

SALARY TABLE 2009-ATL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.55%
FOR THE LOCALITY PAY AREA OF ATLANTA-SANDY SPRINGS-GAINESVILLE, GA-AL

(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 4.00%)

EFFECTIVE JANUARY 2009

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	13.73	14.10
	O	16.80	17.21	17.76	18.23	18.44	18.98	19.52	20.06	20.60	21.15
3	B	14.67	15.07	15.48	15.89	16.30	16.70	17.11	17.52	17.92	18.33
	O	22.01	22.61	23.22	23.84	24.45	25.05	25.67	26.28	26.88	27.50
4	B	16.47	16.92	17.38	17.84	18.29	18.75	19.21	19.67	20.12	20.58
	O	24.71	25.38	26.07	26.76	27.44	28.13	28.82	29.51	30.18	30.87
5	B	18.93	19.45	19.96	20.47	20.98	21.49	22.01	22.52	23.03	23.54
	O	28.40	29.18	29.94	30.71	31.47	32.24	33.02	33.78	34.55	35.31
6	B	19.96	20.53	21.10	21.67	22.24	22.82	23.39	23.96	24.53	25.10
	O	29.94	30.80	31.65	32.51	33.36	34.23	35.09	35.94	36.80	37.65
7	B	21.55	22.19	22.82	23.45	24.09	24.72	25.36	25.99	26.62	27.26
	O	32.33	33.29	34.23	35.18	36.14	37.08	38.04	38.99	39.71	39.71
8	B	22.46	23.17	23.87	24.57	25.27	25.97	26.68	27.38	28.08	28.78
	O	33.69	34.76	35.81	36.86	37.91	38.96	39.71	39.71	39.71	39.71
9	B	24.04	24.81	25.59	26.36	27.14	27.91	28.69	29.46	30.24	31.01
	O	36.06	37.22	38.39	39.54	39.71	39.71	39.71	39.71	39.71	39.71
10	B	26.47	27.32	28.18	29.03	29.88	30.74	31.59	32.45	33.30	34.15
	O	39.71	39.71	39.71	39.71	39.71	39.71	39.71	39.71	39.71	39.71
11	B	28.14	29.08	30.02	30.96	31.89	32.83	33.77	34.71	35.65	36.58
	O	39.71	39.71	39.71	39.71	39.71	39.71	39.71	39.71	39.71	39.71
12	B	33.73	34.86	35.98	37.10	38.23	39.35	40.48	41.60	42.72	43.85
	O	39.71	39.71	39.71	39.71	39.71	39.71	40.48	41.60	42.72	43.85
13	B	40.11	41.45	42.79	44.12	45.46	46.80	48.14	49.47	50.81	52.15
	O	40.11	41.45	42.79	44.12	45.46	46.80	48.14	49.47	50.81	52.15
14	B	47.40	48.98	50.56	52.14	53.72	55.30	56.88	58.46	60.04	61.62
	O	47.40	48.98	50.56	52.14	53.72	55.30	56.88	58.46	60.04	61.62
15	B	55.76	57.62	59.47	61.33	63.19	65.05	66.91	68.77	70.63	72.48
	O	55.76	57.62	59.47	61.33	63.19	65.05	66.91	68.77	70.63	72.48

SALARY TABLE 2009-BOS (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.98%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-MANCHESTER, MA-NH-RI-ME

(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 4.13%)

EFFECTIVE JANUARY 2009

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	\$ 10.42	\$ 10.77	\$ 11.11	\$ 11.46	\$ 11.81	\$ 12.01	\$ 12.35	\$ 12.70	\$ 12.71	\$ 13.04
	O	15.63	16.16	16.67	17.19	17.72	18.02	18.53	19.05	19.07	19.56
2	B	11.72	11.99	12.38	12.71	12.85	13.23	13.61	13.99	14.36	14.74
	O	17.58	17.99	18.57	19.07	19.28	19.85	20.42	20.99	21.54	22.11
3	B	15.34	15.76	16.19	16.62	17.04	17.47	17.89	18.32	18.75	19.17
	O	23.01	23.64	24.29	24.93	25.56	26.21	26.84	27.48	28.13	28.76
4	B	17.22	17.70	18.18	18.65	19.13	19.61	20.09	20.57	21.05	21.52
	O	25.83	26.55	27.27	27.98	28.70	29.42	30.14	30.86	31.58	32.28
5	B	19.80	20.34	20.87	21.41	21.94	22.48	23.01	23.55	24.08	24.62
	O	29.70	30.51	31.31	32.12	32.91	33.72	34.52	35.33	36.12	36.93
6	B	20.88	21.47	22.07	22.67	23.26	23.86	24.46	25.05	25.65	26.25
	O	31.32	32.21	33.11	34.01	34.89	35.79	36.69	37.58	38.48	39.38
7	B	22.54	23.20	23.86	24.53	25.19	25.85	26.52	27.18	27.84	28.51
	O	33.81	34.80	35.79	36.80	37.79	38.78	39.78	40.77	41.52	41.52
8	B	23.49	24.23	24.96	25.70	26.43	27.16	27.90	28.63	29.37	30.10
	O	35.24	36.35	37.44	38.55	39.65	40.74	41.52	41.52	41.52	41.52
9	B	25.14	25.95	26.76	27.57	28.38	29.19	30.00	30.81	31.62	32.44
	O	37.71	38.93	40.14	41.36	41.52	41.52	41.52	41.52	41.52	41.52
10	B	27.68	28.57	29.47	30.36	31.25	32.15	33.04	33.93	34.83	35.72
	O	41.52	41.52	41.52	41.52	41.52	41.52	41.52	41.52	41.52	41.52
11	B	29.43	30.41	31.39	32.37	33.36	34.34	35.32	36.30	37.28	38.26
	O	41.52	41.52	41.52	41.52	41.52	41.52	41.52	41.52	41.52	41.52
12	B	35.28	36.45	37.63	38.80	39.98	41.16	42.33	43.51	44.68	45.86
	O	41.52	41.52	41.52	41.52	41.52	41.52	42.33	43.51	44.68	45.86
13	B	41.95	43.35	44.75	46.14	47.54	48.94	50.34	51.74	53.14	54.54
	O	41.95	43.35	44.75	46.14	47.54	48.94	50.34	51.74	53.14	54.54
14	B	49.57	51.22	52.88	54.53	56.18	57.83	59.49	61.14	62.79	64.45
	O	49.57	51.22	52.88	54.53	56.18	57.83	59.49	61.14	62.79	64.45
15	B	58.31	60.25	62.20	64.14	66.09	68.03	69.97	71.92	73.41	73.41
	O	58.31	60.25	62.20	64.14	66.09	68.03	69.97	71.92	73.41	73.41

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

SALARY TABLE 2009-BU (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.39%
FOR THE LOCALITY PAY AREA OF BUFFALO-NIAGARA-CATTARAUGUS, NY
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.81%)

EFFECTIVE JANUARY 2009

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	\$ 11.60	\$ 11.92	\$ 11.93	\$ 12.24
	O	14.67	15.17	15.65	16.14	16.62	16.91	17.40	17.88	17.90	18.36
2	B	11.00	11.26	11.62	11.93	12.07	12.42	12.77	13.13	13.48	13.84
	O	16.50	16.89	17.43	17.90	18.11	18.63	19.16	19.70	20.22	20.76
3	B	14.40	14.80	15.20	15.60	16.00	16.40	16.80	17.20	17.60	18.00
	O	21.60	22.20	22.80	23.40	24.00	24.60	25.20	25.80	26.40	27.00
4	B	16.17	16.61	17.06	17.51	17.96	18.41	18.86	19.31	19.76	20.21
	O	24.26	24.92	25.59	26.27	26.94	27.62	28.29	28.97	29.64	30.32
5	B	18.59	19.09	19.59	20.10	20.60	21.10	21.60	22.11	22.61	23.11
	O	27.89	28.64	29.39	30.15	30.90	31.65	32.40	33.17	33.92	34.67
6	B	19.60	20.16	20.72	21.28	21.84	22.40	22.96	23.52	24.08	24.64
	O	29.40	30.24	31.08	31.92	32.76	33.60	34.44	35.28	36.12	36.96
7	B	21.16	21.78	22.40	23.03	23.65	24.27	24.89	25.52	26.14	26.76
	O	31.74	32.67	33.60	34.55	35.48	36.41	37.34	38.28	38.99	38.99
8	B	22.06	22.74	23.43	24.12	24.81	25.50	26.19	26.88	27.57	28.26
	O	33.09	34.11	35.15	36.18	37.22	38.25	38.99	38.99	38.99	38.99
9	B	23.60	24.36	25.12	25.88	26.64	27.40	28.17	28.93	29.69	30.45
	O	35.40	36.54	37.68	38.82	38.99	38.99	38.99	38.99	38.99	38.99
10	B	25.99	26.83	27.66	28.50	29.34	30.18	31.02	31.85	32.69	33.53
	O	38.99	38.99	38.99	38.99	38.99	38.99	38.99	38.99	38.99	38.99
11	B	27.63	28.55	29.47	30.39	31.31	32.23	33.15	34.08	35.00	35.92
	O	38.99	38.99	38.99	38.99	38.99	38.99	38.99	38.99	38.99	38.99
12	B	33.12	34.22	35.32	36.43	37.53	38.64	39.74	40.84	41.95	43.05
	O	38.99	38.99	38.99	38.99	38.99	38.99	39.74	40.84	41.95	43.05
13	B	39.38	40.69	42.01	43.32	44.63	45.95	47.26	48.57	49.88	51.20
	O	39.38	40.69	42.01	43.32	44.63	45.95	47.26	48.57	49.88	51.20
14	B	46.54	48.09	49.64	51.19	52.74	54.29	55.85	57.40	58.95	60.50
	O	46.54	48.09	49.64	51.19	52.74	54.29	55.85	57.40	58.95	60.50
15	B	54.74	56.57	58.39	60.22	62.04	63.86	65.69	67.51	69.34	71.16
	O	54.74	56.57	58.39	60.22	62.04	63.86	65.69	67.51	69.34	71.16

SALARY TABLE 2009-CHI (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.47%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE-MICHIGAN CITY, IL-IN-WI

(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.99%)

EFFECTIVE JANUARY 2009

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	\$ 10.46	\$ 10.81	\$ 11.16	\$ 11.50	\$ 11.85	\$ 12.06	\$ 12.40	\$ 12.75	\$ 12.76	\$ 13.09
	O	15.69	16.22	16.74	17.25	17.78	18.09	18.60	19.13	19.14	19.64
2	B	11.76	12.04	12.43	12.76	12.90	13.28	13.66	14.04	14.42	14.80
	O	17.64	18.06	18.65	19.14	19.35	19.92	20.49	21.06	21.63	22.20
3	B	15.40	15.83	16.25	16.68	17.11	17.54	17.96	18.39	18.82	19.25
	O	23.10	23.75	24.38	25.02	25.67	26.31	26.94	27.59	28.23	28.88
4	B	17.29	17.77	18.25	18.73	19.21	19.69	20.17	20.65	21.13	21.61
	O	25.94	26.66	27.38	28.10	28.82	29.54	30.26	30.98	31.70	32.42
5	B	19.88	20.42	20.95	21.49	22.03	22.57	23.10	23.64	24.18	24.72
	O	29.82	30.63	31.43	32.24	33.05	33.86	34.65	35.46	36.27	37.08
6	B	20.96	21.56	22.16	22.76	23.36	23.95	24.55	25.15	25.75	26.35
	O	31.44	32.34	33.24	34.14	35.04	35.93	36.83	37.73	38.63	39.53
7	B	22.63	23.29	23.96	24.62	25.29	25.96	26.62	27.29	27.95	28.62
	O	33.95	34.94	35.94	36.93	37.94	38.94	39.93	40.94	41.69	41.69
8	B	23.59	24.32	25.06	25.80	26.53	27.27	28.01	28.75	29.48	30.22
	O	35.39	36.48	37.59	38.70	39.80	40.91	41.69	41.69	41.69	41.69
9	B	25.24	26.05	26.86	27.68	28.49	29.31	30.12	30.93	31.75	32.56
	O	37.86	39.08	40.29	41.52	41.69	41.69	41.69	41.69	41.69	41.69
10	B	27.79	28.69	29.58	30.48	31.38	32.27	33.17	34.07	34.96	35.86
	O	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69
11	B	29.55	30.53	31.52	32.50	33.49	34.47	35.46	36.44	37.43	38.41
	O	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69
12	B	35.42	36.60	37.78	38.96	40.14	41.32	42.50	43.68	44.86	46.04
	O	41.69	41.69	41.69	41.69	41.69	41.69	42.50	43.68	44.86	46.04
13	B	42.11	43.52	44.92	46.33	47.73	49.14	50.54	51.94	53.35	54.75
	O	42.11	43.52	44.92	46.33	47.73	49.14	50.54	51.94	53.35	54.75
14	B	49.77	51.43	53.09	54.74	56.40	58.06	59.72	61.38	63.04	64.70
	O	49.77	51.43	53.09	54.74	56.40	58.06	59.72	61.38	63.04	64.70
15	B	58.54	60.49	62.44	64.40	66.35	68.30	70.25	72.20	73.41	73.41
	O	58.54	60.49	62.44	64.40	66.35	68.30	70.25	72.20	73.41	73.41

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

SALARY TABLE 2009-CIN (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.28%
FOR THE LOCALITY PAY AREA OF CINCINNATI-MIDDLETOWN-WILMINGTON, OH-KY-IN

