

**APPENDIX NO. 4**

**FEDERAL SALARY SCHEDULES FOR 2008**

The information in the body of this report reflects grades or salaries in effect on the first pay period on or after January 1, 2008.

**EXECUTIVE SCHEDULE (EX)**

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

**SENIOR EXECUTIVE SERVICE SCHEDULE (ES)**

Pay ranges for the Senior Executive Service (SES) are established by law. The minimum is 120 percent of the rate of basic pay for GS-15, step 1. For agencies without a certified SES performance appraisal system, SES members' pay may not exceed the rate payable for level III of the Executive Schedule. For agencies with a certified SES performance appraisal system, SES members' pay may not exceed the rate payable for level II of the Executive Schedule. SES members are not entitled to locality-based comparability payments.

Structure of the SES Pay System	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System .....	\$114,468	\$172,200
Agencies without a Certified SES Performance Appraisal System .....	114,468	158,500

**SENIOR LEVEL (SL)**

Pay for SL positions ranges from 120 percent of the rate of basic pay for GS-15, step 1 to the rate payable for level IV of the Executive Schedule. In addition to the 2008 basic pay rates listed below, SL employees are entitled to locality-based comparability payments for their respective locality pay area. The employee's locality rate of pay may not exceed the rate payable for level III of the Executive Schedule.

Minimum .....	\$114,468
Maximum .....	149,000

**GENERAL SCHEDULE (GS)**

Initial appointments to positions under the General Schedule are normally made at the minimum rate of the grade, although under certain circumstances, individuals with superior qualifications or fulfilling a special agency need may be paid at a rate above the minimum rate.

Step increases are granted to GS employees at the end of 52 weeks of service in steps 1, 2, and 3 of each grade; at the end of 104 weeks of service in steps 4, 5, and 6; and at the end of 156 weeks of service in steps 7, 8, and 9. An employee's work must be determined to be of an acceptable level of competence before granting a step increase. In addition to the periodic step increase, an employee whose work is outstanding may be advanced to the next higher step rate no more than once every 52 weeks. In addition to the 2008 basic pay rates listed below, GS employees are entitled to locality-based comparability payments for their respective locality pay area. The employee's locality rate of pay may not exceed the rate payable for level IV of the Executive Schedule. Certain GS employees may receive higher special rates instead of locality rates established to address significant recruitment or retention problems.

## GENERAL SCHEDULE

Grade	2008 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
GS-1 .....	\$17,046	\$17,615	\$18,182	\$18,746	\$19,313	\$19,646	\$20,206	\$20,771	\$20,793	\$21,324
GS-2 .....	19,165	19,621	20,255	20,793	21,025	21,643	22,261	22,879	23,497	24,115
GS-3 .....	20,911	21,608	22,305	23,002	23,699	24,396	25,093	25,790	26,487	27,184
GS-4 .....	23,475	24,258	25,041	25,824	26,607	27,390	28,173	28,956	29,739	30,522
GS-5 .....	26,264	27,139	28,014	28,889	29,764	30,639	31,514	32,389	33,264	34,139
GS-6 .....	29,276	30,252	31,228	32,204	33,180	34,156	35,132	36,108	37,084	38,060
GS-7 .....	32,534	33,618	34,702	35,786	36,870	37,954	39,038	40,122	41,206	42,290
GS-8 .....	36,030	37,231	38,432	39,633	40,834	42,035	43,236	44,437	45,638	46,839
GS-9 .....	39,795	41,122	42,449	43,776	45,103	46,430	47,757	49,084	50,411	51,738
GS-10 .....	43,824	45,285	46,746	48,207	49,668	51,129	52,590	54,051	55,512	56,973
GS-11 .....	48,148	49,753	51,358	52,963	54,568	56,173	57,778	59,383	60,988	62,593
GS-12 .....	57,709	59,633	61,557	63,481	65,405	67,329	69,253	71,177	73,101	75,025
GS-13 .....	68,625	70,913	73,201	75,489	77,777	80,065	82,353	84,641	86,929	89,217
GS-14 .....	81,093	83,796	86,499	89,202	91,905	94,608	97,311	100,014	102,717	105,420
GS-15 .....	95,390	98,570	101,750	104,930	108,110	111,290	114,470	117,650	120,830	124,010

