ 10.75	\$ 11.10	\$ 11.44	\$ 11.79	\$ 11.99	\$ 12.33	\$ 12.68	\$ 12.69	\$ 13.02
	O	15.60	16.13	16.65	17.16	17.69	17.99	18.50	19.02	19.04	19.53
2	B	11.70	11.98	12.36	12.69	12.83	13.21	13.59	13.97	14.34	14.72
	O	17.55	17.97	18.54	19.04	19.25	19.82	20.39	20.96	21.51	22.08
3	B	12.76	13.19	13.61	14.04	14.47	14.89	15.32	15.74	16.17	16.59
	O	19.14	19.79	20.42	21.06	21.71	22.34	22.98	23.61	24.26	24.89
4	B	14.33	14.81	15.29	15.76	16.24	16.72	17.20	17.67	18.15	18.63
	O	21.50	22.22	22.94	23.64	24.36	25.08	25.80	26.51	27.23	27.95
5	B	16.03	16.57	17.10	17.63	18.17	18.70	19.24	19.77	20.30	20.84
	O	24.05	24.86	25.65	26.45	27.26	28.05	28.86	29.66	30.45	31.26
6	B	17.87	18.47	19.06	19.66	20.25	20.85	21.44	22.04	22.64	23.23
	O	26.81	27.71	28.59	29.49	30.38	31.28	32.16	33.06	33.96	34.85
7	B	19.86	20.52	21.18	21.84	22.51	23.17	23.83	24.49	25.15	25.81
	O	29.79	30.78	31.77	32.76	33.77	34.76	35.75	36.74	37.73	38.72
8	B	21.99	22.73	23.46	24.19	24.92	25.66	26.39	27.12	27.86	28.59
	O	32.99	34.10	35.19	36.29	37.38	38.49	39.59	40.13	40.13	40.13
9	B	24.29	25.10	25.91	26.72	27.53	28.34	29.15	29.96	30.77	31.58
	O	36.44	37.65	38.87	40.08	40.13	40.13	40.13	40.13	40.13	40.13
10	B	26.75	27.64	28.53	29.43	30.32	31.21	32.10	32.99	33.88	34.78
	O	40.13	40.13	40.13	40.13	40.13	40.13	40.13	40.13	40.13	40.13
11	B	29.39	30.37	31.35	32.33	33.31	34.29	35.27	36.25	37.23	38.21
	O	40.13	40.13	40.13	40.13	40.13	40.13	40.13	40.13	40.13	40.13
12	B	35.23	36.40	37.57	38.75	39.92	41.10	42.27	43.45	44.62	45.79
	O	40.13	40.13	40.13	40.13	40.13	41.10	42.27	43.45	44.62	45.79
13	B	41.89	43.29	44.68	46.08	47.47	48.87	50.27	51.66	53.06	54.46
	O	41.89	43.29	44.68	46.08	47.47	48.87	50.27	51.66	53.06	54.46
14	B	49.50	51.15	52.80	54.45	56.10	57.75	59.40	61.05	62.70	64.35
	O	49.50	51.15	52.80	54.45	56.10	57.75	59.40	61.05	62.70	64.35
15	B	58.23	60.17	62.11	64.05	65.99	67.93	69.87	71.39	71.39	71.39
	O	58.23	60.17	62.11	64.05	65.99	67.93	69.87	71.39	71.39	71.39

**SALARY TABLE 2008-HNT**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.23%**  
**FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR, AL**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.07%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.33	\$ 9.64	\$ 9.95	\$ 10.26	\$ 10.57	\$ 10.75	\$ 11.06	\$ 11.37	\$ 11.38	\$ 11.67
	O	14.00	14.46	14.93	15.39	15.86	16.13	16.59	17.06	17.07	17.51
2	B	10.49	10.74	11.09	11.38	11.51	11.85	12.18	12.52	12.86	13.20
	O	15.74	16.11	16.64	17.07	17.27	17.78	18.27	18.78	19.29	19.80
3	B	11.45	11.83	12.21	12.59	12.97	13.35	13.73	14.12	14.50	14.88
	O	17.18	17.75	18.32	18.89	19.46	20.03	20.60	21.18	21.75	22.32
4	B	12.85	13.28	13.71	14.13	14.56	14.99	15.42	15.85	16.28	16.71
	O	19.28	19.92	20.57	21.20	21.84	22.49	23.13	23.78	24.42	25.07
5	B	14.38	14.85	15.33	15.81	16.29	16.77	17.25	17.73	18.21	18.69
	O	21.57	22.28	23.00	23.72	24.44	25.16	25.88	26.60	27.32	28.04
6	B	16.02	16.56	17.09	17.63	18.16	18.69	19.23	19.76	20.30	20.83
	O	24.03	24.84	25.64	26.45	27.24	28.04	28.85	29.64	30.45	31.25
7	B	17.81	18.40	18.99	19.59	20.18	20.77	21.37	21.96	22.55	23.15
	O	26.72	27.60	28.49	29.39	30.27	31.16	32.06	32.94	33.83	34.73
8	B	19.72	20.38	21.04	21.69	22.35	23.01	23.66	24.32	24.98	25.64
	O	29.58	30.57	31.56	32.54	33.53	34.52	35.49	35.99	35.99	35.99
9	B	21.78	22.51	23.23	23.96	24.69	25.41	26.14	26.87	27.59	28.32
	O	32.67	33.77	34.85	35.94	35.99	35.99	35.99	35.99	35.99	35.99
10	B	23.99	24.79	25.59	26.39	27.19	27.99	28.78	29.58	30.38	31.18
	O	35.99	35.99	35.99	35.99	35.99	35.99	35.99	35.99	35.99	35.99
11	B	26.35	27.23	28.11	28.99	29.87	30.75	31.62	32.50	33.38	34.26
	O	35.99	35.99	35.99	35.99	35.99	35.99	35.99	35.99	35.99	35.99
12	B	31.59	32.64	33.69	34.75	35.80	36.85	37.91	38.96	40.01	41.06
	O	35.99	35.99	35.99	35.99	35.99	36.85	37.91	38.96	40.01	41.06
13	B	37.56	38.81	40.07	41.32	42.57	43.82	45.08	46.33	47.58	48.83
	O	37.56	38.81	40.07	41.32	42.57	43.82	45.08	46.33	47.58	48.83
14	B	44.39	45.86	47.34	48.82	50.30	51.78	53.26	54.74	56.22	57.70
	O	44.39	45.86	47.34	48.82	50.30	51.78	53.26	54.74	56.22	57.70
15	B	52.21	53.95	55.69	57.43	59.17	60.91	62.65	64.39	66.14	67.88
	O	52.21	53.95	55.69	57.43	59.17	60.91	62.65	64.39	66.14	67.88

**SALARY TABLE 2008-IND**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.51%**  
**FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-ANDERSON-COLUMBUS, IN**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 2.96%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.27	\$ 9.58	\$ 9.89	\$ 10.20	\$ 10.50	\$ 10.69	\$ 10.99	\$ 11.30	\$ 11.31	\$ 11.60
	O	13.91	14.37	14.84	15.30	15.75	16.04	16.49	16.95	16.97	17.40
2	B	10.42	10.67	11.02	11.31	11.44	11.77	12.11	12.44	12.78	13.12
	O	15.63	16.01	16.53	16.97	17.16	17.66	18.17	18.66	19.17	19.68
3	B	11.37	11.75	12.13	12.51	12.89	13.27	13.65	14.03	14.41	14.79
	O	17.06	17.63	18.20	18.77	19.34	19.91	20.48	21.05	21.62	22.19
4	B	12.77	13.19	13.62	14.05	14.47	14.90	15.32	15.75	16.17	16.60
	O	19.16	19.79	20.43	21.08	21.71	22.35	22.98	23.63	24.26	24.90
5	B	14.28	14.76	15.24	15.71	16.19	16.66	17.14	17.62	18.09	18.57
	O	21.42	22.14	22.86	23.57	24.29	24.99	25.71	26.43	27.14	27.86
6	B	15.92	16.45	16.98	17.52	18.05	18.58	19.11	19.64	20.17	20.70
	O	23.88	24.68	25.47	26.28	27.08	27.87	28.67	29.46	30.26	31.05
7	B	17.69	18.28	18.87	19.46	20.05	20.64	21.23	21.82	22.41	23.00
	O	26.54	27.42	28.31	29.19	30.08	30.96	31.85	32.73	33.62	34.50
8	B	19.60	20.25	20.90	21.56	22.21	22.86	23.52	24.17	24.82	25.48
	O	29.40	30.38	31.35	32.34	33.32	34.29	35.28	35.76	35.76	35.76
9	B	21.64	22.37	23.09	23.81	24.53	25.25	25.97	26.70	27.42	28.14
	O	32.46	33.56	34.64	35.72	35.76	35.76	35.76	35.76	35.76	35.76
10	B	23.84	24.63	25.42	26.22	27.01	27.81	28.60	29.40	30.19	30.99
	O	35.76	35.76	35.76	35.76	35.76	35.76	35.76	35.76	35.76	35.76
11	B	26.19	27.06	27.93	28.81	29.68	30.55	31.43	32.30	33.17	34.04
	O	35.76	35.76	35.76	35.76	35.76	35.76	35.76	35.76	35.76	35.76
12	B	31.39	32.43	33.48	34.53	35.57	36.62	37.67	38.71	39.76	40.81
	O	35.76	35.76	35.76	35.76	35.76	36.62	37.67	38.71	39.76	40.81
13	B	37.32	38.57	39.81	41.06	42.30	43.55	44.79	46.04	47.28	48.52
	O	37.32	38.57	39.81	41.06	42.30	43.55	44.79	46.04	47.28	48.52
14	B	44.11	45.58	47.05	48.52	49.99	51.46	52.93	54.40	55.87	57.34
	O	44.11	45.58	47.05	48.52	49.99	51.46	52.93	54.40	55.87	57.34
15	B	51.88	53.61	55.34	57.07	58.80	60.53	62.26	63.99	65.72	67.45
	O	51.88	53.61	55.34	57.07	58.80	60.53	62.26	63.99	65.72	67.45