(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.35%)

EFFECTIVE JANUARY 2009

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	\$ 9.94	\$ 10.27	\$ 10.60	\$ 10.93	\$ 11.26	\$ 11.46	\$ 11.78	\$ 12.11	\$ 12.13	\$ 12.44
	O	14.91	15.41	15.90	16.40	16.89	17.19	17.67	18.17	18.20	18.66
2	B	11.18	11.44	11.81	12.13	12.26	12.62	12.98	13.34	13.70	14.06
	O	16.77	17.16	17.72	18.20	18.39	18.93	19.47	20.01	20.55	21.09
3	B	14.63	15.04	15.45	15.85	16.26	16.66	17.07	17.48	17.88	18.29
	O	21.95	22.56	23.18	23.78	24.39	24.99	25.61	26.22	26.82	27.44
4	B	16.43	16.88	17.34	17.80	18.25	18.71	19.17	19.62	20.08	20.53
	O	24.65	25.32	26.01	26.70	27.38	28.07	28.76	29.43	30.12	30.80
5	B	18.89	19.40	19.91	20.42	20.93	21.44	21.95	22.47	22.98	23.49
	O	28.34	29.10	29.87	30.63	31.40	32.16	32.93	33.71	34.47	35.24
6	B	19.92	20.49	21.06	21.63	22.19	22.76	23.33	23.90	24.47	25.04
	O	29.88	30.74	31.59	32.45	33.29	34.14	35.00	35.85	36.71	37.56
7	B	21.50	22.14	22.77	23.40	24.03	24.67	25.30	25.93	26.56	27.20
	O	32.25	33.21	34.16	35.10	36.05	37.01	37.95	38.90	39.62	39.62
8	B	22.41	23.11	23.81	24.51	25.22	25.92	26.62	27.32	28.02	28.72
	O	33.62	34.67	35.72	36.77	37.83	38.88	39.62	39.62	39.62	39.62
9	B	23.98	24.76	25.53	26.30	27.08	27.85	28.62	29.40	30.17	30.94
	O	35.97	37.14	38.30	39.45	39.62	39.62	39.62	39.62	39.62	39.62
10	B	26.41	27.26	28.11	28.96	29.82	30.67	31.52	32.37	33.22	34.08
	O	39.62	39.62	39.62	39.62	39.62	39.62	39.62	39.62	39.62	39.62
11	B	28.08	29.01	29.95	30.89	31.82	32.76	33.69	34.63	35.56	36.50
	O	39.62	39.62	39.62	39.62	39.62	39.62	39.62	39.62	39.62	39.62
12	B	33.66	34.78	35.90	37.02	38.14	39.26	40.38	41.51	42.63	43.75
	O	39.62	39.62	39.62	39.62	39.62	39.62	40.38	41.51	42.63	43.75
13	B	40.02	41.36	42.69	44.02	45.36	46.69	48.03	49.36	50.69	52.03
	O	40.02	41.36	42.69	44.02	45.36	46.69	48.03	49.36	50.69	52.03
14	B	47.29	48.87	50.45	52.02	53.60	55.18	56.75	58.33	59.91	61.48
	O	47.29	48.87	50.45	52.02	53.60	55.18	56.75	58.33	59.91	61.48
15	B	55.63	57.48	59.34	61.19	63.05	64.90	66.76	68.61	70.46	72.32
	O	55.63	57.48	59.34	61.19	63.05	64.90	66.76	68.61	70.46	72.32

SALARY TABLE 2009-CLE (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.16%
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-ELYRIA, OH
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.82%)

EFFECTIVE JANUARY 2009

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	\$ 9.93	\$ 10.26	\$ 10.59	\$ 10.92	\$ 11.25	\$ 11.45	\$ 11.77	\$ 12.10	\$ 12.11	\$ 12.42
	O	14.90	15.39	15.89	16.38	16.88	17.18	17.66	18.15	18.17	18.63
2	B	11.17	11.43	11.80	12.11	12.25	12.61	12.97	13.33	13.69	14.05
	O	16.76	17.15	17.70	18.17	18.38	18.92	19.46	20.00	20.54	21.08
3	B	14.62	15.02	15.43	15.84	16.24	16.65	17.05	17.46	17.87	18.27
	O	21.93	22.53	23.15	23.76	24.36	24.98	25.58	26.19	26.81	27.41
4	B	16.41	16.87	17.32	17.78	18.23	18.69	19.15	19.60	20.06	20.51
	O	24.62	25.31	25.98	26.67	27.35	28.04	28.73	29.40	30.09	30.77
5	B	18.87	19.38	19.89	20.40	20.91	21.42	21.93	22.44	22.95	23.46
	O	28.31	29.07	29.84	30.60	31.37	32.13	32.90	33.66	34.43	35.19
6	B	19.90	20.47	21.03	21.60	22.17	22.74	23.31	23.88	24.45	25.01
	O	29.85	30.71	31.55	32.40	33.26	34.11	34.97	35.82	36.68	37.52
7	B	21.48	22.11	22.74	23.38	24.01	24.64	25.27	25.90	26.54	27.17
	O	32.22	33.17	34.11	35.07	36.02	36.96	37.91	38.85	39.57	39.57
8	B	22.39	23.09	23.79	24.49	25.19	25.89	26.59	27.29	27.99	28.69
	O	33.59	34.64	35.69	36.74	37.79	38.84	39.57	39.57	39.57	39.57
9	B	23.96	24.73	25.50	26.28	27.05	27.82	28.59	29.37	30.14	30.91
	O	35.94	37.10	38.25	39.42	39.57	39.57	39.57	39.57	39.57	39.57
10	B	26.38	27.23	28.08	28.94	29.79	30.64	31.49	32.34	33.19	34.04
	O	39.57	39.57	39.57	39.57	39.57	39.57	39.57	39.57	39.57	39.57
11	B	28.05	28.99	29.92	30.85	31.79	32.72	33.66	34.59	35.53	36.46
	O	39.57	39.57	39.57	39.57	39.57	39.57	39.57	39.57	39.57	39.57
12	B	33.62	34.74	35.86	36.98	38.10	39.22	40.34	41.46	42.58	43.70
	O	39.57	39.57	39.57	39.57	39.57	39.57	40.34	41.46	42.58	43.70
13	B	39.98	41.31	42.65	43.98	45.31	46.64	47.98	49.31	50.64	51.98
	O	39.98	41.31	42.65	43.98	45.31	46.64	47.98	49.31	50.64	51.98
14	B	47.24	48.82	50.39	51.97	53.54	55.12	56.69	58.27	59.84	61.42
	O	47.24	48.82	50.39	51.97	53.54	55.12	56.69	58.27	59.84	61.42
15	B	55.57	57.43	59.28	61.13	62.98	64.84	66.69	68.54	70.39	72.25
	O	55.57	57.43	59.28	61.13	62.98	64.84	66.69	68.54	70.39	72.25

SALARY TABLE 2009-COL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.62%
FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-CHILLICOTHE, OH
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.63%)

EFFECTIVE JANUARY 2009

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	\$ 9.80	\$ 10.13	\$ 10.45	\$ 10.78	\$ 11.10	\$ 11.30	\$ 11.62	\$ 11.94	\$ 11.96	\$ 12.26
	O	14.70	15.20	15.68	16.17	16.65	16.95	17.43	17.91	17.94	18.39
2	B	11.02	11.28	11.65	11.96	12.09	12.44	12.80	13.16	13.51	13.87
	O	16.53	16.92	17.48	17.94	18.14	18.66	19.20	19.74	20.27	20.81
3	B	14.43	14.83	15.23	15.63	16.03	16.43	16.83	17.23	17.63	18.03
	O	21.65	22.25	22.85	23.45	24.05	24.65	25.25	25.85	26.45	27.05
4	B	16.20	16.65	17.10	17.55	18.00	18.45	18.90	19.35	19.80	20.25
	O	24.30	24.98	25.65	26.33	27.00	27.68	28.35	29.03	29.70	30.38
5	B	18.63	19.13	19.63	20.14	20.64	21.14	21.65	22.15	22.65	23.16
	O	27.95	28.70	29.45	30.21	30.96	31.71	32.48	33.23	33.98	34.74
6	B	19.64	20.20	20.76	21.32	21.88	22.44	23.00	23.57	24.13	24.69
	O	29.46	30.30	31.14	31.98	32.82	33.66	34.50	35.36	36.20	37.04
7	B	21.20	21.82	22.45	23.07	23.70	24.32	24.94	25.57	26.19	26.81
	O	31.80	32.73	33.68	34.61	35.55	36.48	37.41	38.36	39.06	39.06
8	B	22.10	22.79	23.48	24.17	24.86	25.55	26.24	26.93	27.62	28.31
	O	33.15	34.19	35.22	36.26	37.29	38.33	39.06	39.06	39.06	39.06
9	B	23.64	24.41	25.17	25.93	26.70	27.46	28.22	28.98	29.75	30.51
	O	35.46	36.62	37.76	38.90	39.06	39.06	39.06	39.06	39.06	39.06
10	B	26.04	26.88	27.72	28.56	29.40	30.24	31.08	31.92	32.76	33.60
	O	39.06	39.06	39.06	39.06	39.06	39.06	39.06	39.06	39.06	39.06
11	B	27.68	28.61	29.53	30.45	31.38	32.30	33.22	34.14	35.07	35.99
	O	39.06	39.06	39.06	39.06	39.06	39.06	39.06	39.06	39.06	39.06
12	B	33.18	34.29	35.39	36.50	37.61	38.71	39.82	40.92	42.03	43.14
	O	39.06	39.06	39.06	39.06	39.06	39.06	39.82	40.92	42.03	43.14
13	B	39.46	40.77	42.09	43.41	44.72	46.04	47.35	48.67	49.98	51.30
	O	39.46	40.77	42.09	43.41	44.72	46.04	47.35	48.67	49.98	51.30
14	B	46.63	48.18	49.74	51.29	52.85	54.40	55.96	57.51	59.07	60.62
	O	46.63	48.18	49.74	51.29	52.85	54.40	55.96	57.51	59.07	60.62
15	B	54.85	56.68	58.51	60.33	62.16	63.99	65.82	67.65	69.48	71.30
	O	54.85	56.68	58.51	60.33	62.16	63.99	65.82	67.65	69.48	71.30

SALARY TABLE 2009-DFW (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.95%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX

(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.95%)

EFFECTIVE JANUARY 2009

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	\$ 10.08	\$ 10.42	\$ 10.75	\$ 11.09	\$ 11.42	\$ 11.62	\$ 11.95	\$ 12.28	\$ 12.30	\$ 12.61
	O	15.12	15.63	16.13	16.64	17.13	17.43	17.93	18.42	18.45	18.92
2	B	11.33	11.60	11.98	12.30	12.43	12.80	13.17	13.53	13.90	14.26
	O	17.00	17.40	17.97	18.45	18.65	19.20	19.76	20.30	20.85	21.39
3	B	14.84	15.25	15.66	16.08	16.49	16.90	17.31	17.72	18.14	18.55
	O	22.26	22.88	23.49	24.12	24.74	25.35	25.97	26.58	27.21	27.83
4	B	16.66	17.12	17.59	18.05	18.51	18.97	19.44	19.90	20.36	20.82
	O	24.99	25.68	26.39	27.08	27.77	28.46	29.16	29.85	30.54	31.23
5	B	19.16	19.68	20.19	20.71	21.23	21.75	22.26	22.78	23.30	23.82
	O	28.74	29.52	30.29	31.07	31.85	32.63	33.39	34.17	34.95	35.73
6	B	20.20	20.78	21.35	21.93	22.51	23.08	23.66	24.24	24.82	25.39
	O	30.30	31.17	32.03	32.90	33.77	34.62	35.49	36.36	37.23	38.09
7	B	21.81	22.45	23.09	23.73	24.37	25.01	25.66	26.30	26.94	27.58
	O	32.72	33.68	34.64	35.60	36.56	37.52	38.49	39.45	40.17	40.17
8	B	22.73	23.44	24.15	24.86	25.57	26.28	26.99	27.70	28.41	29.12
	O	34.10	35.16	36.23	37.29	38.36	39.42	40.17	40.17	40.17	40.17
9	B	24.32	25.10	25.89	26.67	27.46	28.24	29.03	29.81	30.60	31.38
	O	36.48	37.65	38.84	40.01	40.17	40.17	40.17	40.17	40.17	40.17
10	B	26.78	27.65	28.51	29.37	30.24	31.10	31.97	32.83	33.69	34.56
	O	40.17	40.17	40.17	40.17	40.17	40.17	40.17	40.17	40.17	40.17
11	B	28.48	29.42	30.37	31.32	32.27	33.22	34.17	35.12	36.07	37.02
	O	40.17	40.17	40.17	40.17	40.17	40.17	40.17	40.17	40.17	40.17
12	B	34.13	35.27	36.41	37.54	38.68	39.82	40.95	42.09	43.23	44.37
	O	40.17	40.17	40.17	40.17	40.17	40.17	40.95	42.09	43.23	44.37
13	B	40.59	41.94	43.29	44.64	46.00	47.35	48.70	50.06	51.41	52.76
	O	40.59	41.94	43.29	44.64	46.00	47.35	48.70	50.06	51.41	52.76
14	B	47.96	49.56	51.16	52.76	54.36	55.95	57.55	59.15	60.75	62.35
	O	47.96	49.56	51.16	52.76	54.36	55.95	57.55	59.15	60.75	62.35
15	B	56.41	58.30	60.18	62.06	63.94	65.82	67.70	69.58	71.46	73.34
	O	56.41	58.30	60.18	62.06	63.94	65.82	67.70	69.58	71.46	73.34