**2008 LOCALITY PAY AREAS AND RATES**

Atlanta-Sandy Springs-Gainesville, GA-AL	17.30%
Boston-Worcester-Manchester, MA-NH-RI-ME	22.51%
Buffalo-Niagara-Cattaraugus, NY	15.37%
Chicago-Naperville-Michigan City, IL-IN-WI	23.16%
Cincinnati-Middletown-Wilmington, OH-KY-IN	17.77%
Cleveland-Akron-Elyria, OH	17.11%
Columbus-Marion-Chillicothe, OH	15.80%
Dallas-Fort Worth, TX	18.74%
Dayton-Springfield-Greenville, OH	15.26%
Denver-Aurora-Boulder, CO	21.03%
Detroit-Warren-Flint, MI	22.53%
Hartford-West Hartford-Willimantic, CT-MA	23.97%
Houston-Baytown-Huntsville, TX	27.39%
Huntsville-Decatur, AL	14.23%
Indianapolis-Anderson-Columbus, IN	13.51%
Los Angeles-Long Beach-Riverside, CA	25.26%
Miami-Fort Lauderdale-Pompano Beach, FL	19.11%
Milwaukee-Racine-Waukesha, WI	16.73%
Minneapolis-St. Paul-St. Cloud, MN-WI	19.43%
New York-Newark-Bridgeport, NY-NJ-CT-PA	26.36%
Philadelphia-Camden-Vineland, PA-NJ-DE-MD	20.14%
Phoenix-Mesa-Scottsdale, AZ	14.74%
Pittsburgh-New Castle, PA	14.93%
Portland-Vancouver-Beaverton, OR-WA	18.72%
Raleigh-Durham-Cary, NC	16.82%
Richmond, VA	15.40%
Sacramento - Arden-Arcade - Yuba City, CA-NV	20.25%
San Diego-Carlsbad-San Marcos, CA	22.00%
San Jose-San Francisco-Oakland, CA	32.53%
Seattle-Tacoma-Olympia, WA	19.75%
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA	20.89%
Rest of U.S.	13.18%

Note: Locality pay areas are defined in 5 CFR 531.603(b) and are available on the Office of Personnel Management Web site at <http://www.opm.gov/oca/08tables/locdef.asp>.

**WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA-WV-PA  
LOCALITY PAY SCHEDULE**

The following salary tables reflect the locality pay rates for the Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA locality pay area in 2008. The tables incorporate a locality payment of 20.89 percent.

GENERAL SCHEDULE

Grade	2008 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
GS-1 .....	\$20,607	\$21,295	\$21,980	\$22,662	\$23,347	\$23,750	\$24,427	\$25,110	\$25,137	\$25,779
GS-2 .....	23,169	23,720	24,486	25,137	25,417	26,164	26,911	27,658	28,406	29,153
GS-3 .....	25,279	26,122	26,965	27,807	28,650	29,492	30,335	31,178	32,020	32,863
GS-4 .....	28,379	29,325	30,272	31,219	32,165	33,112	34,058	35,005	35,951	36,898
GS-5 .....	31,751	32,808	33,866	34,924	35,982	37,039	38,097	39,155	40,213	41,271
GS-6 .....	35,392	36,572	37,752	38,931	40,111	41,291	42,471	43,651	44,831	46,011
GS-7 .....	39,330	40,641	41,951	43,262	44,572	45,883	47,193	48,503	49,814	51,124
GS-8 .....	43,557	45,009	46,460	47,912	49,364	50,816	52,268	53,720	55,172	56,624
GS-9 .....	48,108	49,712	51,317	52,921	54,525	56,129	57,733	59,338	60,942	62,546
GS-10 .....	52,979	54,745	56,511	58,277	60,044	61,810	63,576	65,342	67,108	68,875
GS-11 .....	58,206	60,146	62,087	64,027	65,967	67,908	69,848	71,788	73,728	75,669
GS-12 .....	69,764	72,090	74,416	76,742	79,068	81,394	83,720	86,046	88,372	90,698
GS-13 .....	82,961	85,727	88,493	91,259	94,025	96,791	99,557	102,323	105,088	107,854
GS-14 .....	98,033	101,301	104,569	107,836	111,104	114,372	117,639	120,907	124,175	127,442
GS-15 .....	115,317	119,161	123,006	126,850	130,694	134,538	138,383	142,227	146,071	149,000