**SALARY TABLE 2008-LA**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 25.26%**  
**FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH-RIVERSIDE, CA**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.52%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.23	\$ 10.57	\$ 10.91	\$ 11.25	\$ 11.59	\$ 11.79	\$ 12.13	\$ 12.47	\$ 12.48	\$ 12.80
	O	15.35	15.86	16.37	16.88	17.39	17.69	18.20	18.71	18.72	19.20
2	B	11.50	11.78	12.16	12.48	12.62	12.99	13.36	13.73	14.10	14.47
	O	17.25	17.67	18.24	18.72	18.93	19.49	20.04	20.60	21.15	21.71
3	B	12.55	12.97	13.39	13.81	14.22	14.64	15.06	15.48	15.90	16.32
	O	18.83	19.46	20.09	20.72	21.33	21.96	22.59	23.22	23.85	24.48
4	B	14.09	14.56	15.03	15.50	15.97	16.44	16.91	17.38	17.85	18.32
	O	21.14	21.84	22.55	23.25	23.96	24.66	25.37	26.07	26.78	27.48
5	B	15.76	16.29	16.81	17.34	17.86	18.39	18.91	19.44	19.96	20.49
	O	23.64	24.44	25.22	26.01	26.79	27.59	28.37	29.16	29.94	30.74
6	B	17.57	18.16	18.74	19.33	19.91	20.50	21.09	21.67	22.26	22.84
	O	26.36	27.24	28.11	29.00	29.87	30.75	31.64	32.51	33.39	34.26
7	B	19.53	20.18	20.83	21.48	22.13	22.78	23.43	24.08	24.73	25.38
	O	29.30	30.27	31.25	32.22	33.20	34.17	35.15	36.12	37.10	38.07
8	B	21.62	22.35	23.07	23.79	24.51	25.23	25.95	26.67	27.39	28.11
	O	32.43	33.53	34.61	35.69	36.77	37.85	38.93	39.45	39.45	39.45
9	B	23.88	24.68	25.48	26.27	27.07	27.87	28.66	29.46	30.26	31.05
	O	35.82	37.02	38.22	39.41	39.45	39.45	39.45	39.45	39.45	39.45
10	B	26.30	27.18	28.06	28.93	29.81	30.69	31.56	32.44	33.32	34.19
	O	39.45	39.45	39.45	39.45	39.45	39.45	39.45	39.45	39.45	39.45
11	B	28.90	29.86	30.82	31.79	32.75	33.71	34.68	35.64	36.60	37.57
	O	39.45	39.45	39.45	39.45	39.45	39.45	39.45	39.45	39.45	39.45
12	B	34.64	35.79	36.95	38.10	39.26	40.41	41.56	42.72	43.87	45.03
	O	39.45	39.45	39.45	39.45	39.45	40.41	41.56	42.72	43.87	45.03
13	B	41.19	42.56	43.93	45.31	46.68	48.05	49.43	50.80	52.17	53.55
	O	41.19	42.56	43.93	45.31	46.68	48.05	49.43	50.80	52.17	53.55
14	B	48.67	50.29	51.92	53.54	55.16	56.78	58.41	60.03	61.65	63.27
	O	48.67	50.29	51.92	53.54	55.16	56.78	58.41	60.03	61.65	63.27
15	B	57.25	59.16	61.07	62.98	64.89	66.80	68.70	70.61	71.39	71.39
	O	57.25	59.16	61.07	62.98	64.89	66.80	68.70	70.61	71.39	71.39

**SALARY TABLE 2008-MFL**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.11%**  
**FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-POMPANO BEACH, FL**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.20%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.73	\$ 10.05	\$ 10.38	\$ 10.70	\$ 11.02	\$ 11.21	\$ 11.53	\$ 11.85	\$ 11.87	\$ 12.17
	O	14.60	15.08	15.57	16.05	16.53	16.82	17.30	17.78	17.81	18.26
2	B	10.94	11.20	11.56	11.87	12.00	12.35	12.70	13.06	13.41	13.76
	O	16.41	16.80	17.34	17.81	18.00	18.53	19.05	19.59	20.12	20.64
3	B	11.93	12.33	12.73	13.13	13.53	13.92	14.32	14.72	15.12	15.51
	O	17.90	18.50	19.10	19.70	20.30	20.88	21.48	22.08	22.68	23.27
4	B	13.40	13.84	14.29	14.74	15.19	15.63	16.08	16.53	16.97	17.42
	O	20.10	20.76	21.44	22.11	22.79	23.45	24.12	24.80	25.46	26.13
5	B	14.99	15.49	15.99	16.49	16.99	17.49	17.99	18.49	18.98	19.48
	O	22.49	23.24	23.99	24.74	25.49	26.24	26.99	27.74	28.47	29.22
6	B	16.71	17.27	17.82	18.38	18.94	19.49	20.05	20.61	21.16	21.72
	O	25.07	25.91	26.73	27.57	28.41	29.24	30.08	30.92	31.74	32.58
7	B	18.57	19.19	19.81	20.42	21.04	21.66	22.28	22.90	23.52	24.14
	O	27.86	28.79	29.72	30.63	31.56	32.49	33.42	34.35	35.28	36.21
8	B	20.56	21.25	21.93	22.62	23.30	23.99	24.68	25.36	26.05	26.73
	O	30.84	31.88	32.90	33.93	34.95	35.99	37.02	37.52	37.52	37.52
9	B	22.71	23.47	24.23	24.98	25.74	26.50	27.26	28.01	28.77	29.53
	O	34.07	35.21	36.35	37.47	37.52	37.52	37.52	37.52	37.52	37.52
10	B	25.01	25.85	26.68	27.51	28.35	29.18	30.01	30.85	31.68	32.52
	O	37.52	37.52	37.52	37.52	37.52	37.52	37.52	37.52	37.52	37.52
11	B	27.48	28.40	29.31	30.23	31.14	32.06	32.98	33.89	34.81	35.72
	O	37.52	37.52	37.52	37.52	37.52	37.52	37.52	37.52	37.52	37.52
12	B	32.94	34.03	35.13	36.23	37.33	38.43	39.52	40.62	41.72	42.82
	O	37.52	37.52	37.52	37.52	37.52	38.43	39.52	40.62	41.72	42.82
13	B	39.17	40.47	41.78	43.08	44.39	45.69	47.00	48.31	49.61	50.92
	O	39.17	40.47	41.78	43.08	44.39	45.69	47.00	48.31	49.61	50.92
14	B	46.28	47.82	49.37	50.91	52.45	54.00	55.54	57.08	58.62	60.17
	O	46.28	47.82	49.37	50.91	52.45	54.00	55.54	57.08	58.62	60.17
15	B	54.44	56.26	58.07	59.89	61.70	63.52	65.33	67.15	68.96	70.78
	O	54.44	56.26	58.07	59.89	61.70	63.52	65.33	67.15	68.96	70.78