SALARY TABLE 2009-DAY (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.90%
FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD-GREENVILLE, OH
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.47%)

EFFECTIVE JANUARY 2009

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	\$ 9.74	\$ 10.07	\$ 10.39	\$ 10.71	\$ 11.04	\$ 11.23	\$ 11.55	\$ 11.87	\$ 11.88	\$ 12.19
	O	14.61	15.11	15.59	16.07	16.56	16.85	17.33	17.81	17.82	18.29
2	B	10.95	11.21	11.57	11.88	12.01	12.37	12.72	13.07	13.43	13.78
	O	16.43	16.82	17.36	17.82	18.02	18.56	19.08	19.61	20.15	20.67
3	B	14.34	14.74	15.13	15.53	15.93	16.33	16.73	17.13	17.52	17.92
	O	21.51	22.11	22.70	23.30	23.90	24.50	25.10	25.70	26.28	26.88
4	B	16.10	16.54	16.99	17.44	17.89	18.33	18.78	19.23	19.67	20.12
	O	24.15	24.81	25.49	26.16	26.84	27.50	28.17	28.85	29.51	30.18
5	B	18.51	19.01	19.51	20.01	20.51	21.01	21.51	22.01	22.51	23.01
	O	27.77	28.52	29.27	30.02	30.77	31.52	32.27	33.02	33.77	34.52
6	B	19.52	20.08	20.63	21.19	21.75	22.31	22.86	23.42	23.98	24.54
	O	29.28	30.12	30.95	31.79	32.63	33.47	34.29	35.13	35.97	36.81
7	B	21.07	21.69	22.31	22.93	23.55	24.17	24.79	25.41	26.03	26.65
	O	31.61	32.54	33.47	34.40	35.33	36.26	37.19	38.12	38.82	38.82
8	B	21.96	22.65	23.33	24.02	24.71	25.39	26.08	26.77	27.45	28.14
	O	32.94	33.98	35.00	36.03	37.07	38.09	38.82	38.82	38.82	38.82
9	B	23.50	24.26	25.01	25.77	26.53	27.29	28.05	28.80	29.56	30.32
	O	35.25	36.39	37.52	38.66	38.82	38.82	38.82	38.82	38.82	38.82
10	B	25.88	26.71	27.55	28.38	29.22	30.05	30.89	31.72	32.56	33.39
	O	38.82	38.82	38.82	38.82	38.82	38.82	38.82	38.82	38.82	38.82
11	B	27.51	28.43	29.35	30.26	31.18	32.10	33.02	33.93	34.85	35.77
	O	38.82	38.82	38.82	38.82	38.82	38.82	38.82	38.82	38.82	38.82
12	B	32.98	34.08	35.18	36.28	37.37	38.47	39.57	40.67	41.77	42.87
	O	38.82	38.82	38.82	38.82	38.82	38.82	39.57	40.67	41.77	42.87
13	B	39.22	40.52	41.83	43.14	44.44	45.75	47.06	48.37	49.67	50.98
	O	39.22	40.52	41.83	43.14	44.44	45.75	47.06	48.37	49.67	50.98
14	B	46.34	47.89	49.43	50.98	52.52	54.07	55.61	57.16	58.70	60.25
	O	46.34	47.89	49.43	50.98	52.52	54.07	55.61	57.16	58.70	60.25
15	B	54.51	56.33	58.14	59.96	61.78	63.60	65.41	67.23	69.05	70.86
	O	54.51	56.33	58.14	59.96	61.78	63.60	65.41	67.23	69.05	70.86

SALARY TABLE 2009-DEN (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.03%
FOR THE LOCALITY PAY AREA OF DENVER-AURORA-BOULDER, CO
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.75%)

EFFECTIVE JANUARY 2009

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	\$ 10.26	\$ 10.60	\$ 10.94	\$ 11.28	\$ 11.62	\$ 11.82	\$ 12.16	\$ 12.50	\$ 12.51	\$ 12.83
	O	15.39	15.90	16.41	16.92	17.43	17.73	18.24	18.75	18.77	19.25
2	B	11.53	11.81	12.19	12.51	12.65	13.02	13.39	13.77	14.14	14.51
	O	17.30	17.72	18.29	18.77	18.98	19.53	20.09	20.66	21.21	21.77
3	B	15.10	15.52	15.94	16.35	16.77	17.19	17.61	18.03	18.45	18.87
	O	22.65	23.28	23.91	24.53	25.16	25.79	26.42	27.05	27.68	28.31
4	B	16.95	17.42	17.89	18.36	18.83	19.30	19.77	20.24	20.71	21.18
	O	25.43	26.13	26.84	27.54	28.25	28.95	29.66	30.36	31.07	31.77
5	B	19.49	20.02	20.54	21.07	21.60	22.12	22.65	23.18	23.70	24.23
	O	29.24	30.03	30.81	31.61	32.40	33.18	33.98	34.77	35.55	36.35
6	B	20.55	21.14	21.72	22.31	22.90	23.48	24.07	24.66	25.25	25.83
	O	30.83	31.71	32.58	33.47	34.35	35.22	36.11	36.99	37.88	38.75
7	B	22.18	22.84	23.49	24.14	24.79	25.45	26.10	26.75	27.40	28.06
	O	33.27	34.26	35.24	36.21	37.19	38.18	39.15	40.13	40.88	40.88
8	B	23.12	23.85	24.57	25.29	26.01	26.74	27.46	28.18	28.91	29.63
	O	34.68	35.78	36.86	37.94	39.02	40.11	40.88	40.88	40.88	40.88
9	B	24.74	25.54	26.34	27.14	27.93	28.73	29.53	30.33	31.13	31.92
	O	37.11	38.31	39.51	40.71	40.88	40.88	40.88	40.88	40.88	40.88
10	B	27.25	28.13	29.00	29.88	30.76	31.64	32.52	33.40	34.28	35.16
	O	40.88	40.88	40.88	40.88	40.88	40.88	40.88	40.88	40.88	40.88
11	B	28.97	29.93	30.90	31.87	32.83	33.80	34.76	35.73	36.69	37.66
	O	40.88	40.88	40.88	40.88	40.88	40.88	40.88	40.88	40.88	40.88
12	B	34.72	35.88	37.04	38.19	39.35	40.51	41.67	42.82	43.98	45.14
	O	40.88	40.88	40.88	40.88	40.88	40.88	41.67	42.82	43.98	45.14
13	B	41.29	42.67	44.04	45.42	46.80	48.17	49.55	50.92	52.30	53.68
	O	41.29	42.67	44.04	45.42	46.80	48.17	49.55	50.92	52.30	53.68
14	B	48.79	50.42	52.05	53.67	55.30	56.92	58.55	60.18	61.80	63.43
	O	48.79	50.42	52.05	53.67	55.30	56.92	58.55	60.18	61.80	63.43
15	B	57.39	59.31	61.22	63.13	65.05	66.96	68.87	70.79	72.70	73.41
	O	57.39	59.31	61.22	63.13	65.05	66.96	68.87	70.79	72.70	73.41

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

SALARY TABLE 2009-DET (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.56%
FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-FLINT, MI

(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.76%)

EFFECTIVE JANUARY 2009

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	\$ 10.38	\$ 10.73	\$ 11.08	\$ 11.42	\$ 11.77	\$ 11.97	\$ 12.31	\$ 12.65	\$ 12.67	\$ 12.99
	O	15.57	16.10	16.62	17.13	17.66	17.96	18.47	18.98	19.01	19.49
2	B	11.68	11.95	12.34	12.67	12.81	13.19	13.56	13.94	14.32	14.69
	O	17.52	17.93	18.51	19.01	19.22	19.79	20.34	20.91	21.48	22.04
3	B	15.29	15.71	16.14	16.56	16.98	17.41	17.83	18.26	18.68	19.11
	O	22.94	23.57	24.21	24.84	25.47	26.12	26.75	27.39	28.02	28.67
4	B	17.16	17.64	18.11	18.59	19.07	19.54	20.02	20.50	20.97	21.45
	O	25.74	26.46	27.17	27.89	28.61	29.31	30.03	30.75	31.46	32.18
5	B	19.73	20.27	20.80	21.33	21.87	22.40	22.94	23.47	24.00	24.54
	O	29.60	30.41	31.20	32.00	32.81	33.60	34.41	35.21	36.00	36.81
6	B	20.81	21.40	22.00	22.59	23.18	23.78	24.37	24.97	25.56	26.16
	O	31.22	32.10	33.00	33.89	34.77	35.67	36.56	37.46	38.34	39.24
7	B	22.46	23.12	23.78	24.45	25.11	25.77	26.43	27.09	27.75	28.41
	O	33.69	34.68	35.67	36.68	37.67	38.66	39.65	40.64	41.39	41.39
8	B	23.41	24.15	24.88	25.61	26.34	27.07	27.80	28.54	29.27	30.00
	O	35.12	36.23	37.32	38.42	39.51	40.61	41.39	41.39	41.39	41.39
9	B	25.05	25.86	26.67	27.48	28.28	29.09	29.90	30.71	31.52	32.33
	O	37.58	38.79	40.01	41.22	41.39	41.39	41.39	41.39	41.39	41.39
10	B	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71	35.60
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
11	B	29.33	30.31	31.29	32.26	33.24	34.22	35.20	36.17	37.15	38.13
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
12	B	35.16	36.33	37.50	38.67	39.84	41.02	42.19	43.36	44.53	45.70
	O	41.39	41.39	41.39	41.39	41.39	41.39	42.19	43.36	44.53	45.70
13	B	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
	O	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
14	B	49.40	51.05	52.70	54.34	55.99	57.64	59.29	60.93	62.58	64.23
	O	49.40	51.05	52.70	54.34	55.99	57.64	59.29	60.93	62.58	64.23
15	B	58.11	60.05	61.99	63.92	65.86	67.80	69.74	71.67	73.41	73.41
	O	58.11	60.05	61.99	63.92	65.86	67.80	69.74	71.67	73.41	73.41

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

SALARY TABLE 2009-HAR (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 25.08%
FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD-WILLIMANTIC, CT-MA

(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.82%)

EFFECTIVE JANUARY 2009

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	\$ 10.51	\$ 10.86	\$ 11.21	\$ 11.56	\$ 11.91	\$ 12.12	\$ 12.46	\$ 12.81	\$ 12.82	\$ 13.15
	O	15.77	16.29	16.82	17.34	17.87	18.18	18.69	19.22	19.23	19.73
2	B	11.82	12.10	12.49	12.82	12.97	13.35	13.73	14.11	14.49	14.87
	O	17.73	18.15	18.74	19.23	19.46	20.03	20.60	21.17	21.74	22.31
3	B	15.47	15.90	16.33	16.76	17.19	17.62	18.05	18.48	18.91	19.34
	O	23.21	23.85	24.50	25.14	25.79	26.43	27.08	27.72	28.37	29.01
4	B	17.37	17.85	18.34	18.82	19.30	19.78	20.27	20.75	21.23	21.71
	O	26.06	26.78	27.51	28.23	28.95	29.67	30.41	31.13	31.85	32.57
5	B	19.98	20.52	21.06	21.60	22.14	22.68	23.22	23.76	24.30	24.84
	O	29.97	30.78	31.59	32.40	33.21	34.02	34.83	35.64	36.45	37.26
6	B	21.06	21.67	22.27	22.87	23.47	24.07	24.67	25.28	25.88	26.48
	O	31.59	32.51	33.41	34.31	35.21	36.11	37.01	37.92	38.82	39.72
7	B	22.74	23.41	24.08	24.75	25.41	26.08	26.75	27.42	28.09	28.76
	O	34.11	35.12	36.12	37.13	38.12	39.12	40.13	41.13	41.90	41.90
8	B	23.70	24.44	25.18	25.92	26.66	27.41	28.15	28.89	29.63	30.37
	O	35.55	36.66	37.77	38.88	39.99	41.12	41.90	41.90	41.90	41.90
9	B	25.36	26.18	27.00	27.81	28.63	29.45	30.27	31.09	31.90	32.72
	O	38.04	39.27	40.50	41.72	41.90	41.90	41.90	41.90	41.90	41.90
10	B	27.93	28.83	29.73	30.63	31.53	32.43	33.33	34.23	35.13	36.03
	O	41.90	41.90	41.90	41.90	41.90	41.90	41.90	41.90	41.90	41.90
11	B	29.69	30.68	31.67	32.66	33.65	34.64	35.63	36.62	37.61	38.60
	O	41.90	41.90	41.90	41.90	41.90	41.90	41.90	41.90	41.90	41.90
12	B	35.59	36.78	37.96	39.15	40.33	41.52	42.71	43.89	45.08	46.26
	O	41.90	41.90	41.90	41.90	41.90	41.90	42.71	43.89	45.08	46.26
13	B	42.32	43.73	45.14	46.55	47.97	49.38	50.79	52.20	53.61	55.02
	O	42.32	43.73	45.14	46.55	47.97	49.38	50.79	52.20	53.61	55.02
14	B	50.01	51.68	53.35	55.01	56.68	58.35	60.01	61.68	63.35	65.02
	O	50.01	51.68	53.35	55.01	56.68	58.35	60.01	61.68	63.35	65.02
15	B	58.83	60.79	62.75	64.71	66.67	68.63	70.59	72.55	73.41	73.41
	O	58.83	60.79	62.75	64.71	66.67	68.63	70.59	72.55	73.41	73.41

