



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

July 2, 2008

MEMORANDUM FOR CHIEF HUMAN CAPITAL OFFICERS

FROM: LINDA M. SPRINGER
Director

SUBJECT: 2008 Annual Review of Special Rates

A handwritten signature in blue ink, appearing to read "LMS", written over the printed name "LINDA M. SPRINGER".

This memorandum announces the 2008 annual review of special rates authorized under 5 U.S.C. 5305 and 5 CFR part 530, subpart C. The U.S. Office of Personnel Management (OPM) authorizes special rates for specific occupations, grades, and locations to alleviate existing or likely significant recruitment or retention difficulties. Under 5 CFR 530.307(a), OPM may, at any time, conduct general or targeted reviews of established special rates to determine whether they should be increased, decreased, or discontinued based on staffing considerations.

In conducting the annual review of special rates, we rely on the reviews conducted by agencies employing special rate employees. **Attachment 1** provides detailed instructions for the 2008 annual review of special rates, including new instructions for submitting information to assist us in administering the special rates program. For this year's annual review, we are requesting agencies to—

1. **Conduct a general review of special rate schedules to determine the special rate adjustments in January 2009.** Consistent with last year's annual review, all special rate schedules will be adjusted by the same percentage as the January 2009 General Schedule (GS) pay adjustment under 5 U.S.C. 5303 (or similar provision of law), unless an agency requests otherwise. For this general review, agencies must submit information to OPM only when requesting (1) an adjustment greater than or less than the January 2009 GS annual pay adjustment for a special rate schedule or (2) the reduction or termination of a special rate schedule. OPM will review agency submissions and make determinations regarding the appropriate adjustments. **Attachment 2** provides an index of the current special rate schedules by agency.
2. **Conduct a specific review of special rate schedules currently covering zero employees to determine if the schedules are needed.** As part of OPM's authority to administer special rates, we periodically perform housekeeping responsibilities to ensure special rate schedules are needed by agencies. For this year's annual review, we propose to terminate special rate schedules for which there are no longer any covered employees—i.e., zero population special rate schedules. **Attachment 3** provides a list of zero population special rate schedules based on December 2007 Central Personnel Data File data. Please review these schedules carefully and, if necessary, consult with your

agency's payroll provider to confirm no employees are covered by the identified schedules. We plan to terminate zero population special rate schedules, unless an affected agency specifically requests otherwise.

3. **Review a proposal to split each nationwide and worldwide special rate schedule into multiple special rate schedules with more specific geographic coverage.** We propose to break each nationwide and worldwide special rate schedule into (1) a schedule covering the 48 contiguous states and the District of Columbia, (2) schedules covering certain nonforeign areas, and, for worldwide schedules, (3) a schedule covering all foreign areas. These changes will allow OPM and agencies to use the special rate program to respond to staffing and labor market situations on a more localized basis. **Attachment 4** provides our proposed breakout of the current nationwide and worldwide special rate schedules. We propose establishing a schedule only in those locations where there are covered employees (based on December 2007 Central Personnel Data File data). Please carefully review the coverage of the proposed new schedules to confirm your agency's employees currently covered by each nationwide and worldwide special rate schedule will continue to be covered under one of the proposed new schedules.

Agencies must submit all annual review materials requested in this memorandum to OPM by **October 10, 2008**. Agency headquarters should bring any problems encountered in implementing the annual review process to our attention as they arise. Please contact the Center for Pay and Leave Administration by telephone at (202) 606-2858, by fax at (202) 606-0824, or by email at pay-performance-policy@opm.gov.

cc: Human Resources Directors

Attachments

2008 ANNUAL REVIEW INSTRUCTIONS

1. General

The U.S. Office of Personnel Management (OPM) is conducting the 2008 annual review of special rates authorized under 5 U.S.C. 5305 and 5 CFR part 530, subpart C. OPM authorizes special rates for specific occupations, grades, and locations to alleviate existing or likely significant recruitment or retention difficulties. Under 5 CFR 530.307(a), OPM may, at any time, conduct general or targeted reviews of established special rates to determine whether they should be increased, decreased, or discontinued based on staffing considerations.

2. Deadline

Agencies must submit all annual review materials to OPM by **October 10, 2008**, unless an extension is approved by OPM. Please send your materials to the Center for Pay and Leave Administration by email at pay-performance-policy@opm.gov, by fax at (202) 606-0824, or by mail to the following address:

U.S. Office of Personnel Management
Division for Strategic Human Resources Policy
Center for Pay and Leave Administration
Attn: Special Rates Annual Review Team
1900 E Street, NW., Room 7H31
Washington, DC 20415-8200

3. Agency Reviews

In conducting the annual review of special rates, OPM relies on the reviews conducted by agencies employing special rate employees. As explained further in these instructions, for the 2008 annual review of special rates, OPM requests agencies to—

- Conduct a general review of special rate schedules for the purpose of determining the special rate adjustments in January 2009.
- Conduct a specific review of special rate schedules currently covering zero employees to determine if the schedules are needed.
- Review a proposal to split each nationwide and worldwide special rate schedule into multiple special rate schedules with more specific geographic coverage.