**SALARY TABLE 2008-MIL**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.73%**  
**FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE-WAUKESHA, WI**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.56%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.53	\$ 9.85	\$ 10.17	\$ 10.48	\$ 10.80	\$ 10.99	\$ 11.30	\$ 11.62	\$ 11.63	\$ 11.93
	O	14.30	14.78	15.26	15.72	16.20	16.49	16.95	17.43	17.45	17.90
2	B	10.72	10.97	11.33	11.63	11.76	12.11	12.45	12.80	13.14	13.49
	O	16.08	16.46	17.00	17.45	17.64	18.17	18.68	19.20	19.71	20.24
3	B	11.70	12.09	12.48	12.87	13.26	13.64	14.03	14.43	14.81	15.20
	O	17.55	18.14	18.72	19.31	19.89	20.46	21.05	21.65	22.22	22.80
4	B	13.13	13.57	14.01	14.44	14.88	15.32	15.76	16.20	16.63	17.07
	O	19.70	20.36	21.02	21.66	22.32	22.98	23.64	24.30	24.95	25.61
5	B	14.69	15.18	15.67	16.16	16.65	17.14	17.63	18.12	18.61	19.09
	O	22.04	22.77	23.51	24.24	24.98	25.71	26.45	27.18	27.92	28.64
6	B	16.37	16.92	17.47	18.01	18.56	19.10	19.65	20.20	20.74	21.29
	O	24.56	25.38	26.21	27.02	27.84	28.65	29.48	30.30	31.11	31.94
7	B	18.20	18.80	19.41	20.02	20.62	21.23	21.83	22.44	23.05	23.65
	O	27.30	28.20	29.12	30.03	30.93	31.85	32.75	33.66	34.58	35.48
8	B	20.15	20.82	21.50	22.17	22.84	23.51	24.18	24.85	25.53	26.20
	O	30.23	31.23	32.25	33.26	34.26	35.27	36.27	36.77	36.77	36.77
9	B	22.26	23.00	23.74	24.48	25.23	25.97	26.71	27.45	28.20	28.94
	O	33.39	34.50	35.61	36.72	36.77	36.77	36.77	36.77	36.77	36.77
10	B	24.51	25.33	26.15	26.96	27.78	28.60	29.41	30.23	31.05	31.87
	O	36.77	36.77	36.77	36.77	36.77	36.77	36.77	36.77	36.77	36.77
11	B	26.93	27.83	28.73	29.62	30.52	31.42	32.32	33.21	34.11	35.01
	O	36.77	36.77	36.77	36.77	36.77	36.77	36.77	36.77	36.77	36.77
12	B	32.28	33.35	34.43	35.51	36.58	37.66	38.73	39.81	40.89	41.96
	O	36.77	36.77	36.77	36.77	36.77	37.66	38.73	39.81	40.89	41.96
13	B	38.38	39.66	40.94	42.22	43.50	44.78	46.06	47.34	48.62	49.90
	O	38.38	39.66	40.94	42.22	43.50	44.78	46.06	47.34	48.62	49.90
14	B	45.36	46.87	48.38	49.89	51.40	52.92	54.43	55.94	57.45	58.96
	O	45.36	46.87	48.38	49.89	51.40	52.92	54.43	55.94	57.45	58.96
15	B	53.35	55.13	56.91	58.69	60.47	62.25	64.03	65.80	67.58	69.36
	O	53.35	55.13	56.91	58.69	60.47	62.25	64.03	65.80	67.58	69.36

**SALARY TABLE 2008-MSP**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.43%**  
**FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL-ST. CLOUD, MN-WI**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.59%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.75	\$ 10.08	\$ 10.40	\$ 10.73	\$ 11.05	\$ 11.24	\$ 11.56	\$ 11.89	\$ 11.90	\$ 12.20
	O	14.63	15.12	15.60	16.10	16.58	16.86	17.34	17.84	17.85	18.30
2	B	10.97	11.23	11.59	11.90	12.03	12.39	12.74	13.09	13.45	13.80
	O	16.46	16.85	17.39	17.85	18.05	18.59	19.11	19.64	20.18	20.70
3	B	11.97	12.37	12.76	13.16	13.56	13.96	14.36	14.76	15.16	15.56
	O	17.96	18.56	19.14	19.74	20.34	20.94	21.54	22.14	22.74	23.34
4	B	13.43	13.88	14.33	14.78	15.23	15.67	16.12	16.57	17.02	17.47
	O	20.15	20.82	21.50	22.17	22.85	23.51	24.18	24.86	25.53	26.21
5	B	15.03	15.53	16.03	16.53	17.03	17.53	18.03	18.53	19.04	19.54
	O	22.55	23.30	24.05	24.80	25.55	26.30	27.05	27.80	28.56	29.31
6	B	16.75	17.31	17.87	18.43	18.99	19.55	20.10	20.66	21.22	21.78
	O	25.13	25.97	26.81	27.65	28.49	29.33	30.15	30.99	31.83	32.67
7	B	18.62	19.24	19.86	20.48	21.10	21.72	22.34	22.96	23.58	24.20
	O	27.93	28.86	29.79	30.72	31.65	32.58	33.51	34.44	35.37	36.30
8	B	20.62	21.31	21.99	22.68	23.37	24.05	24.74	25.43	26.12	26.80
	O	30.93	31.97	32.99	34.02	35.06	36.08	37.11	37.62	37.62	37.62
9	B	22.77	23.53	24.29	25.05	25.81	26.57	27.33	28.09	28.85	29.61
	O	34.16	35.30	36.44	37.58	37.62	37.62	37.62	37.62	37.62	37.62
10	B	25.08	25.91	26.75	27.59	28.42	29.26	30.09	30.93	31.77	32.60
	O	37.62	37.62	37.62	37.62	37.62	37.62	37.62	37.62	37.62	37.62
11	B	27.55	28.47	29.39	30.31	31.23	32.15	33.06	33.98	34.90	35.82
	O	37.62	37.62	37.62	37.62	37.62	37.62	37.62	37.62	37.62	37.62
12	B	33.02	34.13	35.23	36.33	37.43	38.53	39.63	40.73	41.83	42.93
	O	37.62	37.62	37.62	37.62	37.62	38.53	39.63	40.73	41.83	42.93
13	B	39.27	40.58	41.89	43.20	44.51	45.82	47.13	48.44	49.75	51.06
	O	39.27	40.58	41.89	43.20	44.51	45.82	47.13	48.44	49.75	51.06
14	B	46.41	47.95	49.50	51.05	52.59	54.14	55.69	57.23	58.78	60.33
	O	46.41	47.95	49.50	51.05	52.59	54.14	55.69	57.23	58.78	60.33
15	B	54.59	56.41	58.23	60.05	61.87	63.69	65.51	67.33	69.15	70.97
	O	54.59	56.41	58.23	60.05	61.87	63.69	65.51	67.33	69.15	70.97

**SALARY TABLE 2008-NY**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.36%**  
**FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK-BRIDGEPORT, NY-NJ-CT-PA**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.97%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.32	\$ 10.67	\$ 11.01	\$ 11.35	\$ 11.69	\$ 11.90	\$ 12.23	\$ 12.58	\$ 12.59	\$ 12.91
	O	15.48	16.01	16.52	17.03	17.54	17.85	18.35	18.87	18.89	19.37
2	B	11.60	11.88	12.26	12.59	12.73	13.10	13.48	13.85	14.23	14.60
	O	17.40	17.82	18.39	18.89	19.10	19.65	20.22	20.78	21.35	21.90
3	B	12.66	13.08	13.51	13.93	14.35	14.77	15.19	15.61	16.04	16.46
	O	18.99	19.62	20.27	20.90	21.53	22.16	22.79	23.42	24.06	24.69
4	B	14.21	14.69	15.16	15.64	16.11	16.58	17.06	17.53	18.01	18.48
	O	21.32	22.04	22.74	23.46	24.17	24.87	25.59	26.30	27.02	27.72
5	B	15.90	16.43	16.96	17.49	18.02	18.55	19.08	19.61	20.14	20.67
	O	23.85	24.65	25.44	26.24	27.03	27.83	28.62	29.42	30.21	31.01
6	B	17.73	18.32	18.91	19.50	20.09	20.68	21.27	21.86	22.45	23.04
	O	26.60	27.48	28.37	29.25	30.14	31.02	31.91	32.79	33.68	34.56
7	B	19.70	20.35	21.01	21.67	22.32	22.98	23.64	24.29	24.95	25.61
	O	29.55	30.53	31.52	32.51	33.48	34.47	35.46	36.44	37.43	38.42
8	B	21.82	22.54	23.27	24.00	24.72	25.45	26.18	26.91	27.63	28.36
	O	32.73	33.81	34.91	36.00	37.08	38.18	39.27	39.80	39.80	39.80
9	B	24.09	24.90	25.70	26.50	27.31	28.11	28.92	29.72	30.52	31.33
	O	36.14	37.35	38.55	39.75	39.80	39.80	39.80	39.80	39.80	39.80
10	B	26.53	27.42	28.30	29.19	30.07	30.96	31.84	32.73	33.61	34.49
	O	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80
11	B	29.15	30.12	31.10	32.07	33.04	34.01	34.98	35.95	36.93	37.90
	O	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80
12	B	34.94	36.11	37.27	38.44	39.60	40.77	41.93	43.09	44.26	45.43
	O	39.80	39.80	39.80	39.80	39.80	40.77	41.93	43.09	44.26	45.43
13	B	41.55	42.94	44.32	45.71	47.09	48.48	49.86	51.25	52.63	54.02
	O	41.55	42.94	44.32	45.71	47.09	48.48	49.86	51.25	52.63	54.02
14	B	49.10	50.74	52.37	54.01	55.64	57.28	58.92	60.55	62.19	63.83
	O	49.10	50.74	52.37	54.01	55.64	57.28	58.92	60.55	62.19	63.83
15	B	57.76	59.68	61.61	63.53	65.46	67.38	69.31	71.23	71.39	71.39
	O	57.76	59.68	61.61	63.53	65.46	67.38	69.31	71.23	71.39	71.39