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

SALARY TABLE 2009-HOU (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.28%
FOR THE LOCALITY PAY AREA OF HOUSTON-BAYTOWN-HUNTSVILLE, TX
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.62%)

EFFECTIVE JANUARY 2009

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	\$ 10.78	\$ 11.14	\$ 11.50	\$ 11.86	\$ 12.22	\$ 12.43	\$ 12.78	\$ 13.14	\$ 13.15	\$ 13.49
	O	16.17	16.71	17.25	17.79	18.33	18.65	19.17	19.71	19.73	20.24
2	B	12.12	12.41	12.81	13.15	13.30	13.69	14.08	14.47	14.86	15.25
	O	18.18	18.62	19.22	19.73	19.95	20.54	21.12	21.71	22.29	22.88
3	B	15.87	16.31	16.75	17.19	17.63	18.07	18.51	18.95	19.40	19.84
	O	23.81	24.47	25.13	25.79	26.45	27.11	27.77	28.43	29.10	29.76
4	B	17.82	18.31	18.81	19.30	19.80	20.29	20.79	21.28	21.77	22.27
	O	26.73	27.47	28.22	28.95	29.70	30.44	31.19	31.92	32.66	33.41
5	B	20.49	21.04	21.60	22.15	22.70	23.26	23.81	24.37	24.92	25.47
	O	30.74	31.56	32.40	33.23	34.05	34.89	35.72	36.56	37.38	38.21
6	B	21.60	22.22	22.84	23.45	24.07	24.69	25.31	25.92	26.54	27.16
	O	32.40	33.33	34.26	35.18	36.11	37.04	37.97	38.88	39.81	40.74
7	B	23.32	24.01	24.69	25.38	26.06	26.75	27.44	28.12	28.81	29.49
	O	34.98	36.02	37.04	38.07	39.09	40.13	41.16	42.18	42.96	42.96
8	B	24.31	25.07	25.83	26.59	27.35	28.11	28.87	29.63	30.39	31.15
	O	36.47	37.61	38.75	39.89	41.03	42.17	42.96	42.96	42.96	42.96
9	B	26.01	26.85	27.69	28.53	29.36	30.20	31.04	31.88	32.72	33.56
	O	39.02	40.28	41.54	42.80	42.96	42.96	42.96	42.96	42.96	42.96
10	B	28.64	29.57	30.49	31.41	32.34	33.26	34.18	35.11	36.03	36.96
	O	42.96	42.96	42.96	42.96	42.96	42.96	42.96	42.96	42.96	42.96
11	B	30.45	31.47	32.48	33.50	34.51	35.53	36.54	37.56	38.57	39.59
	O	42.96	42.96	42.96	42.96	42.96	42.96	42.96	42.96	42.96	42.96
12	B	36.50	37.72	38.93	40.15	41.37	42.58	43.80	45.02	46.23	47.45
	O	42.96	42.96	42.96	42.96	42.96	42.96	43.80	45.02	46.23	47.45
13	B	43.40	44.85	46.30	47.75	49.19	50.64	52.09	53.53	54.98	56.43
	O	43.40	44.85	46.30	47.75	49.19	50.64	52.09	53.53	54.98	56.43
14	B	51.29	53.00	54.71	56.42	58.13	59.84	61.55	63.26	64.97	66.68
	O	51.29	53.00	54.71	56.42	58.13	59.84	61.55	63.26	64.97	66.68
15	B	60.33	62.34	64.36	66.37	68.38	70.39	72.40	73.41	73.41	73.41
	O	60.33	62.34	64.36	66.37	68.38	70.39	72.40	73.41	73.41	73.41

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

SALARY TABLE 2009-HNT (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.46%
FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR, AL

(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 4.01%)

EFFECTIVE JANUARY 2009

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	\$ 10.03	\$ 10.35	\$ 10.67	\$ 10.99	\$ 11.18	\$ 11.50	\$ 11.82	\$ 11.84	\$ 12.14
	O	14.55	15.05	15.53	16.01	16.49	16.77	17.25	17.73	17.76	18.21
2	B	10.91	11.17	11.53	11.84	11.97	12.32	12.67	13.02	13.38	13.73
	O	16.37	16.76	17.30	17.76	17.96	18.48	19.01	19.53	20.07	20.60
3	B	14.28	14.68	15.08	15.47	15.87	16.27	16.66	17.06	17.46	17.85
	O	21.42	22.02	22.62	23.21	23.81	24.41	24.99	25.59	26.19	26.78
4	B	16.04	16.48	16.93	17.37	17.82	18.26	18.71	19.15	19.60	20.04
	O	24.06	24.72	25.40	26.06	26.73	27.39	28.07	28.73	29.40	30.06
5	B	18.44	18.94	19.44	19.94	20.43	20.93	21.43	21.93	22.43	22.93
	O	27.66	28.41	29.16	29.91	30.65	31.40	32.15	32.90	33.65	34.40
6	B	19.44	20.00	20.55	21.11	21.67	22.22	22.78	23.33	23.89	24.44
	O	29.16	30.00	30.83	31.67	32.51	33.33	34.17	35.00	35.84	36.66
7	B	20.99	21.61	22.23	22.84	23.46	24.08	24.69	25.31	25.93	26.55
	O	31.49	32.42	33.35	34.26	35.19	36.12	37.04	37.97	38.67	38.67
8	B	21.88	22.56	23.25	23.93	24.61	25.30	25.98	26.67	27.35	28.03
	O	32.82	33.84	34.88	35.90	36.92	37.95	38.67	38.67	38.67	38.67
9	B	23.41	24.16	24.92	25.68	26.43	27.19	27.94	28.70	29.45	30.21
	O	35.12	36.24	37.38	38.52	38.67	38.67	38.67	38.67	38.67	38.67
10	B	25.78	26.61	27.44	28.27	29.11	29.94	30.77	31.60	32.43	33.26
	O	38.67	38.67	38.67	38.67	38.67	38.67	38.67	38.67	38.67	38.67
11	B	27.41	28.32	29.24	30.15	31.06	31.98	32.89	33.80	34.72	35.63
	O	38.67	38.67	38.67	38.67	38.67	38.67	38.67	38.67	38.67	38.67
12	B	32.85	33.95	35.04	36.14	37.23	38.33	39.42	40.52	41.61	42.71
	O	38.67	38.67	38.67	38.67	38.67	38.67	39.42	40.52	41.61	42.71
13	B	39.07	40.37	41.67	42.97	44.28	45.58	46.88	48.18	49.49	50.79
	O	39.07	40.37	41.67	42.97	44.28	45.58	46.88	48.18	49.49	50.79
14	B	46.16	47.70	49.24	50.78	52.32	53.86	55.40	56.94	58.48	60.02
	O	46.16	47.70	49.24	50.78	52.32	53.86	55.40	56.94	58.48	60.02
15	B	54.30	56.11	57.92	59.73	61.54	63.35	65.16	66.97	68.78	70.60
	O	54.30	56.11	57.92	59.73	61.54	63.35	65.16	66.97	68.78	70.60

SALARY TABLE 2009-IND (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.23%
FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-ANDERSON-COLUMBUS, IN
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.55%)

EFFECTIVE JANUARY 2009

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	\$ 9.60	\$ 9.92	\$ 10.24	\$ 10.56	\$ 10.88	\$ 11.07	\$ 11.38	\$ 11.70	\$ 11.71	\$ 12.01
	O	14.40	14.88	15.36	15.84	16.32	16.61	17.07	17.55	17.57	18.02
2	B	10.79	11.05	11.41	11.71	11.84	12.19	12.54	12.89	13.23	13.58
	O	16.19	16.58	17.12	17.57	17.76	18.29	18.81	19.34	19.85	20.37
3	B	14.13	14.52	14.92	15.31	15.70	16.09	16.49	16.88	17.27	17.66
	O	21.20	21.78	22.38	22.97	23.55	24.14	24.74	25.32	25.91	26.49
4	B	15.87	16.31	16.75	17.19	17.63	18.07	18.51	18.95	19.39	19.83
	O	23.81	24.47	25.13	25.79	26.45	27.11	27.77	28.43	29.09	29.75
5	B	18.24	18.74	19.23	19.72	20.22	20.71	21.20	21.70	22.19	22.68
	O	27.36	28.11	28.85	29.58	30.33	31.07	31.80	32.55	33.29	34.02
6	B	19.24	19.79	20.34	20.89	21.43	21.98	22.53	23.08	23.63	24.18
	O	28.86	29.69	30.51	31.34	32.15	32.97	33.80	34.62	35.45	36.27
7	B	20.77	21.38	21.99	22.60	23.21	23.82	24.43	25.04	25.65	26.26
	O	31.16	32.07	32.99	33.90	34.82	35.73	36.65	37.56	38.27	38.27
8	B	21.65	22.32	23.00	23.68	24.35	25.03	25.70	26.38	27.06	27.73
	O	32.48	33.48	34.50	35.52	36.53	37.55	38.27	38.27	38.27	38.27
9	B	23.16	23.91	24.65	25.40	26.15	26.90	27.64	28.39	29.14	29.88
	O	34.74	35.87	36.98	38.10	38.27	38.27	38.27	38.27	38.27	38.27
10	B	25.51	26.33	27.15	27.97	28.80	29.62	30.44	31.26	32.09	32.91
	O	38.27	38.27	38.27	38.27	38.27	38.27	38.27	38.27	38.27	38.27
11	B	27.12	28.02	28.92	29.83	30.73	31.64	32.54	33.44	34.35	35.25
	O	38.27	38.27	38.27	38.27	38.27	38.27	38.27	38.27	38.27	38.27
12	B	32.50	33.59	34.67	35.75	36.84	37.92	39.00	40.08	41.17	42.25
	O	38.27	38.27	38.27	38.27	38.27	38.27	39.00	40.08	41.17	42.25
13	B	38.65	39.94	41.23	42.52	43.80	45.09	46.38	47.67	48.96	50.25
	O	38.65	39.94	41.23	42.52	43.80	45.09	46.38	47.67	48.96	50.25
14	B	45.67	47.20	48.72	50.24	51.76	53.29	54.81	56.33	57.85	59.38
	O	45.67	47.20	48.72	50.24	51.76	53.29	54.81	56.33	57.85	59.38
15	B	53.72	55.52	57.31	59.10	60.89	62.68	64.47	66.26	68.05	69.84
	O	53.72	55.52	57.31	59.10	60.89	62.68	64.47	66.26	68.05	69.84

SALARY TABLE 2009-LA (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.51%
FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH-RIVERSIDE, CA

(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.93%)

EFFECTIVE JANUARY 2009

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	\$ 10.63	\$ 10.99	\$ 11.34	\$ 11.69	\$ 12.05	\$ 12.25	\$ 12.60	\$ 12.96	\$ 12.97	\$ 13.30
	O	15.95	16.49	17.01	17.54	18.08	18.38	18.90	19.44	19.46	19.95
2	B	11.95	12.24	12.63	12.97	13.11	13.50	13.89	14.27	14.66	15.04
	O	17.93	18.36	18.95	19.46	19.67	20.25	20.84	21.41	21.99	22.56
3	B	15.65	16.09	16.52	16.95	17.39	17.82	18.26	18.69	19.13	19.56
	O	23.48	24.14	24.78	25.43	26.09	26.73	27.39	28.04	28.70	29.34
4	B	17.57	18.06	18.55	19.03	19.52	20.01	20.50	20.99	21.47	21.96
	O	26.36	27.09	27.83	28.55	29.28	30.02	30.75	31.49	32.21	32.94
5	B	20.21	20.75	21.30	21.84	22.39	22.94	23.48	24.03	24.57	25.12
	O	30.32	31.13	31.95	32.76	33.59	34.41	35.22	36.05	36.86	37.68
6	B	21.30	21.91	22.52	23.13	23.74	24.35	24.96	25.56	26.17	26.78
	O	31.95	32.87	33.78	34.70	35.61	36.53	37.44	38.34	39.26	40.17
7	B	23.00	23.68	24.35	25.03	25.71	26.38	27.06	27.73	28.41	29.09
	O	34.50	35.52	36.53	37.55	38.57	39.57	40.59	41.60	42.38	42.38
8	B	23.97	24.72	25.47	26.22	26.97	27.72	28.47	29.22	29.97	30.72
	O	35.96	37.08	38.21	39.33	40.46	41.58	42.38	42.38	42.38	42.38
9	B	25.65	26.48	27.30	28.13	28.96	29.79	30.61	31.44	32.27	33.10
	O	38.48	39.72	40.95	42.20	42.38	42.38	42.38	42.38	42.38	42.38
10	B	28.25	29.16	30.07	30.98	31.89	32.80	33.71	34.62	35.54	36.45
	O	42.38	42.38	42.38	42.38	42.38	42.38	42.38	42.38	42.38	42.38
11	B	30.03	31.03	32.03	33.03	34.04	35.04	36.04	37.04	38.04	39.04
	O	42.38	42.38	42.38	42.38	42.38	42.38	42.38	42.38	42.38	42.38
12	B	36.00	37.20	38.40	39.60	40.80	42.00	43.19	44.39	45.59	46.79
	O	42.38	42.38	42.38	42.38	42.38	42.38	43.19	44.39	45.59	46.79
13	B	42.81	44.23	45.66	47.09	48.51	49.94	51.37	52.79	54.22	55.65
	O	42.81	44.23	45.66	47.09	48.51	49.94	51.37	52.79	54.22	55.65
14	B	50.58	52.27	53.96	55.64	57.33	59.01	60.70	62.39	64.07	65.76
	O	50.58	52.27	53.96	55.64	57.33	59.01	60.70	62.39	64.07	65.76
15	B	59.50	61.48	63.47	65.45	67.43	69.42	71.40	73.38	73.41	73.41
	O	59.50	61.48	63.47	65.45	67.43	69.42	71.40	73.38	73.41	73.41