4. Special Rate Adjustments, Reductions, and Terminations

Please review the special rate schedules listed in Attachment 2 applicable to your agency for possible adjustment, reduction, or termination in January 2009. (Note: The six schedules for information technology (IT) employees, tables 999A-999F, are listed in the

third row of the index and are applicable to all agencies employing General Schedule (GS) IT employees even though they are not shown in the individual agency listings.) Agencies must submit information to OPM only when requesting (1) an adjustment greater than or less than the January 2009 GS annual pay adjustment for a special rate schedule or (2) the reduction or termination of a special rate schedule. In conducting reviews for adjusting special rates, agencies must consider the circumstances and factors consistent with OPM's regulations at 5 CFR 530.304 and 530.306.

Note that under 5 CFR 530.304(c), a special rate generally is computed by adding a special rate supplement (i.e., a fixed dollar amount or fixed percentage amount) to the underlying GS rate. At the time of a GS annual pay adjustment, special rate employees will receive the same adjustment in their underlying GS rate (or law enforcement officer (LEO) special base rate) as other GS employees. However, OPM must make a separate determination as to whether to adjust (increase or decrease) or discontinue a special rate supplement, taking into account the circumstances and factors that led to establishing the special rate schedule. Based on the adjustment of a special rate supplement, the corresponding special rate (i.e., underlying GS rate plus supplement) may be increased, reduced, or discontinued.

Adjustments Equal to the GS Adjustment

Agencies do not need to submit any documentation to request adjustments in special rate schedules equal to the GS annual pay adjustment in January 2009. As permitted by 5 CFR 530.307, special rate schedules will be adjusted automatically in January 2009 by the GS annual pay adjustment without any agency action, unless OPM specifically approves an alternative adjustment. This means fixed-dollar special rate supplements will be adjusted by approximately the same percentage as the January 2009 GS annual pay adjustment, while fixed-percentage supplements will remain at the same percentage amount.

Adjustments Greater Than the GS Adjustment

Agencies requesting special rate adjustments **greater than** the January 2009 GS annual pay adjustment must submit additional data in accordance with OPM regulations and the instructions on OPM Form 1397. (See 5 CFR 530.304 and 530.306.) Staffing data should cover the period from May 27, 2007, through May 24, 2008, if possible. (A copy of OPM Form 1397 is available at <http://www.opm.gov/oca/compmemo/2000/ssrpage.asp>.)

All requests for special rate adjustments greater than the January 2009 GS annual pay adjustment must address the existing or likely significant recruitment or retention difficulties justifying the proposed increase. Requests for special rate increases to keep up with GS locality pay increases or to maintain an advantage over GS locality rates without evidence of an existing or likely significant recruitment or retention difficulty will not be considered.

When determining whether to request a special rate adjustment greater than the January 2009 GS annual pay adjustment, agencies also should consider the use of other human resources flexibilities to address targeted, short-term recruitment and retention problems. These flexibilities include recruitment, relocation, and retention incentives; the superior qualifications and special needs pay-setting authority; and the student loan repayment program. For example, recruitment, relocation, and retention incentives are appropriate for short-term staffing problems and do not confer the same ongoing impact on agency salary outlays associated with a special rate increase. Information on these flexibilities is available at <http://www.opm.gov/oca/pay/HTML/factindx.asp>.

Adjustments Less Than the GS Adjustment

Agencies requesting special rate adjustments **less than** the January 2009 GS annual pay adjustment must submit a written justification and any applicable supporting data in accordance with OPM regulations and the instructions on OPM Form 1397. Such a request may be appropriate if you have determined special rates are no longer necessary to prevent a serious staffing problem and you wish to phase out special rates by reducing the special rate supplement. (See also “*Reduction or Termination of Special Rate Schedules.*”)

Reduction or Termination of Special Rate Schedules

Agencies may request to reduce or terminate special rate schedules or grades of a schedule as part of the annual review process. (See also section 5 of these instructions regarding OPM’s proposal to terminate zero population special rate schedules.) These types of requests trigger the pay retention provisions of 5 U.S.C. 5363 for eligible employees. Therefore, OPM advises agencies to consider phasing out special rates they no longer need by reducing special rate supplements without reducing the corresponding special rate. (A special rate supplement may be reduced without triggering pay retention as long as the employee’s underlying base rate is increased simultaneously by a sufficient amount to prevent the employee’s special rate from being reduced. In other words, if the increase in the underlying base rate exceeds the reduction in the special rate supplement, the employee will still have a net increase in his or her special rate.)