**SALARY TABLE 2008-PHL**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.14%**  
**FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.61%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.81	\$ 10.14	\$ 10.47	\$ 10.79	\$ 11.12	\$ 11.31	\$ 11.63	\$ 11.96	\$ 11.97	\$ 12.28
	O	14.72	15.21	15.71	16.19	16.68	16.97	17.45	17.94	17.96	18.42
2	B	11.03	11.30	11.66	11.97	12.10	12.46	12.81	13.17	13.53	13.88
	O	16.55	16.95	17.49	17.96	18.15	18.69	19.22	19.76	20.30	20.82
3	B	12.04	12.44	12.84	13.24	13.64	14.04	14.45	14.85	15.25	15.65
	O	18.06	18.66	19.26	19.86	20.46	21.06	21.68	22.28	22.88	23.48
4	B	13.51	13.96	14.41	14.87	15.32	15.77	16.22	16.67	17.12	17.57
	O	20.27	20.94	21.62	22.31	22.98	23.66	24.33	25.01	25.68	26.36
5	B	15.12	15.62	16.13	16.63	17.13	17.64	18.14	18.64	19.15	19.65
	O	22.68	23.43	24.20	24.95	25.70	26.46	27.21	27.96	28.73	29.48
6	B	16.85	17.41	17.98	18.54	19.10	19.66	20.22	20.79	21.35	21.91
	O	25.28	26.12	26.97	27.81	28.65	29.49	30.33	31.19	32.03	32.87
7	B	18.73	19.35	19.98	20.60	21.22	21.85	22.47	23.10	23.72	24.34
	O	28.10	29.03	29.97	30.90	31.83	32.78	33.71	34.65	35.58	36.51
8	B	20.74	21.43	22.12	22.82	23.51	24.20	24.89	25.58	26.27	26.96
	O	31.11	32.15	33.18	34.23	35.27	36.30	37.34	37.85	37.85	37.85
9	B	22.91	23.67	24.44	25.20	25.96	26.73	27.49	28.26	29.02	29.78
	O	34.37	35.51	36.66	37.80	37.85	37.85	37.85	37.85	37.85	37.85
10	B	25.23	26.07	26.91	27.75	28.59	29.43	30.27	31.11	31.96	32.80
	O	37.85	37.85	37.85	37.85	37.85	37.85	37.85	37.85	37.85	37.85
11	B	27.72	28.64	29.56	30.49	31.41	32.34	33.26	34.18	35.11	36.03
	O	37.85	37.85	37.85	37.85	37.85	37.85	37.85	37.85	37.85	37.85
12	B	33.22	34.33	35.44	36.54	37.65	38.76	39.87	40.97	42.08	43.19
	O	37.85	37.85	37.85	37.85	37.85	38.76	39.87	40.97	42.08	43.19
13	B	39.50	40.82	42.14	43.46	44.77	46.09	47.41	48.72	50.04	51.36
	O	39.50	40.82	42.14	43.46	44.77	46.09	47.41	48.72	50.04	51.36
14	B	46.68	48.24	49.79	51.35	52.91	54.46	56.02	57.57	59.13	60.69
	O	46.68	48.24	49.79	51.35	52.91	54.46	56.02	57.57	59.13	60.69
15	B	54.91	56.74	58.57	60.40	62.23	64.07	65.90	67.73	69.56	71.39
	O	54.91	56.74	58.57	60.40	62.23	64.07	65.90	67.73	69.56	71.39

**SALARY TABLE 2008-PX**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.74%**  
**FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.88%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.37	\$ 9.68	\$ 10.00	\$ 10.31	\$ 10.62	\$ 10.80	\$ 11.11	\$ 11.42	\$ 11.43	\$ 11.72
	O	14.06	14.52	15.00	15.47	15.93	16.20	16.67	17.13	17.15	17.58
2	B	10.54	10.79	11.14	11.43	11.56	11.90	12.24	12.58	12.92	13.26
	O	15.81	16.19	16.71	17.15	17.34	17.85	18.36	18.87	19.38	19.89
3	B	11.50	11.88	12.26	12.65	13.03	13.41	13.80	14.18	14.56	14.95
	O	17.25	17.82	18.39	18.98	19.55	20.12	20.70	21.27	21.84	22.43
4	B	12.91	13.34	13.77	14.20	14.63	15.06	15.49	15.92	16.35	16.78
	O	19.37	20.01	20.66	21.30	21.95	22.59	23.24	23.88	24.53	25.17
5	B	14.44	14.92	15.40	15.88	16.36	16.84	17.33	17.81	18.29	18.77
	O	21.66	22.38	23.10	23.82	24.54	25.26	26.00	26.72	27.44	28.16
6	B	16.10	16.63	17.17	17.71	18.24	18.78	19.31	19.85	20.39	20.92
	O	24.15	24.95	25.76	26.57	27.36	28.17	28.97	29.78	30.59	31.38
7	B	17.89	18.48	19.08	19.67	20.27	20.87	21.46	22.06	22.65	23.25
	O	26.84	27.72	28.62	29.51	30.41	31.31	32.19	33.09	33.98	34.88
8	B	19.81	20.47	21.13	21.79	22.45	23.11	23.77	24.43	25.09	25.75
	O	29.72	30.71	31.70	32.69	33.68	34.67	35.66	36.14	36.14	36.14
9	B	21.88	22.61	23.34	24.07	24.80	25.53	26.26	26.99	27.72	28.44
	O	32.82	33.92	35.01	36.11	36.14	36.14	36.14	36.14	36.14	36.14
10	B	24.09	24.90	25.70	26.50	27.31	28.11	28.91	29.72	30.52	31.32
	O	36.14	36.14	36.14	36.14	36.14	36.14	36.14	36.14	36.14	36.14
11	B	26.47	27.35	28.24	29.12	30.00	30.88	31.77	32.65	33.53	34.41
	O	36.14	36.14	36.14	36.14	36.14	36.14	36.14	36.14	36.14	36.14
12	B	31.73	32.79	33.84	34.90	35.96	37.02	38.07	39.13	40.19	41.25
	O	36.14	36.14	36.14	36.14	36.14	37.02	38.07	39.13	40.19	41.25
13	B	37.73	38.99	40.24	41.50	42.76	44.02	45.28	46.53	47.79	49.05
	O	37.73	38.99	40.24	41.50	42.76	44.02	45.28	46.53	47.79	49.05
14	B	44.58	46.07	47.56	49.04	50.53	52.01	53.50	54.99	56.47	57.96
	O	44.58	46.07	47.56	49.04	50.53	52.01	53.50	54.99	56.47	57.96
15	B	52.44	54.19	55.94	57.69	59.44	61.19	62.93	64.68	66.43	68.18
	O	52.44	54.19	55.94	57.69	59.44	61.19	62.93	64.68	66.43	68.18