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

SALARY TABLE 2009-MFL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.21%
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-POMPANO BEACH, FL

(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.85%)

EFFECTIVE JANUARY 2009

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	\$ 10.10	\$ 10.44	\$ 10.78	\$ 11.11	\$ 11.45	\$ 11.64	\$ 11.98	\$ 12.31	\$ 12.32	\$ 12.64
	O	15.15	15.66	16.17	16.67	17.18	17.46	17.97	18.47	18.48	18.96
2	B	11.36	11.63	12.00	12.32	12.46	12.83	13.19	13.56	13.93	14.29
	O	17.04	17.45	18.00	18.48	18.69	19.25	19.79	20.34	20.90	21.44
3	B	14.87	15.28	15.70	16.11	16.52	16.94	17.35	17.76	18.18	18.59
	O	22.31	22.92	23.55	24.17	24.78	25.41	26.03	26.64	27.27	27.89
4	B	16.70	17.16	17.62	18.09	18.55	19.01	19.48	19.94	20.41	20.87
	O	25.05	25.74	26.43	27.14	27.83	28.52	29.22	29.91	30.62	31.31
5	B	19.20	19.72	20.24	20.76	21.28	21.79	22.31	22.83	23.35	23.87
	O	28.80	29.58	30.36	31.14	31.92	32.69	33.47	34.25	35.03	35.81
6	B	20.24	20.82	21.40	21.98	22.56	23.13	23.71	24.29	24.87	25.45
	O	30.36	31.23	32.10	32.97	33.84	34.70	35.57	36.44	37.31	38.18
7	B	21.85	22.50	23.14	23.78	24.43	25.07	25.71	26.35	27.00	27.64
	O	32.78	33.75	34.71	35.67	36.65	37.61	38.57	39.53	40.26	40.26
8	B	22.78	23.49	24.20	24.91	25.63	26.34	27.05	27.76	28.47	29.19
	O	34.17	35.24	36.30	37.37	38.45	39.51	40.26	40.26	40.26	40.26
9	B	24.37	25.16	25.94	26.73	27.52	28.30	29.09	29.88	30.66	31.45
	O	36.56	37.74	38.91	40.10	40.26	40.26	40.26	40.26	40.26	40.26
10	B	26.84	27.71	28.57	29.44	30.30	31.17	32.03	32.90	33.77	34.63
	O	40.26	40.26	40.26	40.26	40.26	40.26	40.26	40.26	40.26	40.26
11	B	28.54	29.49	30.44	31.39	32.34	33.29	34.24	35.19	36.14	37.10
	O	40.26	40.26	40.26	40.26	40.26	40.26	40.26	40.26	40.26	40.26
12	B	34.20	35.34	36.48	37.62	38.76	39.90	41.04	42.18	43.32	44.46
	O	40.26	40.26	40.26	40.26	40.26	40.26	41.04	42.18	43.32	44.46
13	B	40.67	42.03	43.39	44.74	46.10	47.45	48.81	50.16	51.52	52.88
	O	40.67	42.03	43.39	44.74	46.10	47.45	48.81	50.16	51.52	52.88
14	B	48.06	49.67	51.27	52.87	54.47	56.08	57.68	59.28	60.88	62.49
	O	48.06	49.67	51.27	52.87	54.47	56.08	57.68	59.28	60.88	62.49
15	B	56.54	58.42	60.31	62.19	64.08	65.96	67.85	69.73	71.61	73.41
	O	56.54	58.42	60.31	62.19	64.08	65.96	67.85	69.73	71.61	73.41

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

SALARY TABLE 2009-MIL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.65%
FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE-WAUKESHA, WI
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.71%)

EFFECTIVE JANUARY 2009

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	\$ 10.55	\$ 10.87	\$ 11.20	\$ 11.40	\$ 11.72	\$ 12.05	\$ 12.06	\$ 12.37
	O	14.84	15.33	15.83	16.31	16.80	17.10	17.58	18.08	18.09	18.56
2	B	11.12	11.38	11.75	12.06	12.20	12.55	12.91	13.27	13.63	13.99
	O	16.68	17.07	17.63	18.09	18.30	18.83	19.37	19.91	20.45	20.99
3	B	14.55	14.96	15.36	15.77	16.17	16.58	16.98	17.38	17.79	18.19
	O	21.83	22.44	23.04	23.66	24.26	24.87	25.47	26.07	26.69	27.29
4	B	16.34	16.79	17.25	17.70	18.16	18.61	19.06	19.52	19.97	20.42
	O	24.51	25.19	25.88	26.55	27.24	27.92	28.59	29.28	29.96	30.63
5	B	18.79	19.30	19.81	20.31	20.82	21.33	21.84	22.35	22.85	23.36
	O	28.19	28.95	29.72	30.47	31.23	32.00	32.76	33.53	34.28	35.04
6	B	19.81	20.38	20.94	21.51	22.08	22.64	23.21	23.77	24.34	24.91
	O	29.72	30.57	31.41	32.27	33.12	33.96	34.82	35.66	36.51	37.37
7	B	21.39	22.02	22.65	23.28	23.90	24.53	25.16	25.79	26.42	27.05
	O	32.09	33.03	33.98	34.92	35.85	36.80	37.74	38.69	39.41	39.41
8	B	22.29	22.99	23.69	24.38	25.08	25.78	26.47	27.17	27.87	28.56
	O	33.44	34.49	35.54	36.57	37.62	38.67	39.41	39.41	39.41	39.41
9	B	23.85	24.62	25.39	26.16	26.93	27.70	28.47	29.24	30.01	30.78
	O	35.78	36.93	38.09	39.24	39.41	39.41	39.41	39.41	39.41	39.41
10	B	26.27	27.12	27.96	28.81	29.66	30.51	31.35	32.20	33.05	33.89
	O	39.41	39.41	39.41	39.41	39.41	39.41	39.41	39.41	39.41	39.41
11	B	27.93	28.86	29.79	30.72	31.65	32.58	33.51	34.44	35.38	36.31
	O	39.41	39.41	39.41	39.41	39.41	39.41	39.41	39.41	39.41	39.41
12	B	33.48	34.59	35.71	36.82	37.94	39.05	40.17	41.29	42.40	43.52
	O	39.41	39.41	39.41	39.41	39.41	39.41	40.17	41.29	42.40	43.52
13	B	39.81	41.13	42.46	43.79	45.12	46.44	47.77	49.10	50.42	51.75
	O	39.81	41.13	42.46	43.79	45.12	46.44	47.77	49.10	50.42	51.75
14	B	47.04	48.61	50.18	51.75	53.31	54.88	56.45	58.02	59.59	61.15
	O	47.04	48.61	50.18	51.75	53.31	54.88	56.45	58.02	59.59	61.15
15	B	55.33	57.18	59.02	60.87	62.71	64.56	66.40	68.24	70.09	71.93
	O	55.33	57.18	59.02	60.87	62.71	64.56	66.40	68.24	70.09	71.93

SALARY TABLE 2009-MSP (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.36%
FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL-ST. CLOUD, MN-WI

(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.70%)

EFFECTIVE JANUARY 2009

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	\$ 10.12	\$ 10.45	\$ 10.79	\$ 11.12	\$ 11.46	\$ 11.66	\$ 11.99	\$ 12.33	\$ 12.34	\$ 12.66
	O	15.18	15.68	16.19	16.68	17.19	17.49	17.99	18.50	18.51	18.99
2	B	11.37	11.64	12.02	12.34	12.48	12.84	13.21	13.58	13.94	14.31
	O	17.06	17.46	18.03	18.51	18.72	19.26	19.82	20.37	20.91	21.47
3	B	14.89	15.30	15.72	16.13	16.54	16.96	17.37	17.78	18.20	18.61
	O	22.34	22.95	23.58	24.20	24.81	25.44	26.06	26.67	27.30	27.92
4	B	16.72	17.18	17.64	18.11	18.57	19.04	19.50	19.97	20.43	20.90
	O	25.08	25.77	26.46	27.17	27.86	28.56	29.25	29.96	30.65	31.35
5	B	19.22	19.74	20.26	20.78	21.30	21.82	22.34	22.86	23.38	23.90
	O	28.83	29.61	30.39	31.17	31.95	32.73	33.51	34.29	35.07	35.85
6	B	20.27	20.85	21.43	22.01	22.58	23.16	23.74	24.32	24.90	25.48
	O	30.41	31.28	32.15	33.02	33.87	34.74	35.61	36.48	37.35	38.22
7	B	21.88	22.52	23.17	23.81	24.46	25.10	25.74	26.39	27.03	27.67
	O	32.82	33.78	34.76	35.72	36.69	37.65	38.61	39.59	40.31	40.31
8	B	22.81	23.52	24.23	24.95	25.66	26.37	27.08	27.80	28.51	29.22
	O	34.22	35.28	36.35	37.43	38.49	39.56	40.31	40.31	40.31	40.31
9	B	24.40	25.19	25.98	26.76	27.55	28.34	29.13	29.91	30.70	31.49
	O	36.60	37.79	38.97	40.14	40.31	40.31	40.31	40.31	40.31	40.31
10	B	26.87	27.74	28.61	29.47	30.34	31.21	32.07	32.94	33.81	34.67
	O	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31
11	B	28.57	29.52	30.48	31.43	32.38	33.33	34.29	35.24	36.19	37.14
	O	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31
12	B	34.25	35.39	36.53	37.67	38.81	39.95	41.09	42.24	43.38	44.52
	O	40.31	40.31	40.31	40.31	40.31	40.31	41.09	42.24	43.38	44.52
13	B	40.72	42.08	43.44	44.80	46.15	47.51	48.87	50.23	51.59	52.94
	O	40.72	42.08	43.44	44.80	46.15	47.51	48.87	50.23	51.59	52.94
14	B	48.12	49.73	51.33	52.94	54.54	56.15	57.75	59.35	60.96	62.56
	O	48.12	49.73	51.33	52.94	54.54	56.15	57.75	59.35	60.96	62.56
15	B	56.61	58.49	60.38	62.27	64.16	66.04	67.93	69.82	71.70	73.41
	O	56.61	58.49	60.38	62.27	64.16	66.04	67.93	69.82	71.70	73.41

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

SALARY TABLE 2009-NY (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.96%
FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK-BRIDGEPORT, NY-NJ-CT-PA

(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 4.20%)

EFFECTIVE JANUARY 2009

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	\$ 10.75	\$ 11.11	\$ 11.47	\$ 11.83	\$ 12.18	\$ 12.39	\$ 12.75	\$ 13.10	\$ 13.12	\$ 13.45
	O	16.13	16.67	17.21	17.75	18.27	18.59	19.13	19.65	19.68	20.18
2	B	12.09	12.38	12.78	13.12	13.26	13.66	14.05	14.44	14.82	15.21
	O	18.14	18.57	19.17	19.68	19.89	20.49	21.08	21.66	22.23	22.82
3	B	15.83	16.27	16.71	17.15	17.59	18.03	18.47	18.91	19.35	19.79
	O	23.75	24.41	25.07	25.73	26.39	27.05	27.71	28.37	29.03	29.69
4	B	17.77	18.27	18.76	19.25	19.75	20.24	20.73	21.23	21.72	22.21
	O	26.66	27.41	28.14	28.88	29.63	30.36	31.10	31.85	32.58	33.32
5	B	20.44	20.99	21.54	22.09	22.65	23.20	23.75	24.30	24.86	25.41
	O	30.66	31.49	32.31	33.14	33.98	34.80	35.63	36.45	37.29	38.12
6	B	21.55	22.16	22.78	23.40	24.01	24.63	25.24	25.86	26.47	27.09
	O	32.33	33.24	34.17	35.10	36.02	36.95	37.86	38.79	39.71	40.64
7	B	23.26	23.95	24.63	25.32	26.00	26.68	27.37	28.05	28.74	29.42
	O	34.89	35.93	36.95	37.98	39.00	40.02	41.06	42.08	42.86	42.86
8	B	24.25	25.01	25.76	26.52	27.28	28.04	28.79	29.55	30.31	31.07
	O	36.38	37.52	38.64	39.78	40.92	42.06	42.86	42.86	42.86	42.86
9	B	25.94	26.78	27.62	28.45	29.29	30.13	30.97	31.80	32.64	33.48
	O	38.91	40.17	41.43	42.68	42.86	42.86	42.86	42.86	42.86	42.86
10	B	28.57	29.49	30.41	31.34	32.26	33.18	34.10	35.02	35.94	36.86
	O	42.86	42.86	42.86	42.86	42.86	42.86	42.86	42.86	42.86	42.86
11	B	30.38	31.39	32.40	33.41	34.43	35.44	36.45	37.46	38.47	39.49
	O	42.86	42.86	42.86	42.86	42.86	42.86	42.86	42.86	42.86	42.86
12	B	36.41	37.62	38.84	40.05	41.26	42.48	43.69	44.90	46.12	47.33
	O	42.86	42.86	42.86	42.86	42.86	42.86	43.69	44.90	46.12	47.33
13	B	43.30	44.74	46.18	47.63	49.07	50.51	51.96	53.40	54.84	56.29
	O	43.30	44.74	46.18	47.63	49.07	50.51	51.96	53.40	54.84	56.29
14	B	51.16	52.87	54.57	56.28	57.99	59.69	61.40	63.10	64.81	66.51
	O	51.16	52.87	54.57	56.28	57.99	59.69	61.40	63.10	64.81	66.51
15	B	60.18	62.19	64.19	66.20	68.21	70.21	72.22	73.41	73.41	73.41
	O	60.18	62.19	64.19	66.20	68.21	70.21	72.22	73.41	73.41	73.41