Under 5 U.S.C. 5305(h) and 5 CFR 530.303(d), an employee’s entitlement to a special rate is eliminated if the employee is entitled to a higher rate of basic pay, such as a locality rate under 5 U.S.C. 5304. As a result of the January 2009 GS annual pay adjustment, some special rate schedules may be terminated because higher locality rates apply at all steps of each covered grade, or certain grades or steps of a special rate schedule may be discontinued because higher locality rates apply. Some special rates also may be terminated because the applicable locality rate is equal to the special rate, or they are included in zero population special rate schedules listed in Attachment 3. (See section 5 of these instructions.) The termination of special rates will not result in a loss in pay for any covered employees because all affected employees will receive an equal or higher locality rate to which they are otherwise entitled. OPM will notify agencies of any

terminated special rates when we announce the results of the 2008 annual review of special rates.

If a special rate schedule (or grade of a schedule) applicable to a position is discontinued or decreased by OPM, and the employee holding the position is placed in a non-special rate position or a lower-paid special rate position, the employee may be entitled to pay retention under 5 CFR 536.301(a)(8). Agencies must follow the rules in 5 CFR 536.304 to determine the employee's pay retention entitlement. (See also the *Grade and Pay Retention Examples* at http://www.opm.gov/oca/pay/HTML/Grade_PayRetention_EX.asp.)

Certification

The head of each agency must document and certify his or her recommendation for any special rate adjustment not equal to the January 2009 GS annual pay adjustment or to terminate a special rate schedule and submit such certification to OPM on OPM Form 1397. A headquarters official designated to act on behalf of the head of the agency may sign the certification.

If there are substantial differences among agency recommendations for a particular special rate schedule, OPM will designate a lead agency (usually the agency with the largest number of covered employees). The lead agency will be responsible for obtaining a consensus from the major agencies involved and submitting a final recommendation for that schedule. We expect each agency covered by a schedule to cooperate with the designated lead agency in attempting to reach a consensus.

5. Special Rate Schedules with Zero Populations

For the 2008 annual review, we propose to terminate special rate schedules for which there are no longer any covered employees—i.e., zero population special rate schedules—unless an affected agency specifically requests otherwise. Attachment 3 provides a list of zero population special rate schedules based on December 2007 Central Personnel Data File data.

OPM will retain a special rate schedule listed in Attachment 3 if an agency determines it currently has employees covered by the schedule or plans to have employees covered by the schedule. We suggest consulting with your payroll provider to confirm that none of your agency's employees are covered by the listed schedules. Your payroll provider can check special rate ID codes or pay rate determinate (PRD) codes to determine if an employee in your agency would be impacted by the termination of any of the schedules.

Please send your agency's concurrence with the termination of the special rate schedules listed in Attachment 3 in your annual review report to OPM (see section 2 "Deadline"). If you propose to retain a zero population special rate schedule, please specify the reason. We will terminate each zero population special rate schedule, unless an agency specifically requests OPM to retain a schedule.

6. Splitting Nationwide and Worldwide Special Rate Schedules

For the 2008 annual review, we propose to break each nationwide and worldwide special rate schedule into (1) a schedule covering the 48 contiguous states and the District of Columbia, (2) schedules covering certain nonforeign areas, and, for worldwide schedules, (3) a schedule covering all foreign areas. **Attachment 4** provides our proposed breakout of the current nationwide and worldwide special rate schedules. We propose establishing a schedule to replace the nationwide and worldwide special rate schedules only in those locations where there are covered employees (based on December 2007 Central Personnel Data File data).

Please carefully review the coverage of the proposed new schedules to confirm that those employees currently covered by each of the nationwide and worldwide special rate schedules will be covered under one of the proposed new schedules. (You may need to consult with your payroll provider to confirm.) For example, unless an agency requests otherwise, we plan to establish a replacement special rate schedule for the nonforeign areas of Alaska, American Samoa, Guam, Hawaii, Midway Atoll, Northern Mariana Islands, Puerto Rico, and U.S. Virgin Islands only if there are employees in those locations currently covered by the applicable nationwide or worldwide schedule. Please inform OPM in your annual review report if you need additional replacement schedules to ensure employee coverage under the proposed breakout of the nationwide and worldwide special rate schedules. (See section 2 “Deadline.”) However, if your agency identifies a need for additional replacement schedules after this year’s annual review cycle, OPM will establish new schedules on an expedited basis.