**SALARY TABLE 2008-PIT**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.93%**  
**FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE, PA**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.19%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.39	\$ 9.70	\$ 10.01	\$ 10.32	\$ 10.64	\$ 10.82	\$ 11.13	\$ 11.44	\$ 11.45	\$ 11.74
	O	14.09	14.55	15.02	15.48	15.96	16.23	16.70	17.16	17.18	17.61
2	B	10.55	10.80	11.15	11.45	11.58	11.92	12.26	12.60	12.94	13.28
	O	15.83	16.20	16.73	17.18	17.37	17.88	18.39	18.90	19.41	19.92
3	B	11.52	11.90	12.28	12.67	13.05	13.43	13.82	14.20	14.59	14.97
	O	17.28	17.85	18.42	19.01	19.58	20.15	20.73	21.30	21.89	22.46
4	B	12.93	13.36	13.79	14.22	14.65	15.08	15.51	15.95	16.38	16.81
	O	19.40	20.04	20.69	21.33	21.98	22.62	23.27	23.93	24.57	25.22
5	B	14.46	14.95	15.43	15.91	16.39	16.87	17.35	17.84	18.32	18.80
	O	21.69	22.43	23.15	23.87	24.59	25.31	26.03	26.76	27.48	28.20
6	B	16.12	16.66	17.20	17.73	18.27	18.81	19.35	19.88	20.42	20.96
	O	24.18	24.99	25.80	26.60	27.41	28.22	29.03	29.82	30.63	31.44
7	B	17.92	18.51	19.11	19.71	20.30	20.90	21.50	22.09	22.69	23.29
	O	26.88	27.77	28.67	29.57	30.45	31.35	32.25	33.14	34.04	34.94
8	B	19.84	20.50	21.16	21.83	22.49	23.15	23.81	24.47	25.13	25.79
	O	29.76	30.75	31.74	32.75	33.74	34.73	35.72	36.20	36.20	36.20
9	B	21.91	22.65	23.38	24.11	24.84	25.57	26.30	27.03	27.76	28.49
	O	32.87	33.98	35.07	36.17	36.20	36.20	36.20	36.20	36.20	36.20
10	B	24.13	24.94	25.74	26.55	27.35	28.16	28.96	29.77	30.57	31.37
	O	36.20	36.20	36.20	36.20	36.20	36.20	36.20	36.20	36.20	36.20
11	B	26.51	27.40	28.28	29.17	30.05	30.93	31.82	32.70	33.59	34.47
	O	36.20	36.20	36.20	36.20	36.20	36.20	36.20	36.20	36.20	36.20
12	B	31.78	32.84	33.90	34.96	36.02	37.08	38.14	39.20	40.26	41.32
	O	36.20	36.20	36.20	36.20	36.20	37.08	38.14	39.20	40.26	41.32
13	B	37.79	39.05	40.31	41.57	42.83	44.09	45.35	46.61	47.87	49.13
	O	37.79	39.05	40.31	41.57	42.83	44.09	45.35	46.61	47.87	49.13
14	B	44.66	46.15	47.63	49.12	50.61	52.10	53.59	55.08	56.57	58.05
	O	44.66	46.15	47.63	49.12	50.61	52.10	53.59	55.08	56.57	58.05
15	B	52.53	54.28	56.03	57.78	59.54	61.29	63.04	64.79	66.54	68.29
	O	52.53	54.28	56.03	57.78	59.54	61.29	63.04	64.79	66.54	68.29



**SALARY TABLE 2008-POR**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.72%**  
**FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-BEAVERTON, OR-WA**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.45%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.70	\$ 10.02	\$ 10.34	\$ 10.66	\$ 10.99	\$ 11.18	\$ 11.49	\$ 11.82	\$ 11.83	\$ 12.13
	O	14.55	15.03	15.51	15.99	16.49	16.77	17.24	17.73	17.75	18.20
2	B	10.90	11.16	11.52	11.83	11.96	12.31	12.66	13.01	13.37	13.72
	O	16.35	16.74	17.28	17.75	17.94	18.47	18.99	19.52	20.06	20.58
3	B	11.90	12.29	12.69	13.08	13.48	13.88	14.27	14.67	15.07	15.46
	O	17.85	18.44	19.04	19.62	20.22	20.82	21.41	22.01	22.61	23.19
4	B	13.35	13.80	14.24	14.69	15.14	15.58	16.03	16.47	16.92	17.36
	O	20.03	20.70	21.36	22.04	22.71	23.37	24.05	24.71	25.38	26.04
5	B	14.94	15.44	15.94	16.43	16.93	17.43	17.93	18.42	18.92	19.42
	O	22.41	23.16	23.91	24.65	25.40	26.15	26.90	27.63	28.38	29.13
6	B	16.65	17.21	17.76	18.32	18.87	19.43	19.99	20.54	21.10	21.65
	O	24.98	25.82	26.64	27.48	28.31	29.15	29.99	30.81	31.65	32.48
7	B	18.51	19.12	19.74	20.36	20.97	21.59	22.21	22.82	23.44	24.06
	O	27.77	28.68	29.61	30.54	31.46	32.39	33.32	34.23	35.16	36.09
8	B	20.50	21.18	21.86	22.55	23.23	23.91	24.60	25.28	25.96	26.64
	O	30.75	31.77	32.79	33.83	34.85	35.87	36.90	37.40	37.40	37.40
9	B	22.64	23.39	24.15	24.90	25.66	26.41	27.17	27.92	28.68	29.43
	O	33.96	35.09	36.23	37.35	37.40	37.40	37.40	37.40	37.40	37.40
10	B	24.93	25.76	26.59	27.42	28.25	29.08	29.92	30.75	31.58	32.41
	O	37.40	37.40	37.40	37.40	37.40	37.40	37.40	37.40	37.40	37.40
11	B	27.39	28.30	29.22	30.13	31.04	31.95	32.87	33.78	34.69	35.61
	O	37.40	37.40	37.40	37.40	37.40	37.40	37.40	37.40	37.40	37.40
12	B	32.83	33.92	35.02	36.11	37.21	38.30	39.39	40.49	41.58	42.68
	O	37.40	37.40	37.40	37.40	37.40	38.30	39.39	40.49	41.58	42.68
13	B	39.04	40.34	41.64	42.94	44.24	45.55	46.85	48.15	49.45	50.75
	O	39.04	40.34	41.64	42.94	44.24	45.55	46.85	48.15	49.45	50.75
14	B	46.13	47.67	49.21	50.74	52.28	53.82	55.36	56.89	58.43	59.97
	O	46.13	47.67	49.21	50.74	52.28	53.82	55.36	56.89	58.43	59.97
15	B	54.26	56.07	57.88	59.69	61.50	63.31	65.12	66.93	68.73	70.54
	O	54.26	56.07	57.88	59.69	61.50	63.31	65.12	66.93	68.73	70.54

**SALARY TABLE 2008-RA**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.82%**  
**FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CARY, NC**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.06%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.54	\$ 9.86	\$ 10.18	\$ 10.49	\$ 10.81	\$ 11.00	\$ 11.31	\$ 11.63	\$ 11.64	\$ 11.94
	O	14.31	14.79	15.27	15.74	16.22	16.50	16.97	17.45	17.46	17.91
2	B	10.73	10.98	11.34	11.64	11.77	12.11	12.46	12.81	13.15	13.50
	O	16.10	16.47	17.01	17.46	17.66	18.17	18.69	19.22	19.73	20.25
3	B	11.70	12.09	12.49	12.88	13.27	13.66	14.05	14.44	14.83	15.22
	O	17.55	18.14	18.74	19.32	19.91	20.49	21.08	21.66	22.25	22.83
4	B	13.14	13.58	14.02	14.46	14.89	15.33	15.77	16.21	16.65	17.08
	O	19.71	20.37	21.03	21.69	22.34	23.00	23.66	24.32	24.98	25.62
5	B	14.70	15.19	15.68	16.17	16.66	17.15	17.64	18.13	18.62	19.11
	O	22.05	22.79	23.52	24.26	24.99	25.73	26.46	27.20	27.93	28.67
6	B	16.39	16.93	17.48	18.03	18.57	19.12	19.67	20.21	20.76	21.30
	O	24.59	25.40	26.22	27.05	27.86	28.68	29.51	30.32	31.14	31.95
7	B	18.21	18.82	19.42	20.03	20.64	21.24	21.85	22.46	23.07	23.67
	O	27.32	28.23	29.13	30.05	30.96	31.86	32.78	33.69	34.61	35.51
8	B	20.17	20.84	21.51	22.18	22.86	23.53	24.20	24.87	25.55	26.22
	O	30.26	31.26	32.27	33.27	34.29	35.30	36.30	36.80	36.80	36.80
9	B	22.28	23.02	23.76	24.50	25.25	25.99	26.73	27.47	28.22	28.96
	O	33.42	34.53	35.64	36.75	36.80	36.80	36.80	36.80	36.80	36.80
10	B	24.53	25.35	26.17	26.98	27.80	28.62	29.44	30.25	31.07	31.89
	O	36.80	36.80	36.80	36.80	36.80	36.80	36.80	36.80	36.80	36.80
11	B	26.95	27.85	28.75	29.65	30.54	31.44	32.34	33.24	34.14	35.04
	O	36.80	36.80	36.80	36.80	36.80	36.80	36.80	36.80	36.80	36.80
12	B	32.30	33.38	34.46	35.53	36.61	37.69	38.76	39.84	40.92	42.00
	O	36.80	36.80	36.80	36.80	36.80	37.69	38.76	39.84	40.92	42.00
13	B	38.41	39.69	40.97	42.25	43.54	44.82	46.10	47.38	48.66	49.94
	O	38.41	39.69	40.97	42.25	43.54	44.82	46.10	47.38	48.66	49.94
14	B	45.39	46.90	48.42	49.93	51.44	52.96	54.47	55.98	57.50	59.01
	O	45.39	46.90	48.42	49.93	51.44	52.96	54.47	55.98	57.50	59.01
15	B	53.39	55.17	56.95	58.73	60.51	62.29	64.07	65.85	67.63	69.41
	O	53.39	55.17	56.95	58.73	60.51	62.29	64.07	65.85	67.63	69.41