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

SALARY TABLE 2009-PHL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.25%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD

(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.85%)

EFFECTIVE JANUARY 2009

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	\$ 10.19	\$ 10.53	\$ 10.87	\$ 11.21	\$ 11.55	\$ 11.75	\$ 12.08	\$ 12.42	\$ 12.43	\$ 12.75
	O	15.29	15.80	16.31	16.82	17.33	17.63	18.12	18.63	18.65	19.13
2	B	11.46	11.73	12.11	12.43	12.57	12.94	13.31	13.68	14.05	14.42
	O	17.19	17.60	18.17	18.65	18.86	19.41	19.97	20.52	21.08	21.63
3	B	15.00	15.42	15.83	16.25	16.67	17.08	17.50	17.92	18.33	18.75
	O	22.50	23.13	23.75	24.38	25.01	25.62	26.25	26.88	27.50	28.13
4	B	16.84	17.31	17.78	18.24	18.71	19.18	19.65	20.11	20.58	21.05
	O	25.26	25.97	26.67	27.36	28.07	28.77	29.48	30.17	30.87	31.58
5	B	19.37	19.89	20.41	20.94	21.46	21.98	22.51	23.03	23.55	24.08
	O	29.06	29.84	30.62	31.41	32.19	32.97	33.77	34.55	35.33	36.12
6	B	20.42	21.00	21.59	22.17	22.75	23.33	23.92	24.50	25.08	25.67
	O	30.63	31.50	32.39	33.26	34.13	35.00	35.88	36.75	37.62	38.51
7	B	22.04	22.69	23.34	23.99	24.64	25.28	25.93	26.58	27.23	27.88
	O	33.06	34.04	35.01	35.99	36.96	37.92	38.90	39.87	40.61	40.61
8	B	22.98	23.69	24.41	25.13	25.85	26.57	27.28	28.00	28.72	29.44
	O	34.47	35.54	36.62	37.70	38.78	39.86	40.61	40.61	40.61	40.61
9	B	24.58	25.38	26.17	26.96	27.76	28.55	29.34	30.13	30.93	31.72
	O	36.87	38.07	39.26	40.44	40.61	40.61	40.61	40.61	40.61	40.61
10	B	27.07	27.95	28.82	29.69	30.57	31.44	32.31	33.18	34.06	34.93
	O	40.61	40.61	40.61	40.61	40.61	40.61	40.61	40.61	40.61	40.61
11	B	28.78	29.74	30.70	31.66	32.62	33.58	34.54	35.50	36.46	37.42
	O	40.61	40.61	40.61	40.61	40.61	40.61	40.61	40.61	40.61	40.61
12	B	34.50	35.65	36.80	37.95	39.10	40.25	41.40	42.55	43.70	44.85
	O	40.61	40.61	40.61	40.61	40.61	40.61	41.40	42.55	43.70	44.85
13	B	41.03	42.39	43.76	45.13	46.50	47.86	49.23	50.60	51.97	53.33
	O	41.03	42.39	43.76	45.13	46.50	47.86	49.23	50.60	51.97	53.33
14	B	48.48	50.10	51.71	53.33	54.94	56.56	58.18	59.79	61.41	63.03
	O	48.48	50.10	51.71	53.33	54.94	56.56	58.18	59.79	61.41	63.03
15	B	57.03	58.93	60.83	62.73	64.63	66.53	68.43	70.33	72.23	73.41
	O	57.03	58.93	60.83	62.73	64.63	66.53	68.43	70.33	72.23	73.41

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

SALARY TABLE 2009-PX (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.08%
FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 4.10%)

EFFECTIVE JANUARY 2009

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	\$ 9.76	\$ 10.08	\$ 10.41	\$ 10.73	\$ 11.05	\$ 11.24	\$ 11.56	\$ 11.89	\$ 11.90	\$ 12.21
	O	14.64	15.12	15.62	16.10	16.58	16.86	17.34	17.84	17.85	18.32
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	14.36	14.76	15.16	15.56	15.96	16.35	16.75	17.15	17.55	17.95
	O	21.54	22.14	22.74	23.34	23.94	24.53	25.13	25.73	26.33	26.93
4	B	16.12	16.57	17.02	17.47	17.91	18.36	18.81	19.26	19.70	20.15
	O	24.18	24.86	25.53	26.21	26.87	27.54	28.22	28.89	29.55	30.23
5	B	18.54	19.04	19.54	20.04	20.54	21.05	21.55	22.05	22.55	23.05
	O	27.81	28.56	29.31	30.06	30.81	31.58	32.33	33.08	33.83	34.58
6	B	19.55	20.11	20.66	21.22	21.78	22.34	22.90	23.46	24.02	24.57
	O	29.33	30.17	30.99	31.83	32.67	33.51	34.35	35.19	36.03	36.86
7	B	21.10	21.72	22.34	22.97	23.59	24.21	24.83	25.45	26.07	26.69
	O	31.65	32.58	33.51	34.46	35.39	36.32	37.25	38.18	38.88	38.88
8	B	22.00	22.68	23.37	24.06	24.75	25.43	26.12	26.81	27.50	28.18
	O	33.00	34.02	35.06	36.09	37.13	38.15	38.88	38.88	38.88	38.88
9	B	23.54	24.29	25.05	25.81	26.57	27.33	28.09	28.85	29.61	30.37
	O	35.31	36.44	37.58	38.72	38.88	38.88	38.88	38.88	38.88	38.88
10	B	25.92	26.75	27.59	28.43	29.26	30.10	30.93	31.77	32.61	33.44
	O	38.88	38.88	38.88	38.88	38.88	38.88	38.88	38.88	38.88	38.88
11	B	27.56	28.47	29.39	30.31	31.23	32.15	33.07	33.98	34.90	35.82
	O	38.88	38.88	38.88	38.88	38.88	38.88	38.88	38.88	38.88	38.88
12	B	33.03	34.13	35.23	36.33	37.43	38.53	39.63	40.73	41.84	42.94
	O	38.88	38.88	38.88	38.88	38.88	38.88	39.63	40.73	41.84	42.94
13	B	39.28	40.59	41.90	43.20	44.51	45.82	47.13	48.44	49.75	51.06
	O	39.28	40.59	41.90	43.20	44.51	45.82	47.13	48.44	49.75	51.06
14	B	46.41	47.96	49.51	51.05	52.60	54.15	55.70	57.24	58.79	60.34
	O	46.41	47.96	49.51	51.05	52.60	54.15	55.70	57.24	58.79	60.34
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 2009-PIT (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.86%
FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE, PA
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.73%)

EFFECTIVE JANUARY 2009

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	\$ 9.74	\$ 10.06	\$ 10.39	\$ 10.71	\$ 11.03	\$ 11.22	\$ 11.54	\$ 11.87	\$ 11.88	\$ 12.18
	O	14.61	15.09	15.59	16.07	16.55	16.83	17.31	17.81	17.82	18.27
2	B	10.95	11.21	11.57	11.88	12.01	12.36	12.72	13.07	13.42	13.78
	O	16.43	16.82	17.36	17.82	18.02	18.54	19.08	19.61	20.13	20.67
3	B	14.33	14.73	15.13	15.53	15.93	16.32	16.72	17.12	17.52	17.92
	O	21.50	22.10	22.70	23.30	23.90	24.48	25.08	25.68	26.28	26.88
4	B	16.09	16.54	16.99	17.43	17.88	18.33	18.77	19.22	19.67	20.11
	O	24.14	24.81	25.49	26.15	26.82	27.50	28.16	28.83	29.51	30.17
5	B	18.51	19.01	19.51	20.01	20.51	21.01	21.51	22.01	22.51	23.01
	O	27.77	28.52	29.27	30.02	30.77	31.52	32.27	33.02	33.77	34.52
6	B	19.51	20.07	20.63	21.18	21.74	22.30	22.85	23.41	23.97	24.53
	O	29.27	30.11	30.95	31.77	32.61	33.45	34.28	35.12	35.96	36.80
7	B	21.06	21.68	22.30	22.92	23.54	24.16	24.78	25.40	26.02	26.64
	O	31.59	32.52	33.45	34.38	35.31	36.24	37.17	38.10	38.81	38.81
8	B	21.95	22.64	23.33	24.01	24.70	25.39	26.07	26.76	27.44	28.13
	O	32.93	33.96	35.00	36.02	37.05	38.09	38.81	38.81	38.81	38.81
9	B	23.49	24.25	25.01	25.76	26.52	27.28	28.04	28.79	29.55	30.31
	O	35.24	36.38	37.52	38.64	38.81	38.81	38.81	38.81	38.81	38.81
10	B	25.87	26.70	27.54	28.37	29.21	30.04	30.88	31.71	32.54	33.38
	O	38.81	38.81	38.81	38.81	38.81	38.81	38.81	38.81	38.81	38.81
11	B	27.50	28.42	29.34	30.25	31.17	32.09	33.00	33.92	34.84	35.75
	O	38.81	38.81	38.81	38.81	38.81	38.81	38.81	38.81	38.81	38.81
12	B	32.97	34.07	35.16	36.26	37.36	38.46	39.56	40.66	41.76	42.85
	O	38.81	38.81	38.81	38.81	38.81	38.81	39.56	40.66	41.76	42.85
13	B	39.20	40.51	41.82	43.12	44.43	45.74	47.04	48.35	49.66	50.96
	O	39.20	40.51	41.82	43.12	44.43	45.74	47.04	48.35	49.66	50.96
14	B	46.32	47.87	49.41	50.96	52.50	54.05	55.59	57.14	58.68	60.22
	O	46.32	47.87	49.41	50.96	52.50	54.05	55.59	57.14	58.68	60.22
15	B	54.49	56.31	58.12	59.94	61.76	63.57	65.39	67.21	69.02	70.84
	O	54.49	56.31	58.12	59.94	61.76	63.57	65.39	67.21	69.02	70.84

SALARY TABLE 2009-POR (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.71%
FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-BEAVERTON, OR-WA
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.76%)

EFFECTIVE JANUARY 2009

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	\$ 11.60	\$ 11.93	\$ 12.26	\$ 12.27	\$ 12.59
	O	15.09	15.60	16.10	16.59	17.10	17.40	17.90	18.39	18.41	18.89
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	14.81	15.22	15.63	16.04	16.45	16.87	17.28	17.69	18.10	18.51
	O	22.22	22.83	23.45	24.06	24.68	25.31	25.92	26.54	27.15	27.77
4	B	16.63	17.09	17.55	18.01	18.47	18.93	19.40	19.86	20.32	20.78
	O	24.95	25.64	26.33	27.02	27.71	28.40	29.10	29.79	30.48	31.17
5	B	19.12	19.64	20.15	20.67	21.19	21.70	22.22	22.74	23.25	23.77
	O	28.68	29.46	30.23	31.01	31.79	32.55	33.33	34.11	34.88	35.66
6	B	20.16	20.74	21.31	21.89	22.46	23.04	23.61	24.19	24.77	25.34
	O	30.24	31.11	31.97	32.84	33.69	34.56	35.42	36.29	37.16	38.01
7	B	21.76	22.40	23.04	23.68	24.32	24.96	25.60	26.24	26.88	27.52
	O	32.64	33.60	34.56	35.52	36.48	37.44	38.40	39.36	40.10	40.10
8	B	22.68	23.39	24.10	24.81	25.52	26.23	26.94	27.65	28.36	29.06
	O	34.02	35.09	36.15	37.22	38.28	39.35	40.10	40.10	40.10	40.10
9	B	24.27	25.05	25.84	26.62	27.40	28.19	28.97	29.75	30.53	31.32
	O	36.41	37.58	38.76	39.93	40.10	40.10	40.10	40.10	40.10	40.10
10	B	26.73	27.59	28.45	29.31	30.18	31.04	31.90	32.76	33.63	34.49
	O	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10
11	B	28.42	29.37	30.31	31.26	32.21	33.15	34.10	35.05	35.99	36.94
	O	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10
12	B	34.06	35.20	36.33	37.47	38.60	39.74	40.87	42.01	43.14	44.28
	O	40.10	40.10	40.10	40.10	40.10	40.10	40.87	42.01	43.14	44.28
13	B	40.50	41.85	43.21	44.56	45.91	47.26	48.61	49.96	51.31	52.66
	O	40.50	41.85	43.21	44.56	45.91	47.26	48.61	49.96	51.31	52.66
14	B	47.86	49.46	51.06	52.65	54.25	55.84	57.44	59.03	60.63	62.23
	O	47.86	49.46	51.06	52.65	54.25	55.84	57.44	59.03	60.63	62.23
15	B	56.30	58.18	60.06	61.93	63.81	65.69	67.56	69.44	71.32	73.19
	O	56.30	58.18	60.06	61.93	63.81	65.69	67.56	69.44	71.32	73.19

SALARY TABLE 2009-RA (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.38%
FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CARY, NC

(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.39%)