7. New Requests Not Part of the Annual Review

Agencies should indicate how requests to establish a new special rate schedule submitted between now and December 31, 2008, relate to the anticipated January 2009 GS annual pay adjustment.

8. Effective Date

Adjustments in special rate schedules, termination of special rate schedules, and splitting the nationwide and worldwide special rate schedules resulting from this year’s annual review will take effect on the first day of the first applicable pay period beginning on or after January 1, 2009. If there is no GS pay adjustment in 2009, the amount of the special rate adjustment will be zero, unless an adjustment greater than the GS pay adjustment is requested and approved. Any such adjustment will take effect on the first day of the first applicable pay period beginning on or after January 1, 2009. However, OPM may authorize new schedules and changes in existing special rate schedules at any time during the year if all the required criteria for establishing or adjusting special rates are met. (Note: Incomplete requests for special rate supplement increases greater than the January 2009 GS annual pay adjustment may delay OPM review and approval beyond the first day of the applicable first pay period beginning on or after January 1, 2009.)

9. For More Information

For more information on the 2008 annual review of special rates, contact the Center for Pay and Leave Administration by telephone at (202) 606-2858, by fax at (202) 606-0824, or by email at pay-performance-policy@opm.gov. Agencies contemplating a request for an adjustment greater than or less than the January 2009 GS annual pay adjustment or a reduction or termination of a special rate schedule should contact OPM's Center for Pay and Leave Administration for additional information and instructions.

**INDEX TO TITLE 5 SPECIAL RATE TABLES
BY AGENCY**

Attachment 2

Note: The six schedules for information technology (IT) employees, tables 999A-999F, are listed in the third row of the index and are applicable to all agencies employing General Schedule (GS) IT employees even though they are not shown in the individual agency listings.

Agency	Subelem	Title	SPECIAL RATE TABLES													
AN	00	AFRICAN DEVELOPMENT FOUNDATION	0029													
AM	00	AGENCY FOR INTERNATIONAL DEVELOPMENT	0029	0499	0524											
A*	00	ALL FEDERAL GOVERNMENT AGENCIES	999A	999B	999C	999D	999E	999F								
AB	00	AMERICAN BATTLE MONUMENTS COMMISSION	0414													
BT	00	ARCHITECT & TRANS BARRIER COMPLIANCE BD	0029													
LA	00	ARCHITECT OF THE CAPITOL	0029	0180	0304	0414	0422									
RH	01	ARMED FORCES RETIREMENT HOME-GULFPORT	0290													
RH	02	ARMED FORCES RETIREMENT HOME-WASHINGTON	0029	0039	0156	0290	0303	0304	0334	0414	0428					
IB	00	BROADCASTING BOARD OF GOVERNORS	0012	0029	0070	0414	0422									
DJ	03	BUR OF PRISONS/FEDERAL PRISON SYSTEM	0013	0466												
HS	BD	BUREAU OF CUSTOMS AND BORDER PROTECTION	0348	0570	0571	0572	0573									
HE	39	CENTERS FOR DISEASE CONTROL & PREVENTION	0417													
HB	00	CMTE FOR PURCH FRM BLIND & OTH SEV HAND	0029													
CF	00	COMMISSION OF FINE ARTS	0029													
CC	00	COMMISSION ON CIVIL RIGHTS	0029	0070												
SK	00	CONSUMER PRODUCT SAFETY COMMISSION	0012	0029	0032	0057	0414	0422								
EQ	00	COUNCIL ON ENVIRONMENTAL QUALITY	0029													
DD	07	DEFENSE LOGISTICS AGENCY	0105	0556	0562	983P	983S									
BF	00	DEFENSE NUCLEAR FACILITIES SAFETY BOARD	0029													
AG		DEPARTMENT OF AGRICULTURE	0012	0023	0029	0032	0057	0070	0112	0115	0137	0159	0222	0223		
			0256	0304	0305	0382	0414	0417	0422	0484	0490	0499	0524	0564		
CM		DEPARTMENT OF COMMERCE	0012	0023	0029	0032	0057	0070	0071	0072	0159	0223	0304	0305		
			0414	0422	0569	0576	0589	980D	983C	983D						
DD		DEPARTMENT OF DEFENSE (EXCL MIL DEPTS)	0012	0023	0029	0032	0057	0065	0070	0071	0072	0137	0150	0151		
			0152	0156	0174	0198	0223	0282	0302	0305	0414	0422	0428	0484		
			0567	0589												
ED		DEPARTMENT OF EDUCATION	0012	0023	0029	0057	0070									
DN	00	DEPARTMENT OF ENERGY	0012	0023	0029	0032	0137	0173	0290	0304	0305	0329	0349	0414		
			0415	0422	0499	0504										
HE		DEPARTMENT OF HEALTH AND HUMAN SERVICES	0012	0023	0029	0032	0039	0057	0070	0071	0112	0138	0168	0187		
			0269	0270	0271	0290	0304	0305	0323	0329	0414	0417	0422	0474		
			0499	0524	983D											
HS	00	DEPARTMENT OF HOMELAND SECURITY	0012	0023	0029	0057	0070	0071	0112	0140	0159	0187	0224	0290		
			0304	0305	0316	0329	0334	0348	0365	0366	0414	0422	0499	980A		
			980B	980C	980D	980E	980F	983A	983B	983C	983D	983E	983F			
DJ		DEPARTMENT OF JUSTICE	0012	0013	0023	0029	0032	0057	0070	0071	0112	0124	0152	0187		
			0190	0214	0224	0230	0282	0286	0287	0288	0289	0290	0292	0293		
			0294	0296	0299	0301	0304	0316	0357	0365	0366	0379	0384	0385		
			0410	0414	0422	0438	0440	0453	0464	0492	0495	0496	0497	0498		