**SALARY TABLE 2008-RCH**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.40%**  
**FOR THE LOCALITY PAY AREA OF RICHMOND, VA**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.39%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.43	\$ 9.74	\$ 10.05	\$ 10.37	\$ 10.68	\$ 10.86	\$ 11.17	\$ 11.49	\$ 11.50	\$ 11.79
	O	14.15	14.61	15.08	15.56	16.02	16.29	16.76	17.24	17.25	17.69
2	B	10.60	10.85	11.20	11.50	11.63	11.97	12.31	12.65	12.99	13.33
	O	15.90	16.28	16.80	17.25	17.45	17.96	18.47	18.98	19.49	20.00
3	B	11.56	11.95	12.33	12.72	13.10	13.49	13.87	14.26	14.65	15.03
	O	17.34	17.93	18.50	19.08	19.65	20.24	20.81	21.39	21.98	22.55
4	B	12.98	13.41	13.85	14.28	14.71	15.15	15.58	16.01	16.44	16.88
	O	19.47	20.12	20.78	21.42	22.07	22.73	23.37	24.02	24.66	25.32
5	B	14.52	15.01	15.49	15.97	16.46	16.94	17.43	17.91	18.39	18.88
	O	21.78	22.52	23.24	23.96	24.69	25.41	26.15	26.87	27.59	28.32
6	B	16.19	16.73	17.27	17.81	18.35	18.89	19.43	19.97	20.51	21.05
	O	24.29	25.10	25.91	26.72	27.53	28.34	29.15	29.96	30.77	31.58
7	B	17.99	18.59	19.19	19.79	20.39	20.99	21.59	22.19	22.78	23.38
	O	26.99	27.89	28.79	29.69	30.59	31.49	32.39	33.29	34.17	35.07
8	B	19.92	20.59	21.25	21.91	22.58	23.24	23.91	24.57	25.24	25.90
	O	29.88	30.89	31.88	32.87	33.87	34.86	35.87	36.35	36.35	36.35
9	B	22.00	22.74	23.47	24.21	24.94	25.67	26.41	27.14	27.87	28.61
	O	33.00	34.11	35.21	36.32	36.35	36.35	36.35	36.35	36.35	36.35
10	B	24.23	25.04	25.85	26.66	27.46	28.27	29.08	29.89	30.70	31.50
	O	36.35	36.35	36.35	36.35	36.35	36.35	36.35	36.35	36.35	36.35
11	B	26.62	27.51	28.40	29.29	30.17	31.06	31.95	32.84	33.72	34.61
	O	36.35	36.35	36.35	36.35	36.35	36.35	36.35	36.35	36.35	36.35
12	B	31.91	32.97	34.04	35.10	36.17	37.23	38.29	39.36	40.42	41.48
	O	36.35	36.35	36.35	36.35	36.35	37.23	38.29	39.36	40.42	41.48
13	B	37.95	39.21	40.48	41.74	43.01	44.27	45.54	46.80	48.07	49.33
	O	37.95	39.21	40.48	41.74	43.01	44.27	45.54	46.80	48.07	49.33
14	B	44.84	46.33	47.83	49.32	50.82	52.31	53.81	55.30	56.80	58.29
	O	44.84	46.33	47.83	49.32	50.82	52.31	53.81	55.30	56.80	58.29
15	B	52.75	54.50	56.26	58.02	59.78	61.54	63.30	65.05	66.81	68.57
	O	52.75	54.50	56.26	58.02	59.78	61.54	63.30	65.05	66.81	68.57

**SALARY TABLE 2008-SAC**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.25%**  
**FOR THE LOCALITY PAY AREA OF SACRAMENTO--ARDEN-ARCADE--YUBA CITY, CA-NV**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.59%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.82	\$ 10.15	\$ 10.48	\$ 10.80	\$ 11.13	\$ 11.32	\$ 11.64	\$ 11.97	\$ 11.98	\$ 12.29
	O	14.73	15.23	15.72	16.20	16.70	16.98	17.46	17.96	17.97	18.44
2	B	11.04	11.31	11.67	11.98	12.11	12.47	12.83	13.18	13.54	13.89
	O	16.56	16.97	17.51	17.97	18.17	18.71	19.25	19.77	20.31	20.84
3	B	12.05	12.45	12.85	13.25	13.66	14.06	14.46	14.86	15.26	15.66
	O	18.08	18.68	19.28	19.88	20.49	21.09	21.69	22.29	22.89	23.49
4	B	13.53	13.98	14.43	14.88	15.33	15.78	16.23	16.68	17.14	17.59
	O	20.30	20.97	21.65	22.32	23.00	23.67	24.35	25.02	25.71	26.39
5	B	15.13	15.64	16.14	16.65	17.15	17.65	18.16	18.66	19.17	19.67
	O	22.70	23.46	24.21	24.98	25.73	26.48	27.24	27.99	28.76	29.51
6	B	16.87	17.43	17.99	18.56	19.12	19.68	20.24	20.80	21.37	21.93
	O	25.31	26.15	26.99	27.84	28.68	29.52	30.36	31.20	32.06	32.90
7	B	18.75	19.37	19.99	20.62	21.24	21.87	22.49	23.12	23.74	24.37
	O	28.13	29.06	29.99	30.93	31.86	32.81	33.74	34.68	35.61	36.56
8	B	20.76	21.45	22.14	22.84	23.53	24.22	24.91	25.60	26.30	26.99
	O	31.14	32.18	33.21	34.26	35.30	36.33	37.37	37.88	37.88	37.88
9	B	22.93	23.69	24.46	25.22	25.99	26.75	27.52	28.28	29.05	29.81
	O	34.40	35.54	36.69	37.83	37.88	37.88	37.88	37.88	37.88	37.88
10	B	25.25	26.09	26.93	27.78	28.62	29.46	30.30	31.14	31.99	32.83
	O	37.88	37.88	37.88	37.88	37.88	37.88	37.88	37.88	37.88	37.88
11	B	27.74	28.67	29.59	30.52	31.44	32.37	33.29	34.22	35.14	36.07
	O	37.88	37.88	37.88	37.88	37.88	37.88	37.88	37.88	37.88	37.88
12	B	33.25	34.36	35.47	36.58	37.69	38.79	39.90	41.01	42.12	43.23
	O	37.88	37.88	37.88	37.88	37.88	38.79	39.90	41.01	42.12	43.23
13	B	39.54	40.86	42.18	43.50	44.81	46.13	47.45	48.77	50.09	51.41
	O	39.54	40.86	42.18	43.50	44.81	46.13	47.45	48.77	50.09	51.41
14	B	46.72	48.28	49.84	51.40	52.95	54.51	56.07	57.63	59.18	60.74
	O	46.72	48.28	49.84	51.40	52.95	54.51	56.07	57.63	59.18	60.74
15	B	54.96	56.79	58.63	60.46	62.29	64.12	65.96	67.79	69.62	71.39
	O	54.96	56.79	58.63	60.46	62.29	64.12	65.96	67.79	69.62	71.39