EFFECTIVE JANUARY 2009

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	\$ 9.86	\$ 10.19	\$ 10.52	\$ 10.85	\$ 11.18	\$ 11.37	\$ 11.69	\$ 12.02	\$ 12.03	\$ 12.34
	O	14.79	15.29	15.78	16.28	16.77	17.06	17.54	18.03	18.05	18.51
2	B	11.09	11.36	11.72	12.03	12.17	12.53	12.88	13.24	13.60	13.96
	O	16.64	17.04	17.58	18.05	18.26	18.80	19.32	19.86	20.40	20.94
3	B	14.52	14.92	15.33	15.73	16.13	16.54	16.94	17.34	17.75	18.15
	O	21.78	22.38	23.00	23.60	24.20	24.81	25.41	26.01	26.63	27.23
4	B	16.30	16.76	17.21	17.66	18.11	18.57	19.02	19.47	19.92	20.38
	O	24.45	25.14	25.82	26.49	27.17	27.86	28.53	29.21	29.88	30.57
5	B	18.75	19.25	19.76	20.27	20.77	21.28	21.79	22.29	22.80	23.31
	O	28.13	28.88	29.64	30.41	31.16	31.92	32.69	33.44	34.20	34.97
6	B	19.77	20.33	20.90	21.46	22.03	22.59	23.15	23.72	24.28	24.85
	O	29.66	30.50	31.35	32.19	33.05	33.89	34.73	35.58	36.42	37.28
7	B	21.34	21.97	22.59	23.22	23.85	24.48	25.11	25.73	26.36	26.99
	O	32.01	32.96	33.89	34.83	35.78	36.72	37.67	38.60	39.32	39.32
8	B	22.24	22.94	23.63	24.33	25.02	25.72	26.41	27.11	27.80	28.50
	O	33.36	34.41	35.45	36.50	37.53	38.58	39.32	39.32	39.32	39.32
9	B	23.80	24.57	25.33	26.10	26.87	27.64	28.41	29.17	29.94	30.71
	O	35.70	36.86	38.00	39.15	39.32	39.32	39.32	39.32	39.32	39.32
10	B	26.21	27.05	27.90	28.74	29.59	30.44	31.28	32.13	32.97	33.82
	O	39.32	39.32	39.32	39.32	39.32	39.32	39.32	39.32	39.32	39.32
11	B	27.87	28.79	29.72	30.65	31.58	32.51	33.44	34.37	35.29	36.22
	O	39.32	39.32	39.32	39.32	39.32	39.32	39.32	39.32	39.32	39.32
12	B	33.40	34.51	35.63	36.74	37.85	38.96	40.08	41.19	42.30	43.42
	O	39.32	39.32	39.32	39.32	39.32	39.32	40.08	41.19	42.30	43.42
13	B	39.72	41.04	42.36	43.69	45.01	46.34	47.66	48.98	50.31	51.63
	O	39.72	41.04	42.36	43.69	45.01	46.34	47.66	48.98	50.31	51.63
14	B	46.93	48.50	50.06	51.63	53.19	54.76	56.32	57.89	59.45	61.01
	O	46.93	48.50	50.06	51.63	53.19	54.76	56.32	57.89	59.45	61.01
15	B	55.21	57.05	58.89	60.73	62.57	64.41	66.25	68.09	69.93	71.77
	O	55.21	57.05	58.89	60.73	62.57	64.41	66.25	68.09	69.93	71.77

SALARY TABLE 2009-RCH (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.10%
FOR THE LOCALITY PAY AREA OF RICHMOND, VA

(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.52%)

EFFECTIVE JANUARY 2009

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	\$ 9.76	\$ 10.08	\$ 10.41	\$ 10.73	\$ 11.06	\$ 11.25	\$ 11.57	\$ 11.89	\$ 11.90	\$ 12.21
	O	14.64	15.12	15.62	16.10	16.59	16.88	17.36	17.84	17.85	18.32
2	B	10.97	11.23	11.59	11.90	12.04	12.39	12.74	13.10	13.45	13.80
	O	16.46	16.85	17.39	17.85	18.06	18.59	19.11	19.65	20.18	20.70
3	B	14.36	14.76	15.16	15.56	15.96	16.36	16.76	17.16	17.55	17.95
	O	21.54	22.14	22.74	23.34	23.94	24.54	25.14	25.74	26.33	26.93
4	B	16.13	16.57	17.02	17.47	17.92	18.36	18.81	19.26	19.71	20.16
	O	24.20	24.86	25.53	26.21	26.88	27.54	28.22	28.89	29.57	30.24
5	B	18.54	19.04	19.55	20.05	20.55	21.05	21.55	22.05	22.55	23.05
	O	27.81	28.56	29.33	30.08	30.83	31.58	32.33	33.08	33.83	34.58
6	B	19.55	20.11	20.67	21.23	21.79	22.34	22.90	23.46	24.02	24.58
	O	29.33	30.17	31.01	31.85	32.69	33.51	34.35	35.19	36.03	36.87
7	B	21.11	21.73	22.35	22.97	23.59	24.21	24.83	25.45	26.07	26.69
	O	31.67	32.60	33.53	34.46	35.39	36.32	37.25	38.18	38.88	38.88
8	B	22.00	22.69	23.38	24.06	24.75	25.44	26.13	26.81	27.50	28.19
	O	33.00	34.04	35.07	36.09	37.13	38.16	38.88	38.88	38.88	38.88
9	B	23.54	24.30	25.06	25.82	26.58	27.34	28.10	28.85	29.61	30.37
	O	35.31	36.45	37.59	38.73	38.88	38.88	38.88	38.88	38.88	38.88
10	B	25.92	26.76	27.59	28.43	29.27	30.10	30.94	31.78	32.61	33.45
	O	38.88	38.88	38.88	38.88	38.88	38.88	38.88	38.88	38.88	38.88
11	B	27.56	28.48	29.40	30.32	31.24	32.15	33.07	33.99	34.91	35.83
	O	38.88	38.88	38.88	38.88	38.88	38.88	38.88	38.88	38.88	38.88
12	B	33.03	34.14	35.24	36.34	37.44	38.54	39.64	40.74	41.84	42.94
	O	38.88	38.88	38.88	38.88	38.88	38.88	39.64	40.74	41.84	42.94
13	B	39.28	40.59	41.90	43.21	44.52	45.83	47.14	48.45	49.76	51.07
	O	39.28	40.59	41.90	43.21	44.52	45.83	47.14	48.45	49.76	51.07
14	B	46.42	47.97	49.52	51.06	52.61	54.16	55.71	57.25	58.80	60.35
	O	46.42	47.97	49.52	51.06	52.61	54.16	55.71	57.25	58.80	60.35
15	B	54.60	56.42	58.24	60.06	61.89	63.71	65.53	67.35	69.17	70.99
	O	54.60	56.42	58.24	60.06	61.89	63.71	65.53	67.35	69.17	70.99

SALARY TABLE 2009-SAC (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.53%
FOR THE LOCALITY PAY AREA OF SACRAMENTO--ARDEN-ARCADE--YUBA CITY, CA-NV
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 4.00%)

EFFECTIVE JANUARY 2009

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	\$ 10.21	\$ 10.56	\$ 10.89	\$ 11.23	\$ 11.57	\$ 11.77	\$ 12.11	\$ 12.45	\$ 12.46	\$ 12.78
	O	15.32	15.84	16.34	16.85	17.36	17.66	18.17	18.68	18.69	19.17
2	B	11.48	11.76	12.14	12.46	12.60	12.97	13.34	13.71	14.08	14.45
	O	17.22	17.64	18.21	18.69	18.90	19.46	20.01	20.57	21.12	21.68
3	B	15.03	15.45	15.87	16.29	16.70	17.12	17.54	17.96	18.38	18.79
	O	22.55	23.18	23.81	24.44	25.05	25.68	26.31	26.94	27.57	28.19
4	B	16.88	17.35	17.82	18.29	18.75	19.22	19.69	20.16	20.63	21.10
	O	25.32	26.03	26.73	27.44	28.13	28.83	29.54	30.24	30.95	31.65
5	B	19.41	19.94	20.46	20.98	21.51	22.03	22.56	23.08	23.61	24.13
	O	29.12	29.91	30.69	31.47	32.27	33.05	33.84	34.62	35.42	36.20
6	B	20.47	21.05	21.63	22.22	22.80	23.39	23.97	24.56	25.14	25.73
	O	30.71	31.58	32.45	33.33	34.20	35.09	35.96	36.84	37.71	38.60
7	B	22.09	22.74	23.39	24.04	24.69	25.34	25.99	26.64	27.29	27.94
	O	33.14	34.11	35.09	36.06	37.04	38.01	38.99	39.96	40.71	40.71
8	B	23.03	23.75	24.47	25.19	25.91	26.63	27.35	28.07	28.79	29.51
	O	34.55	35.63	36.71	37.79	38.87	39.95	40.71	40.71	40.71	40.71
9	B	24.64	25.44	26.23	27.02	27.82	28.61	29.41	30.20	31.00	31.79
	O	36.96	38.16	39.35	40.53	40.71	40.71	40.71	40.71	40.71	40.71
10	B	27.14	28.01	28.89	29.76	30.64	31.51	32.39	33.26	34.14	35.01
	O	40.71	40.71	40.71	40.71	40.71	40.71	40.71	40.71	40.71	40.71
11	B	28.85	29.81	30.77	31.73	32.70	33.66	34.62	35.58	36.54	37.50
	O	40.71	40.71	40.71	40.71	40.71	40.71	40.71	40.71	40.71	40.71
12	B	34.58	35.73	36.88	38.04	39.19	40.34	41.49	42.65	43.80	44.95
	O	40.71	40.71	40.71	40.71	40.71	40.71	41.49	42.65	43.80	44.95
13	B	41.12	42.49	43.86	45.23	46.60	47.97	49.34	50.72	52.09	53.46
	O	41.12	42.49	43.86	45.23	46.60	47.97	49.34	50.72	52.09	53.46
14	B	48.59	50.21	51.83	53.45	55.07	56.69	58.31	59.93	61.55	63.17
	O	48.59	50.21	51.83	53.45	55.07	56.69	58.31	59.93	61.55	63.17
15	B	57.16	59.06	60.97	62.87	64.78	66.68	68.59	70.50	72.40	73.41
	O	57.16	59.06	60.97	62.87	64.78	66.68	68.59	70.50	72.40	73.41

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

SALARY TABLE 2009-SD (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.44%
FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD-SAN MARCOS, CA
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 4.11%)

EFFECTIVE JANUARY 2009

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	\$ 10.37	\$ 10.72	\$ 11.07	\$ 11.41	\$ 11.75	\$ 11.96	\$ 12.30	\$ 12.64	\$ 12.66	\$ 12.98
	O	15.56	16.08	16.61	17.12	17.63	17.94	18.45	18.96	18.99	19.47
2	B	11.66	11.94	12.33	12.66	12.80	13.17	13.55	13.92	14.30	14.68
	O	17.49	17.91	18.50	18.99	19.20	19.76	20.33	20.88	21.45	22.02
3	B	15.27	15.70	16.12	16.54	16.97	17.39	17.82	18.24	18.66	19.09
	O	22.91	23.55	24.18	24.81	25.46	26.09	26.73	27.36	27.99	28.64
4	B	17.14	17.62	18.10	18.57	19.05	19.53	20.00	20.48	20.95	21.43
	O	25.71	26.43	27.15	27.86	28.58	29.30	30.00	30.72	31.43	32.15
5	B	19.72	20.25	20.78	21.31	21.85	22.38	22.91	23.45	23.98	24.51
	O	29.58	30.38	31.17	31.97	32.78	33.57	34.37	35.18	35.97	36.77
6	B	20.79	21.38	21.98	22.57	23.16	23.76	24.35	24.94	25.54	26.13
	O	31.19	32.07	32.97	33.86	34.74	35.64	36.53	37.41	38.31	39.20
7	B	22.44	23.10	23.76	24.42	25.08	25.74	26.40	27.06	27.72	28.38
	O	33.66	34.65	35.64	36.63	37.62	38.61	39.60	40.59	41.34	41.34
8	B	23.39	24.12	24.85	25.58	26.32	27.05	27.78	28.51	29.24	29.97
	O	35.09	36.18	37.28	38.37	39.48	40.58	41.34	41.34	41.34	41.34
9	B	25.03	25.83	26.64	27.45	28.26	29.06	29.87	30.68	31.49	32.29
	O	37.55	38.75	39.96	41.18	41.34	41.34	41.34	41.34	41.34	41.34
10	B	27.56	28.45	29.34	30.23	31.12	32.01	32.90	33.78	34.67	35.56
	O	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34
11	B	29.30	30.28	31.26	32.23	33.21	34.19	35.16	36.14	37.12	38.09
	O	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34
12	B	35.12	36.29	37.46	38.63	39.81	40.98	42.15	43.32	44.49	45.66
	O	41.34	41.34	41.34	41.34	41.34	41.34	42.15	43.32	44.49	45.66
13	B	41.77	43.16	44.55	45.94	47.34	48.73	50.12	51.51	52.91	54.30
	O	41.77	43.16	44.55	45.94	47.34	48.73	50.12	51.51	52.91	54.30
14	B	49.36	51.00	52.65	54.29	55.94	57.58	59.23	60.87	62.52	64.16
	O	49.36	51.00	52.65	54.29	55.94	57.58	59.23	60.87	62.52	64.16
15	B	58.06	59.99	61.93	63.86	65.80	67.73	69.67	71.60	73.41	73.41
	O	58.06	59.99	61.93	63.86	65.80	67.73	69.67	71.60	73.41	73.41