**SENIOR-LEVEL (SL)**

Minimum .....	\$138,380
Maximum .....	158,500

**SPECIAL LAW ENFORCEMENT OFFICER (LEO) PAY SCHEDULES**

Law enforcement officers at grades GS-3 through GS-10 are entitled to special base rates that are higher than General Schedule base rates. Such LEOs receive the locality payments applicable in their locality pay area on top of these special base rates. The locality pay area definitions and pay percentages are the same as those used for regular General Schedule employees.

**SPECIAL SALARY RATES FOR LEOs**

Grade	2008 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
<b>GS-3</b> .....	\$25,093	\$25,790	\$26,487	\$27,184	\$27,881	\$28,578	\$29,275	\$29,972	\$30,669	\$31,366
<b>GS-4</b> .....	28,173	28,956	29,739	30,522	31,305	32,088	32,871	33,654	34,437	35,220
<b>GS-5</b> .....	32,389	33,264	34,139	35,014	35,889	36,764	37,639	38,514	39,389	40,264
<b>GS-6</b> .....	34,156	35,132	36,108	37,084	38,060	39,036	40,012	40,988	41,964	42,940
<b>GS-7</b> .....	36,870	37,954	39,038	40,122	41,206	42,290	43,374	44,458	45,542	46,626
<b>GS-8</b> .....	38,432	39,633	40,834	42,035	43,236	44,437	45,638	46,839	48,040	49,241
<b>GS-9</b> .....	41,122	42,449	43,776	45,103	46,430	47,757	49,084	50,411	51,738	53,065
<b>GS-10</b> .....	45,285	46,746	48,207	49,668	51,129	52,590	54,051	55,512	56,973	58,434

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.)

**THE FOREIGN SERVICE SCHEDULE**

	Class								
	1	2	3	4	5	6	7	8	9
<b>Step 1</b> .....	\$95,390	\$77,294	\$62,631	\$50,749	\$41,122	\$36,762	\$32,864	\$29,379	\$26,264
<b>Step 2</b> .....	98,252	79,613	64,510	52,271	42,356	37,865	33,850	30,260	27,052
<b>Step 3</b> .....	101,199	82,001	66,445	53,840	43,626	39,001	34,865	31,168	27,863
<b>Step 4</b> .....	104,235	84,461	68,439	55,455	44,935	40,171	35,911	32,103	28,699
<b>Step 5</b> .....	107,362	86,995	70,492	57,118	46,283	41,376	36,989	33,066	29,560
<b>Step 6</b> .....	110,583	89,605	72,606	58,832	47,672	42,617	38,098	34,058	30,447
<b>Step 7</b> .....	113,901	92,293	74,785	60,597	49,102	43,896	39,241	35,080	31,361
<b>Step 8</b> .....	117,318	95,062	77,028	62,415	50,575	45,213	40,419	36,132	32,301
<b>Step 9</b> .....	120,837	97,914	79,339	64,287	52,092	46,569	41,631	37,216	33,270
<b>Step 10</b> .....	124,010	100,851	81,719	66,216	53,655	47,966	42,880	38,333	34,269
<b>Step 11</b> .....	124,010	103,877	84,171	68,202	55,265	49,405	44,166	39,483	35,297
<b>Step 12</b> .....	124,010	106,993	86,696	70,248	56,922	50,887	45,491	40,667	36,356
<b>Step 13</b> .....	124,010	110,203	89,297	72,356	58,630	52,414	46,856	41,887	37,446
<b>Step 14</b> .....	124,010	113,509	91,976	74,527	60,389	53,986	48,262	43,144	38,570

