

2008 Pay Band Base Salary: Incorporates the 2.5% General Increase.

Band 1	
\$ 26,264	\$ 59,537

Band 2	
\$ 48,148	\$ 77,647

\$83859 max for IT Positions

Band 3	
Zone 1	Zone 2
\$ 68,625	\$ 89,218
\$ 89,217	\$ 108,059

Band 4	
Zone 1	Zone 2
\$ 95,390	\$ 124,011
\$ 124,010	\$ 158,500

To determine adjusted salary ranges, multiply the base by the applicable locality rate; then add the product to the base salary.

2008 Locality-Based Comparability Payments

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