			0502	0506	0510	0511	0518	0519	0527	0532	0539	0540	0541	0574
			0578	0579	0580	0581	983A	983D	983E					
DL		DEPARTMENT OF LABOR	0012	0023	0029	0032	0057	0070	0071	0112	0137	0159	0304	0305
			0414	0417	0422	0499								
ST	00	DEPARTMENT OF STATE	0012	0023	0029	0057	0070	0223	0290	0302	0304	0414	0422	
AF		DEPARTMENT OF THE AIR FORCE	0007	0011	0012	0023	0029	0032	0057	0065	0070	0071	0072	0105
			0133	0134	0137	0143	0156	0173	0174	0198	0202	0214	0224	0230
			0238	0252	0278	0282	0290	0302	0303	0305	0314	0316	0318	0328
			0329	0334	0336	0354	0376	0409	0414	0415	0422	0425	0428	0433
			0435	0465	0476	0499	0507	0511	0512	0513	0517	0520	0524	0537
			0558	0565	0566	0577	0589	0593	983Q	983R	983S	983T		
AR		DEPARTMENT OF THE ARMY	0007	0012	0023	0029	0032	0056	0057	0065	0068	0070	0071	0072
			0133	0150	0151	0156	0182	0188	0195	0200	0206	0214	0218	0223
			0224	0225	0230	0233	0238	0250	0252	0258	0259	0260	0280	0282
			0290	0302	0303	0305	0314	0316	0318	0319	0323	0328	0329	0334
			0336	0337	0338	0339	0350	0354	0357	0360	0397	0399	0409	0414
			0415	0420	0422	0424	0425	0428	0430	0431	0433	0435	0440	0454
			0456	0465	0469	0470	0476	0477	0481	0484	0486	0490	0499	0501
			0514	0522	0524	0556	0563	0565	0566	0568	0575	0577	983P	983Q
			983R	983S	983T	983U								
IN		DEPARTMENT OF THE INTERIOR	0012	0023	0029	0057	0070	0111	0159	0168	0223	0241	0256	0304
			0305	0349	0368	0414	0415	0417	0422	0429	0435	0490	0563	983A
			983B	983C	983F									
NV		DEPARTMENT OF THE NAVY	0012	0022	0023	0029	0032	0046	0057	0058	0065	0066	0070	0071
			0072	0105	0115	0137	0139	0140	0150	0151	0156	0174	0182	0198
			0208	0223	0224	0227	0230	0235	0238	0252	0276	0282	0290	0302
			0303	0305	0316	0323	0324	0328	0329	0334	0346	0351	0360	0375
			0377	0378	0414	0422	0424	0428	0463	0484	0486	0490	0499	0524
			0556	0559	0565	0577	0589	0591	983P	983R	983S	983T	983U	
TR		DEPARTMENT OF THE TREASURY	0012	0023	0029	0032	0053	0057	0070	0071	0072	0112	0137	0159
			0187	0224	0290	0304	0305	0414	0415	0417	0422	983D		
TD		DEPARTMENT OF TRANSPORTATION	0012	0023	0029	0032	0057	0070	0140	0159	0223	0290	0304	0305
			0316	0329	0334	0414	0422	0490	0524	983E				
VA		DEPARTMENT OF VETERANS AFFAIRS	0029	0032	0057	0112	0137	0305	0370	0414	0422	0499		
HU		DEPTMENT OF HOUSING & URBAN DEVELOPMENT	0012	0023	0029	0057	0070	0071	0112	0137	0414			
EP	00	ENVIRONMENTAL PROTECTION AGENCY	0012	0023	0029	0032	0057	0112	0305	0414	0415	0422	0524	
EE	00	EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	0012	0023	0029	0032	0057	0070	0112					
EB	00	EXPORT-IMPORT BANK OF THE UNITED STATES	0012	0029	0070	0414	0415	0417	0422					
DJ	02	FEDERAL BUREAU OF INVESTIGATION	0348											
FC	00	FEDERAL COMMUNICATIONS COMMISSION	0012	0023	0029	0057	0070	0304	0422	0484				
LF	00	FEDERAL ELECTION COMMISSION	0029											
AU	00	FEDERAL LABOR RELATIONS AUTHORITY	0029											
MC	00	FEDERAL MARITIME COMMISSION	0029											
FM	00	FEDERAL MEDIATION AND CONCILIATION SERV	0012	0029										
RS	00	FEDERAL MINE SAFETY & HEALTH REVIEW COMM	0029											
RF	00	FEDERAL RETIREMENT THRIFT INVESTMENT BD	0029											
FT	00	FEDERAL TRADE COMMISSION	0012	0029	0057	0070	0112							
GS		GENERAL SERVICES ADMINISTRATION	0012	0023	0029	0057	0070	0071	0105	0112	0150	0151	0152	0159
			0305	0329	0349	0414	0422	0490						
HE	37	INDIAN HEALTH SERVICE	0001	0316	0372	0467	0473	0487	0536					