**SALARY TABLE 2008-SD**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.00%**  
**FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD-SAN MARCOS, CA**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.91%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.96	\$ 10.30	\$ 10.63	\$ 10.96	\$ 11.29	\$ 11.48	\$ 11.81	\$ 12.14	\$ 12.15	\$ 12.47
	O	14.94	15.45	15.95	16.44	16.94	17.22	17.72	18.21	18.23	18.71
2	B	11.20	11.47	11.84	12.15	12.29	12.65	13.01	13.37	13.74	14.10
	O	16.80	17.21	17.76	18.23	18.44	18.98	19.52	20.06	20.61	21.15
3	B	12.22	12.63	13.04	13.45	13.85	14.26	14.67	15.08	15.48	15.89
	O	18.33	18.95	19.56	20.18	20.78	21.39	22.01	22.62	23.22	23.84
4	B	13.72	14.18	14.64	15.10	15.55	16.01	16.47	16.93	17.38	17.84
	O	20.58	21.27	21.96	22.65	23.33	24.02	24.71	25.40	26.07	26.76
5	B	15.35	15.86	16.38	16.89	17.40	17.91	18.42	18.93	19.45	19.96
	O	23.03	23.79	24.57	25.34	26.10	26.87	27.63	28.40	29.18	29.94
6	B	17.11	17.68	18.25	18.83	19.40	19.97	20.54	21.11	21.68	22.25
	O	25.67	26.52	27.38	28.25	29.10	29.96	30.81	31.67	32.52	33.38
7	B	19.02	19.65	20.29	20.92	21.55	22.19	22.82	23.45	24.09	24.72
	O	28.53	29.48	30.44	31.38	32.33	33.29	34.23	35.18	36.14	37.08
8	B	21.06	21.76	22.47	23.17	23.87	24.57	25.27	25.98	26.68	27.38
	O	31.59	32.64	33.71	34.76	35.81	36.86	37.91	38.43	38.43	38.43
9	B	23.26	24.04	24.81	25.59	26.37	27.14	27.92	28.69	29.47	30.24
	O	34.89	36.06	37.22	38.39	38.43	38.43	38.43	38.43	38.43	38.43
10	B	25.62	26.47	27.33	28.18	29.03	29.89	30.74	31.60	32.45	33.30
	O	38.43	38.43	38.43	38.43	38.43	38.43	38.43	38.43	38.43	38.43
11	B	28.15	29.08	30.02	30.96	31.90	32.84	33.78	34.71	35.65	36.59
	O	38.43	38.43	38.43	38.43	38.43	38.43	38.43	38.43	38.43	38.43
12	B	33.74	34.86	35.98	37.11	38.23	39.36	40.48	41.61	42.73	43.86
	O	38.43	38.43	38.43	38.43	38.43	39.36	40.48	41.61	42.73	43.86
13	B	40.12	41.45	42.79	44.13	45.47	46.80	48.14	49.48	50.82	52.15
	O	40.12	41.45	42.79	44.13	45.47	46.80	48.14	49.48	50.82	52.15
14	B	47.40	48.98	50.56	52.14	53.72	55.31	56.89	58.47	60.05	61.63
	O	47.40	48.98	50.56	52.14	53.72	55.31	56.89	58.47	60.05	61.63
15	B	55.76	57.62	59.48	61.34	63.20	65.06	66.92	68.77	70.63	71.39
	O	55.76	57.62	59.48	61.34	63.20	65.06	66.92	68.77	70.63	71.39

**SALARY TABLE 2008-SF**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 32.53%**  
**FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 4.23%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.82	\$ 11.19	\$ 11.55	\$ 11.90	\$ 12.26	\$ 12.48	\$ 12.83	\$ 13.19	\$ 13.20	\$ 13.54
	O	16.23	16.79	17.33	17.85	18.39	18.72	19.25	19.79	19.80	20.31
2	B	12.17	12.46	12.86	13.20	13.35	13.74	14.14	14.53	14.92	15.31
	O	18.26	18.69	19.29	19.80	20.03	20.61	21.21	21.80	22.38	22.97
3	B	13.28	13.72	14.16	14.61	15.05	15.49	15.93	16.38	16.82	17.26
	O	19.92	20.58	21.24	21.92	22.58	23.24	23.90	24.57	25.23	25.89
4	B	14.91	15.40	15.90	16.40	16.90	17.39	17.89	18.39	18.89	19.38
	O	22.37	23.10	23.85	24.60	25.35	26.09	26.84	27.59	28.34	29.07
5	B	16.68	17.23	17.79	18.35	18.90	19.46	20.01	20.57	21.12	21.68
	O	25.02	25.85	26.69	27.53	28.35	29.19	30.02	30.86	31.68	32.52
6	B	18.59	19.21	19.83	20.45	21.07	21.69	22.31	22.93	23.55	24.17
	O	27.89	28.82	29.75	30.68	31.61	32.54	33.47	34.40	35.33	36.26
7	B	20.66	21.35	22.04	22.72	23.41	24.10	24.79	25.48	26.17	26.86
	O	30.99	32.03	33.06	34.08	35.12	36.15	37.19	38.22	39.26	40.29
8	B	22.88	23.64	24.41	25.17	25.93	26.69	27.46	28.22	28.98	29.74
	O	34.32	35.46	36.62	37.76	38.90	40.04	41.19	41.75	41.75	41.75
9	B	25.27	26.11	26.96	27.80	28.64	29.48	30.33	31.17	32.01	32.85
	O	37.91	39.17	40.44	41.70	41.75	41.75	41.75	41.75	41.75	41.75
10	B	27.83	28.76	29.68	30.61	31.54	32.47	33.40	34.32	35.25	36.18
	O	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75
11	B	30.58	31.59	32.61	33.63	34.65	35.67	36.69	37.71	38.73	39.75
	O	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75
12	B	36.65	37.87	39.09	40.31	41.53	42.76	43.98	45.20	46.42	47.64
	O	41.75	41.75	41.75	41.75	41.75	42.76	43.98	45.20	46.42	47.64
13	B	43.58	45.03	46.48	47.94	49.39	50.84	52.30	53.75	55.20	56.66
	O	43.58	45.03	46.48	47.94	49.39	50.84	52.30	53.75	55.20	56.66
14	B	51.50	53.21	54.93	56.65	58.36	60.08	61.79	63.51	65.23	66.94
	O	51.50	53.21	54.93	56.65	58.36	60.08	61.79	63.51	65.23	66.94
15	B	60.57	62.59	64.61	66.63	68.65	70.67	71.39	71.39	71.39	71.39
	O	60.57	62.59	64.61	66.63	68.65	70.67	71.39	71.39	71.39	71.39

**SALARY TABLE 2008-SEA**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.75%**  
**FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA-OLYMPIA, WA**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 3.51%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.78	\$ 10.11	\$ 10.43	\$ 10.76	\$ 11.08	\$ 11.27	\$ 11.59	\$ 11.92	\$ 11.93	\$ 12.24
	O	14.67	15.17	15.65	16.14	16.62	16.91	17.39	17.88	17.90	18.36
2	B	11.00	11.26	11.62	11.93	12.06	12.42	12.77	13.13	13.48	13.84
	O	16.50	16.89	17.43	17.90	18.09	18.63	19.16	19.70	20.22	20.76
3	B	12.00	12.40	12.80	13.20	13.60	14.00	14.40	14.80	15.20	15.60
	O	18.00	18.60	19.20	19.80	20.40	21.00	21.60	22.20	22.80	23.40
4	B	13.47	13.92	14.37	14.82	15.27	15.72	16.17	16.61	17.06	17.51
	O	20.21	20.88	21.56	22.23	22.91	23.58	24.26	24.92	25.59	26.27
5	B	15.07	15.57	16.07	16.58	17.08	17.58	18.08	18.58	19.09	19.59
	O	22.61	23.36	24.11	24.87	25.62	26.37	27.12	27.87	28.64	29.39
6	B	16.80	17.36	17.92	18.48	19.04	19.60	20.16	20.72	21.28	21.84
	O	25.20	26.04	26.88	27.72	28.56	29.40	30.24	31.08	31.92	32.76
7	B	18.67	19.29	19.91	20.53	21.16	21.78	22.40	23.02	23.64	24.27
	O	28.01	28.94	29.87	30.80	31.74	32.67	33.60	34.53	35.46	36.41
8	B	20.67	21.36	22.05	22.74	23.43	24.12	24.81	25.50	26.19	26.88
	O	31.01	32.04	33.08	34.11	35.15	36.18	37.22	37.73	37.73	37.73
9	B	22.83	23.60	24.36	25.12	25.88	26.64	27.40	28.16	28.93	29.69
	O	34.25	35.40	36.54	37.68	37.73	37.73	37.73	37.73	37.73	37.73
10	B	25.15	25.98	26.82	27.66	28.50	29.34	30.18	31.01	31.85	32.69
	O	37.73	37.73	37.73	37.73	37.73	37.73	37.73	37.73	37.73	37.73
11	B	27.63	28.55	29.47	30.39	31.31	32.23	33.15	34.07	34.99	35.92
	O	37.73	37.73	37.73	37.73	37.73	37.73	37.73	37.73	37.73	37.73
12	B	33.11	34.22	35.32	36.42	37.53	38.63	39.74	40.84	41.94	43.05
	O	37.73	37.73	37.73	37.73	37.73	38.63	39.74	40.84	41.94	43.05
13	B	39.38	40.69	42.00	43.31	44.63	45.94	47.25	48.57	49.88	51.19
	O	39.38	40.69	42.00	43.31	44.63	45.94	47.25	48.57	49.88	51.19
14	B	46.53	48.08	49.63	51.18	52.73	54.29	55.84	57.39	58.94	60.49
	O	46.53	48.08	49.63	51.18	52.73	54.29	55.84	57.39	58.94	60.49
15	B	54.73	56.56	58.38	60.21	62.03	63.86	65.68	67.51	69.33	71.16
	O	54.73	56.56	58.38	60.21	62.03	63.86	65.68	67.51	69.33	71.16