**SENIOR FOREIGN SERVICE SCHEDULE**

The Senior Foreign Service (SFS) pay system is an open-range, performance-based pay system that is linked to the SES pay system. SFS members, like SES members, are not entitled to automatic across-the-board increases and locality-based comparability payments. Instead, pay adjustments are based on a member's individual performance and/or contribution to the agency's performance.

The Executive order prescribes three SFS salary classes that are linked to the SES as follows:

(1) Career Minister (CM), with a range from 94 percent of the rate payable to level III of the Executive Schedule to 100 percent of the rate payable to level III of the Executive Schedule (Note: Career Ambassador (CA) SFS members are also paid within the CM rate range);

(2) Minister-Counselor (MC) with a range from 90 percent of the rate payable to level III of the Executive Schedule to 100 percent of the rate payable to level III of the Executive Schedule; and

(3) Counselor (OC), with a range from 120 percent of the rate payable to GS-15, step 1 to 100 percent of the rate payable to level III of the Executive Schedule.

The 2008 pay ranges for the SFS classes are:

SFS Class	Minimum	Maximum
OC .....	\$114,468	\$161,670
MC .....	\$114,468	\$169,595
CM, CA .....	\$114,468	\$172,200

**DEPARTMENT OF VETERANS AFFAIRS, VETERANS HEALTH ADMINISTRATION  
FEDERAL SALARY SCHEDULES EFFECTIVE ON THE FIRST DAY OF THE FIRST  
APPLICABLE PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2008**

SCHEDULE FOR THE OFFICE OF THE UNDER SECRETARY FOR HEALTH  
(38 U.S.C. 7306)\*

	<b>Minimum</b>	<b>Maximum</b>
Assistant Under Secretaries for Health .....		\$150,588**
(Only applies to incumbents who are not physicians or dentists)		
Service Directors .....	\$111,873	\$138,939
Director, National Center for Preventive Health .....	95,390	138,939
<b>Physician and Dentist Base and Longevity Schedule***</b>		
Physician Grade .....	\$93,818	\$137,596
Dentist Grade .....	93,818	137,596
<b>Clinical Podiatrist, Chiropractor, and Optometrist Schedule</b>		
Chief Grade .....	\$95,390	\$124,010
Senior Grade .....	81,093	105,420
Intermediate Grade .....	68,625	89,217
Full Grade .....	57,709	75,025
Associate Grade .....	48,148	62,593
<b>Physician Assistant and Expanded-Function Dental Auxiliary Schedule****</b>		
Director Grade .....	\$95,390	\$124,010
Assistant Director Grade .....	81,093	105,420
Chief Grade .....	68,625	89,217
Senior Grade .....	57,709	75,025
Intermediate Grade .....	48,148	62,593
Full Grade .....	39,795	51,738
Associate Grade .....	34,244	44,513
Junior Grade .....	29,276	38,060

\*This schedule does not apply to the Deputy Under Secretary for Health, the Associate Deputy Under Secretary for Health, Assistant Under Secretaries for Health who are physicians or dentists, Medical Directors, the Assistant Under Secretary for Nursing Programs, or the Director of Nursing Services.

\*\*Pursuant to 38 U.S.C. 7404(d), the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$139,600.

\*\*\*Pursuant to section 3 of Public Law 108-445 and 38 U.S.C. 7431, Veterans Health Administration physicians and dentists may also be paid market pay and performance pay.

\*\*\*\*Pursuant to section 301(a) of Public Law 102-40, these positions are paid according to the Nurse Schedule in 38 U.S.C. 4107(b), as in effect on August 14, 1990, with subsequent adjustments.