HD	00	U.S. HOLOCAUST MEMORIAL COUNCIL	0029	0414
TC	00	U.S. INTERNATIONAL TRADE COMMISSION	0029	
NV	27	U.S. MARINE CORPS	0565	0566
LT	00	U.S. TAX COURT	0029	
AR	MC	US ARMY MEDICAL COMMAND		

**Current Special Rate Schedules With Zero Populations
(December 2007 Central Personnel Data File Data)**

The U.S. Office of Personnel Management proposes to terminate the special rate schedules listed in the table below for which there are no longer any covered employees (zero population special rate schedules), unless an affected agency requests otherwise.

<u>Table</u>	<u>Series</u>	<u>GS Grades</u>	<u>Occupation</u>	<u>Location</u>
0007	0651	5/6/7/8	Respiratory Therapist	Washington, DC, area
0039	0660	9/11	Pharmacist	Washington, DC, area
0046	0648	5/6/7	Therapeutic Rad. Tec.	Portsmouth, NH
0053	0356	2/3	Data Transcriber	Holtsville, NY
0056	0662	11	Optometrist	Carlisle Barracks, PA
0057	3XXX	2	Clericals	Dallas, TX
0058	0648	5/6	Therapeutic Rad. Tec.	San Diego, CA
0066	0085	4	Security Guard	Warminster, PA
0068	0642	4/5/6	Nuclear Med. Technician	Washington, DC, area
0071	3XXX	2/3	Misc. Clericals	Orange County, CA
0105	1910	5/7	Quality Assur. Specialist	Nassau/Suffolk counties, NY
0111	0189	3	Lifeguard	New York City, NY
0112	0986	3	Legal Clerk/Tec.	Atlanta, GA
0115	8XXX	4/5	Misc. Engineers	Kittery, ME
0134	0660	9	Pharmacist	Fort Dix, NJ
0139	0620	3/4/5	Practical Nurse	Groton, CT
0143	0610	5	Nurse	Fort Dix, NJ
0173	0610	5/7	Nurse	Albuquerque, NM
0174	0083/0 085	3/4	Police/Guard	Montgomery/Philadelphia, PA
0180	0633	5/7/9	Physical Therapist	Washington, DC, area
0182	0083	3	Police	New York City, NY
0187	3XXX	2/3	Misc. Clericals	Westchester, NY
0190	0312	7/8/9/10/11	Stenographer	New York City, NY
0200	8XXX	5/7/9	Misc. Engineers	Fort Irwin, CA
0208	0601	5/7	General Health Science	San Diego, CA
0223	1370	5/7	Cartographer	Washington, DC, area
0235	0610	5/7/8	Nurse	Charleston, SC
0269	0696	5	Consumer Safe. Specialist	San Diego, CA
0270	0696	5	Consumer Safe. Specialist	Misc. counties in PA
0271	0696	5	Consumer Safe. Specialist	Chittenden, VT
0276	0601	5/7/9/11	General Health Science	Scott AFB, IL