**SALARY TABLE 2008-DCB**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.89%**  
**FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA-WV-PA**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)  
**(TOTAL INCREASE: 4.49%)**

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.87	\$ 10.20	\$ 10.53	\$ 10.86	\$ 11.19	\$ 11.38	\$ 11.70	\$ 12.03	\$ 12.04	\$ 12.35
	O	14.81	15.30	15.80	16.29	16.79	17.07	17.55	18.05	18.06	18.53
2	B	11.10	11.37	11.73	12.04	12.18	12.54	12.89	13.25	13.61	13.97
	O	16.65	17.06	17.60	18.06	18.27	18.81	19.34	19.88	20.42	20.96
3	B	12.11	12.52	12.92	13.32	13.73	14.13	14.54	14.94	15.34	15.75
	O	18.17	18.78	19.38	19.98	20.60	21.20	21.81	22.41	23.01	23.63
4	B	13.60	14.05	14.51	14.96	15.41	15.87	16.32	16.77	17.23	17.68
	O	20.40	21.08	21.77	22.44	23.12	23.81	24.48	25.16	25.85	26.52
5	B	15.21	15.72	16.23	16.73	17.24	17.75	18.25	18.76	19.27	19.78
	O	22.82	23.58	24.35	25.10	25.86	26.63	27.38	28.14	28.91	29.67
6	B	16.96	17.52	18.09	18.65	19.22	19.78	20.35	20.92	21.48	22.05
	O	25.44	26.28	27.14	27.98	28.83	29.67	30.53	31.38	32.22	33.08
7	B	18.85	19.47	20.10	20.73	21.36	21.99	22.61	23.24	23.87	24.50
	O	28.28	29.21	30.15	31.10	32.04	32.99	33.92	34.86	35.81	36.75
8	B	20.87	21.57	22.26	22.96	23.65	24.35	25.04	25.74	26.44	27.13
	O	31.31	32.36	33.39	34.44	35.48	36.53	37.56	38.09	38.09	38.09
9	B	23.05	23.82	24.59	25.36	26.13	26.89	27.66	28.43	29.20	29.97
	O	34.58	35.73	36.89	38.04	38.09	38.09	38.09	38.09	38.09	38.09
10	B	25.39	26.23	27.08	27.92	28.77	29.62	30.46	31.31	32.16	33.00
	O	38.09	38.09	38.09	38.09	38.09	38.09	38.09	38.09	38.09	38.09
11	B	27.89	28.82	29.75	30.68	31.61	32.54	33.47	34.40	35.33	36.26
	O	38.09	38.09	38.09	38.09	38.09	38.09	38.09	38.09	38.09	38.09
12	B	33.43	34.54	35.66	36.77	37.89	39.00	40.11	41.23	42.34	43.46
	O	38.09	38.09	38.09	38.09	38.09	39.00	40.11	41.23	42.34	43.46
13	B	39.75	41.08	42.40	43.73	45.05	46.38	47.70	49.03	50.35	51.68
	O	39.75	41.08	42.40	43.73	45.05	46.38	47.70	49.03	50.35	51.68
14	B	46.97	48.54	50.10	51.67	53.24	54.80	56.37	57.93	59.50	61.06
	O	46.97	48.54	50.10	51.67	53.24	54.80	56.37	57.93	59.50	61.06
15	B	55.25	57.10	58.94	60.78	62.62	64.46	66.31	68.15	69.99	71.39
	O	55.25	57.10	58.94	60.78	62.62	64.46	66.31	68.15	69.99	71.39



**SALARY TABLE 2008-RUS**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.18%**  
**FOR THE LOCALITY PAY AREA OF REST OF U.S.**

(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 2.99%)

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.24	\$ 9.55	\$ 9.86	\$ 10.17	\$ 10.47	\$ 10.65	\$ 10.96	\$ 11.26	\$ 11.28	\$ 11.56
	O	13.86	14.33	14.79	15.26	15.71	15.98	16.44	16.89	16.92	17.34
2	B	10.39	10.64	10.98	11.28	11.40	11.74	12.07	12.41	12.74	13.08
	O	15.59	15.96	16.47	16.92	17.10	17.61	18.11	18.62	19.11	19.62
3	B	11.34	11.72	12.10	12.47	12.85	13.23	13.61	13.99	14.36	14.74
	O	17.01	17.58	18.15	18.71	19.28	19.85	20.42	20.99	21.54	22.11
4	B	12.73	13.16	13.58	14.00	14.43	14.85	15.28	15.70	16.13	16.55
	O	19.10	19.74	20.37	21.00	21.65	22.28	22.92	23.55	24.20	24.83
5	B	14.24	14.72	15.19	15.67	16.14	16.62	17.09	17.56	18.04	18.51
	O	21.36	22.08	22.79	23.51	24.21	24.93	25.64	26.34	27.06	27.77
6	B	15.88	16.41	16.94	17.46	17.99	18.52	19.05	19.58	20.11	20.64
	O	23.82	24.62	25.41	26.19	26.99	27.78	28.58	29.37	30.17	30.96
7	B	17.64	18.23	18.82	19.41	19.99	20.58	21.17	21.76	22.35	22.93
	O	26.46	27.35	28.23	29.12	29.99	30.87	31.76	32.64	33.53	34.40
8	B	19.54	20.19	20.84	21.49	22.14	22.80	23.45	24.10	24.75	25.40
	O	29.31	30.29	31.26	32.24	33.21	34.20	35.18	35.66	35.66	35.66
9	B	21.58	22.30	23.02	23.74	24.46	25.18	25.90	26.62	27.34	28.06
	O	32.37	33.45	34.53	35.61	35.66	35.66	35.66	35.66	35.66	35.66
10	B	23.77	24.56	25.35	26.14	26.94	27.73	28.52	29.31	30.10	30.90
	O	35.66	35.66	35.66	35.66	35.66	35.66	35.66	35.66	35.66	35.66
11	B	26.11	26.98	27.85	28.72	29.59	30.46	31.33	32.20	33.07	33.94
	O	35.66	35.66	35.66	35.66	35.66	35.66	35.66	35.66	35.66	35.66
12	B	31.30	32.34	33.38	34.43	35.47	36.51	37.56	38.60	39.64	40.69
	O	35.66	35.66	35.66	35.66	35.66	36.51	37.56	38.60	39.64	40.69
13	B	37.22	38.46	39.70	40.94	42.18	43.42	44.66	45.90	47.14	48.38
	O	37.22	38.46	39.70	40.94	42.18	43.42	44.66	45.90	47.14	48.38
14	B	43.98	45.44	46.91	48.38	49.84	51.31	52.77	54.24	55.70	57.17
	O	43.98	45.44	46.91	48.38	49.84	51.31	52.77	54.24	55.70	57.17
15	B	51.73	53.46	55.18	56.90	58.63	60.35	62.08	63.80	65.53	67.25
	O	51.73	53.46	55.18	56.90	58.63	60.35	62.08	63.80	65.53	67.25