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

SALARY TABLE 2009-SF (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 34.35%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 4.31%)

EFFECTIVE JANUARY 2009

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	\$ 11.29	\$ 11.67	\$ 12.04	\$ 12.42	\$ 12.79	\$ 13.01	\$ 13.38	\$ 13.76	\$ 13.77	\$ 14.13
	O	16.94	17.51	18.06	18.63	19.19	19.52	20.07	20.64	20.66	21.20
2	B	12.70	13.00	13.42	13.77	13.93	14.34	14.75	15.16	15.56	15.97
	O	19.05	19.50	20.13	20.66	20.90	21.51	22.13	22.74	23.34	23.96
3	B	16.62	17.08	17.54	18.01	18.47	18.93	19.39	19.85	20.31	20.77
	O	24.93	25.62	26.31	27.02	27.71	28.40	29.09	29.78	30.47	31.16
4	B	18.66	19.18	19.70	20.21	20.73	21.25	21.77	22.29	22.81	23.32
	O	27.99	28.77	29.55	30.32	31.10	31.88	32.66	33.44	34.22	34.98
5	B	21.46	22.04	22.62	23.20	23.78	24.36	24.94	25.52	26.10	26.68
	O	32.19	33.06	33.93	34.80	35.67	36.54	37.41	38.28	39.15	40.02
6	B	22.62	23.27	23.92	24.56	25.21	25.86	26.50	27.15	27.79	28.44
	O	33.93	34.91	35.88	36.84	37.82	38.79	39.75	40.73	41.69	42.66
7	B	24.42	25.14	25.86	26.58	27.30	28.02	28.74	29.45	30.17	30.89
	O	36.63	37.71	38.79	39.87	40.95	42.03	43.11	44.18	45.00	45.00
8	B	25.46	26.25	27.05	27.85	28.64	29.44	30.23	31.03	31.82	32.62
	O	38.19	39.38	40.58	41.78	42.96	44.16	45.00	45.00	45.00	45.00
9	B	27.24	28.12	29.00	29.88	30.75	31.63	32.51	33.39	34.27	35.15
	O	40.86	42.18	43.50	44.82	45.00	45.00	45.00	45.00	45.00	45.00
10	B	30.00	30.97	31.93	32.90	33.87	34.84	35.80	36.77	37.74	38.71
	O	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00
11	B	31.89	32.96	34.02	35.08	36.15	37.21	38.27	39.33	40.40	41.46
	O	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00
12	B	38.23	39.50	40.78	42.05	43.32	44.60	45.87	47.15	48.42	49.69
	O	45.00	45.00	45.00	45.00	45.00	45.00	45.87	47.15	48.42	49.69
13	B	45.46	46.97	48.49	50.00	51.52	53.03	54.55	56.07	57.58	59.10
	O	45.46	46.97	48.49	50.00	51.52	53.03	54.55	56.07	57.58	59.10
14	B	53.72	55.51	57.30	59.09	60.88	62.67	64.46	66.25	68.04	69.84
	O	53.72	55.51	57.30	59.09	60.88	62.67	64.46	66.25	68.04	69.84
15	B	63.19	65.29	67.40	69.51	71.61	73.41	73.41	73.41	73.41	73.41
	O	63.19	65.29	67.40	69.51	71.61	73.41	73.41	73.41	73.41	73.41

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

SALARY TABLE 2009-SEA (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.06%
FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA-OLYMPIA, WA
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 4.03%)

EFFECTIVE JANUARY 2009

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	\$ 10.17	\$ 10.51	\$ 10.85	\$ 11.19	\$ 11.53	\$ 11.73	\$ 12.06	\$ 12.40	\$ 12.41	\$ 12.73
	O	15.26	15.77	16.28	16.79	17.30	17.60	18.09	18.60	18.62	19.10
2	B	11.44	11.71	12.09	12.41	12.55	12.92	13.29	13.66	14.03	14.39
	O	17.16	17.57	18.14	18.62	18.83	19.38	19.94	20.49	21.05	21.59
3	B	14.98	15.39	15.81	16.22	16.64	17.06	17.47	17.89	18.30	18.72
	O	22.47	23.09	23.72	24.33	24.96	25.59	26.21	26.84	27.45	28.08
4	B	16.81	17.28	17.75	18.21	18.68	19.15	19.62	20.08	20.55	21.02
	O	25.22	25.92	26.63	27.32	28.02	28.73	29.43	30.12	30.83	31.53
5	B	19.34	19.86	20.38	20.90	21.43	21.95	22.47	22.99	23.52	24.04
	O	29.01	29.79	30.57	31.35	32.15	32.93	33.71	34.49	35.28	36.06
6	B	20.39	20.97	21.55	22.13	22.72	23.30	23.88	24.46	25.05	25.63
	O	30.59	31.46	32.33	33.20	34.08	34.95	35.82	36.69	37.58	38.45
7	B	22.01	22.66	23.30	23.95	24.60	25.25	25.89	26.54	27.19	27.83
	O	33.02	33.99	34.95	35.93	36.90	37.88	38.84	39.81	40.55	40.55
8	B	22.94	23.66	24.37	25.09	25.81	26.52	27.24	27.96	28.68	29.39
	O	34.41	35.49	36.56	37.64	38.72	39.78	40.55	40.55	40.55	40.55
9	B	24.54	25.34	26.13	26.92	27.71	28.50	29.30	30.09	30.88	31.67
	O	36.81	38.01	39.20	40.38	40.55	40.55	40.55	40.55	40.55	40.55
10	B	27.03	27.90	28.77	29.65	30.52	31.39	32.26	33.13	34.00	34.88
	O	40.55	40.55	40.55	40.55	40.55	40.55	40.55	40.55	40.55	40.55
11	B	28.74	29.70	30.65	31.61	32.57	33.53	34.48	35.44	36.40	37.36
	O	40.55	40.55	40.55	40.55	40.55	40.55	40.55	40.55	40.55	40.55
12	B	34.45	35.59	36.74	37.89	39.04	40.19	41.33	42.48	43.63	44.78
	O	40.55	40.55	40.55	40.55	40.55	40.55	41.33	42.48	43.63	44.78
13	B	40.96	42.33	43.69	45.06	46.42	47.79	49.15	50.52	51.89	53.25
	O	40.96	42.33	43.69	45.06	46.42	47.79	49.15	50.52	51.89	53.25
14	B	48.40	50.02	51.63	53.24	54.86	56.47	58.09	59.70	61.31	62.93
	O	48.40	50.02	51.63	53.24	54.86	56.47	58.09	59.70	61.31	62.93
15	B	56.94	58.84	60.73	62.63	64.53	66.43	68.32	70.22	72.12	73.41
	O	56.94	58.84	60.73	62.63	64.53	66.43	68.32	70.22	72.12	73.41

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

SALARY TABLE 2009-DCB (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.10%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA-WV-PA
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 4.78%)

EFFECTIVE JANUARY 2009

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	\$ 10.35	\$ 10.69	\$ 11.04	\$ 11.38	\$ 11.72	\$ 11.92	\$ 12.26	\$ 12.61	\$ 12.62	\$ 12.94
	O	15.53	16.04	16.56	17.07	17.58	17.88	18.39	18.92	18.93	19.41
2	B	11.63	11.91	12.29	12.62	12.76	13.14	13.51	13.89	14.26	14.64
	O	17.45	17.87	18.44	18.93	19.14	19.71	20.27	20.84	21.39	21.96
3	B	15.23	15.65	16.07	16.50	16.92	17.34	17.77	18.19	18.61	19.04
	O	22.85	23.48	24.11	24.75	25.38	26.01	26.66	27.29	27.92	28.56
4	B	17.10	17.57	18.05	18.52	19.00	19.47	19.95	20.42	20.90	21.37
	O	25.65	26.36	27.08	27.78	28.50	29.21	29.93	30.63	31.35	32.06
5	B	19.66	20.19	20.72	21.26	21.79	22.32	22.85	23.38	23.91	24.44
	O	29.49	30.29	31.08	31.89	32.69	33.48	34.28	35.07	35.87	36.66
6	B	20.73	21.32	21.91	22.51	23.10	23.69	24.28	24.88	25.47	26.06
	O	31.10	31.98	32.87	33.77	34.65	35.54	36.42	37.32	38.21	39.09
7	B	22.38	23.04	23.70	24.35	25.01	25.67	26.33	26.99	27.65	28.30
	O	33.57	34.56	35.55	36.53	37.52	38.51	39.50	40.49	41.24	41.24
8	B	23.33	24.06	24.78	25.51	26.24	26.97	27.70	28.43	29.16	29.89
	O	35.00	36.09	37.17	38.27	39.36	40.46	41.24	41.24	41.24	41.24
9	B	24.96	25.76	26.57	27.37	28.18	28.98	29.79	30.59	31.40	32.20
	O	37.44	38.64	39.86	41.06	41.24	41.24	41.24	41.24	41.24	41.24
10	B	27.49	28.37	29.26	30.15	31.03	31.92	32.80	33.69	34.58	35.46
	O	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24
11	B	29.22	30.20	31.17	32.14	33.12	34.09	35.07	36.04	37.01	37.99
	O	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24
12	B	35.03	36.19	37.36	38.53	39.70	40.86	42.03	43.20	44.37	45.53
	O	41.24	41.24	41.24	41.24	41.24	41.24	42.03	43.20	44.37	45.53
13	B	41.65	43.04	44.43	45.82	47.21	48.59	49.98	51.37	52.76	54.15
	O	41.65	43.04	44.43	45.82	47.21	48.59	49.98	51.37	52.76	54.15
14	B	49.22	50.86	52.50	54.14	55.78	57.42	59.07	60.71	62.35	63.99
	O	49.22	50.86	52.50	54.14	55.78	57.42	59.07	60.71	62.35	63.99
15	B	57.90	59.83	61.76	63.69	65.62	67.55	69.48	71.41	73.34	73.41
	O	57.90	59.83	61.76	63.69	65.62	67.55	69.48	71.41	73.34	73.41

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

SALARY TABLE 2009-RUS (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.86%
FOR THE LOCALITY PAY AREA OF REST OF U.S.

(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.52%)

EFFECTIVE JANUARY 2009

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	\$ 9.89	\$ 10.21	\$ 10.52	\$ 10.84	\$ 11.03	\$ 11.34	\$ 11.66	\$ 11.67	\$ 11.97
	O	14.36	14.84	15.32	15.78	16.26	16.55	17.01	17.49	17.51	17.96
2	B	10.76	11.01	11.37	11.67	11.80	12.15	12.50	12.84	13.19	13.54
	O	16.14	16.52	17.06	17.51	17.70	18.23	18.75	19.26	19.79	20.31
3	B	14.09	14.48	14.87	15.26	15.65	16.04	16.43	16.82	17.22	17.61
	O	21.14	21.72	22.31	22.89	23.48	24.06	24.65	25.23	25.83	26.42
4	B	15.81	16.25	16.69	17.13	17.57	18.01	18.45	18.89	19.33	19.77
	O	23.72	24.38	25.04	25.70	26.36	27.02	27.68	28.34	29.00	29.66
5	B	18.19	18.68	19.17	19.66	20.15	20.64	21.13	21.63	22.12	22.61
	O	27.29	28.02	28.76	29.49	30.23	30.96	31.70	32.45	33.18	33.92
6	B	19.17	19.72	20.27	20.82	21.37	21.91	22.46	23.01	23.56	24.10
	O	28.76	29.58	30.41	31.23	32.06	32.87	33.69	34.52	35.34	36.15
7	B	20.70	21.31	21.92	22.53	23.13	23.74	24.35	24.96	25.57	26.18
	O	31.05	31.97	32.88	33.80	34.70	35.61	36.53	37.44	38.13	38.13
8	B	21.58	22.25	22.92	23.60	24.27	24.95	25.62	26.30	26.97	27.64
	O	32.37	33.38	34.38	35.40	36.41	37.43	38.13	38.13	38.13	38.13
9	B	23.09	23.83	24.57	25.32	26.06	26.81	27.55	28.30	29.04	29.79
	O	34.64	35.75	36.86	37.98	38.13	38.13	38.13	38.13	38.13	38.13
10	B	25.42	26.24	27.06	27.88	28.70	29.52	30.34	31.16	31.98	32.80
	O	38.13	38.13	38.13	38.13	38.13	38.13	38.13	38.13	38.13	38.13
11	B	27.03	27.93	28.83	29.73	30.63	31.53	32.43	33.33	34.24	35.14
	O	38.13	38.13	38.13	38.13	38.13	38.13	38.13	38.13	38.13	38.13
12	B	32.40	33.48	34.56	35.64	36.72	37.80	38.88	39.96	41.03	42.11
	O	38.13	38.13	38.13	38.13	38.13	38.13	38.88	39.96	41.03	42.11
13	B	38.53	39.81	41.09	42.38	43.66	44.95	46.23	47.52	48.80	50.08
	O	38.53	39.81	41.09	42.38	43.66	44.95	46.23	47.52	48.80	50.08
14	B	45.52	47.04	48.56	50.08	51.60	53.11	54.63	56.15	57.67	59.18
	O	45.52	47.04	48.56	50.08	51.60	53.11	54.63	56.15	57.67	59.18
15	B	53.55	55.34	57.12	58.91	60.69	62.48	64.26	66.05	67.83	69.62
	O	53.55	55.34	57.12	58.91	60.69	62.48	64.26	66.05	67.83	69.62