Table	Series	GS Grades	Occupation	Location
0278	0601	9	General Health Science	Portsmouth, VA
0280	0610	9	Nurse	Fort Gordon, GA
0287	0180	11/12	Psychologist	Loretto, PA
0288	0180	11/12	Psychologist	Ray Brook, NY
0293	0180	11	Psychologist	Danbury, CT
0296	0180	11/12	Psychologist	Leavenworth, KS
0299	0180	11	Psychologist	Morgantown, WV
0301	0180	11	Psychologist	Phoenix, AZ
0304	0610	5/9	Nurse	Washington, DC Area
0319	0660	11	Pharmacist	Dugwat/Tooele, UT
0323	0610	5	Nurse	Cook/Lake counties, IL
0324	0610	7/9	Nurse	Twentynine Palms, CA
0328	0682	4/5/6/7	Dental Hygienist	California
0337	0193	5/7/9	Archeologist	Misc. counties in NJ/NY
0338	1360	5/7/9	Oceanographer	Misc. counties in NJ/NY
0348	3XXX	2/3	Misc. Clericals	Misc. counties in NY (DJ/HS only)
0350	1310	13	Physicist	Washington, DC, area
0351	0682	6	Dental Hygienist	Charleston, SC
0357	0660	9/11	Pharmacist	Leavenworth, KS
0360	0648	4/5/6/7/8	Therapeutic Rad. Tec.	Washington, DC, area
0365	1802	4/5	Detention Enf. Officer	Miami/Dade, FL
0366	1802	4/5/6/7	Detention Enf. Officer	California
0370	3XXX	4/5	Misc. Clericals	Fresno, CA
0375	0620	5	Practical Nurse	Port Hueneme, CA
0376	0601	9	General Health Science	Wichita Falls, TX
0379	0660	9/11/12	Pharmacist	Springfield, MO
0397	0647	5	Diagnostic Rad. Technician	Fort Knox, KY
0417	0880	5/7/9/11	Mining Engineer	Nationwide
0420	0665	13/14	Speech Path. & Audiologist	Washington, DC, area
0424	1311	4	Phys. Science Technician	Washington, DC, area
0430	0647	5/6/7	Diagnostic Rad. Technician	Fort Rucker, AL
0431	0647	6	Diagnostic Rad. Technician	Fort Stewart, GA
0438	0180	11/12	Psychologist	Talladega, AL
0440	0610	5/7	Nurse	Lexington/Richmond, KY
0443	0512	5/6/7/8	IRS Agent	Mendocino, CA
0444	0512	5/6/7/8	IRS Agent	Imperial, CA
0450	0512	5/6/7/8	IRS Agent	Cheshire/Coos counties, NH
0453	0180	11/12	Psychologist	La Tuna, TX

<u>Table</u>	<u>Series</u>	<u>GS Grades</u>	<u>Occupation</u>	<u>Location</u>
0454	0649	8	Medical Instr. Technician	Fort Jackson, SC
0456	0647	5/6	Diagnostic Rad. Technician	Fort Jackson, SC
0463	0649	7	Medical. Instr. Technician	Portsmouth, VA
0464	0660	11	Pharmacist	Allen/Vernon counties, LA
0469	0642	7/9	Nuclear Med. Technician	Fort Jackson, SC
0470	0660	11	Pharmacist	Fort McClellan, AL
0474	0610	9/10/11	Nurse	Carville, LA
0476	0644	5/7/9	Medical Technologist	Honolulu, HI
0477	0644	7	Medical Technologist	Fort Jackson, SC
0484	3XXX	2	Clerical	Howard County, MD
0492	0651	4/5/6/7	Respiratory Therapist	Rochester, MN
0495	0660	11	Pharmacist	Talladega, AL
0496	0660	11	Pharmacist	Lexington/Manchester, KY
0501	0610	5/7	Nurse	Aurora, CO
0502	0660	9/11	Pharmacist	Fort Worth, TX
0507	0660	11	Pharmacist	MacDill AFB, FL
0510	0180	11/12	Psychologist	Minersville, PA
0511	0610	5/7	Nurse	Lompoc/Vandenburg AFB, CA
0512	0610	9	Nurse	Fairchild AFB, WA
0513	0682	6	Dental Hygienist	MacDill AFB, FL
0517	0620	4/5	Practical Nurse	MacDill AFB, FL
0518	0660	11/12	Pharmacist	Minersville, PA
0520	0620	4	Practical Nurse	Lompoc/Vandenburg AFB, CA
0527	0180	11/12	Psychologist	Stafford, AZ
0537	0649	9	Medical Instr. Technician	Biloxi. MS
0539	0633	9/11	Physical Therapist	Rochester, MN
0563	0817	5/6/7/8/9	Survey Technician	Rochester, MN
0569	1340	5/7/9/11/ 12/13/14	Meteorologist	Key West, FL
0589	1321	5/7/9/11	Metallurgist	48 contiguous states
0593	8XXX	9/11/12	Misc. Engineers	Kirtland AFB, NM

Attachment 4

Proposed Replacement of Worldwide and Nationwide Special Rate Schedules (December 2007 Central Personnel Data File Data)

The U.S Office of Personnel Management (OPM) proposes to break each nationwide and worldwide special rate schedule into (1) a schedule covering the 48 contiguous states and the District of Columbia, (2) schedules covering the nonforeign areas of Alaska, American Samoa, Guam, Hawaii, Northern Mariana Islands, Puerto Rico, and U.S. Virgin Islands, and for worldwide schedules, (3) a schedule covering all foreign areas. These changes will allow OPM and agencies to use the special rate program to respond to staffing and labor market situations on a more localized basis.

<u>Current/Proposed</u>	<u>Table Number</u>	<u>Location</u>	<u>Occupation</u>
Current	0224	Nationwide	Chemist
Proposed	0224	48 contiguous states (location change only)	
Current	0290	Worldwide	Medical Officer (Clinical)
Proposed	0290	48 contiguous states (location change only)	
	290A	Alaska	
	290H	Hawaii	
	290P	Puerto Rico	
	290F	Foreign Areas	
Current	0305	Worldwide	Industrial Hygienist
Proposed	0305	48 contiguous states (location change only)	
	305A	Alaska	
	305G	Guam	
	305H	Hawaii	
	305P	Puerto Rico	
	305F	Foreign Areas	
Current	0316	Nationwide	Physician's Assistant
Proposed	0316	48 contiguous states (location change only)	
	316A	Alaska	
	316H	Hawaii	
	316P	Puerto Rico	
Current	0372	Nationwide	Medical Technologist (IHS only)
Proposed	0372	48 contiguous states (location change only)	
	372A	Alaska	
Current	0414	Worldwide	Engineer (Selected Occupations)

Proposed	0414	48 contiguous states (location change only)	
	414A	Alaska	
	414G	Guam	
	414H	Hawaii	
	414N	Northern Mariana Islands	
	414P	Puerto Rico	
	414F	Foreign Areas	
Current	0415	Nationwide	Petroleum Engineer
Proposed	0415	48 contiguous states (location change only)	
	415A	Alaska	
Current	0417	Nationwide	Mining Engineer
Proposed	0417	48 contiguous states (location change only)	
Current	0422	Worldwide	Engineer (Selected Occupations)
Proposed	0422	48 contiguous states (location change only)	
	422A	Alaska	
	422G	Guam	
	422H	Hawaii	
	422P	Puerto Rico	
	422S	American Samoa	
	422F	Foreign Areas	
Current	0487	Nationwide	Diagnostic Radiologic Technologist (IHS only) and Medical Instrument Technician (IHS only)
Proposed	0487	48 contiguous states (location change only)	
	487A	Alaska	
Current	0499	Worldwide	Medical Officer (Other)
Proposed	0499	48 contiguous states (location change only)	
	499A	Alaska	
	499H	Hawaii	
	499P	Puerto Rico	
	499F	Foreign Areas	
Current	0524	Worldwide	Medical Officer (Research)
Proposed	0524	48 contiguous states (location change only)	
	524F	Foreign Areas	
Current	0558	Nationwide	Pilot (other selected occupations, Air Force only)

Proposed	0558	48 contiguous states (location change only)	
	558A	Alaska	
	558H	Hawaii	
	558P	Puerto Rico	
Current	0565	Worldwide	Air Traffic Controller (Radar Approach)
Proposed	0565	48 contiguous states (location change only)	
	565A	Alaska	
	565H	Hawaii	
	565F	Foreign Areas	
Current	0566	Worldwide	Air Traffic Controller (Non- Radar Approach)
Proposed	0566	48 contiguous states (location change only)	
	566A	Alaska	
	566H	Hawaii	
	566F	Foreign Areas	
Current	0576	Nationwide	Patent Types (selected occupations)
Proposed	0576	48 contiguous states (location change only)	
Current	0589	Nationwide	Metallurgist
Proposed	0589	48 contiguous states (location change only)	
Current	999A	Worldwide	Information Technology (selected occupations)
Proposed	999A	48 contiguous states (location change only)	
	99AA	Alaska	
	99AG	Guam	
	99AH	Hawaii	
	99AP	Puerto Rico	
	99AV	U.S. Virgin Islands	
	99AF	Foreign Areas	