

**Normal Pay Range and Standard Pay Line for 2008  
(Based on 2.5% Increase to Base Pay)**

	OCS	*1.08 Upper Rail	SPL	*0.92 Lower Rail		OCS	*1.08 Upper Rail	SPL	*0.92 Lower Rail
GS01/1	0	18410	17046	15682					
	1	18779	17388	15997		51	50650	46898	43147
	2	19155	17736	16317		52	51665	47838	44011
	3	19539	18092	16644		53	52701	48797	44893
	4	19931	18454	16978		54	53757	49775	45793
	5	20330	18824	17318		55	54835	50773	46711
	6	20737	19201	17665		56	55934	51791	47647
	7	21153	19586	18019		57	57055	52829	48602
	8	21577	19979	18380		58	58198	53887	49576
	9	22010	20379	18749		59	59365	54967	50570
	10	22451	20788	19125		60	60555	56069	51584
	11	22901	21204	19508		61	61768	57193	52617
	12	23360	21629	19899		62	63006	58339	53672
	13	23828	22063	20298		63	64269	59508	54748
	14	24305	22505	20705		64	65557	60701	55845
	15	24793	22956	21120		65	66871	61918	56964
	16	25289	23416	21543		66	68211	63159	58106
	17	25796	23886	21975		67	69579	64425	59271
	18	26313	24364	22415		68	70973	65716	60459
	19	26841	24853	22864		69	72396	67033	61670
	20	27379	25351	23323		70	73847	68377	62906
	21	27927	25859	23790		71	75327	69747	64167
	22	28487	26377	24267		72	76837	71145	65453
	23	29058	26906	24753		73	78377	72571	66765
	24	29641	27445	25249		74	79947	74025	68103
	25	30235	27995	25755		75	81550	75509	69468
	26	30841	28556	26272		76	83184	77022	70861
	27	31459	29128	26798		77	84851	78566	72281
	28	32089	29712	27335		78	86552	80141	73730
	29	32732	30308	27883		79	88287	81747	75207
	30	33388	30915	28442		80	90056	83386	76715
	31	34058	31535	29012		81	91861	85057	78252
	32	34740	32167	29594		82	93702	86762	79821
	33	35437	32812	30187		83	95581	88500	81420
	34	36147	33469	30792		84	97496	90274	83052
	35	36871	34140	31409		85	99450	92084	84717
	36	37610	34824	32038		86	101444	93929	86415
	37	38364	35522	32681		87	103477	95812	88147
	38	39133	36234	33336		88	105551	97732	89914
	39	39917	36961	34004		89	107666	99691	91716
	40	40717	37701	34685		90	109824	101689	93554
	41	41534	38457	35380		91	112025	103727	95429
	42	42366	39228	36090		92	114271	105806	97342
	43	43215	40014	36813		93	116561	107927	99293
	44	44081	40816	37551		94	118897	110090	101283
	45	44965	41634	38303		95	121280	112296	103313
	46	45866	42468	39071		96	123711	114547	105383
	47	46785	43320	39854		97	126190	116843	107496
	48	47723	44188	40653		98	128720	119185	109650
	49	48679	45074	41468		99	131300	121574	111848
	50	49655	45977	42299	GS15/10	100	133931	124010	114089
Reminder: The upper limit for OCS 97 and above is \$124,010 for Contribution Rating Increases; however, for calculating Contribution Awards the upper limit may be exceeded.									

CY 2008 Locality Rates		
Locality Pay Areas	Locality Code	Locality Rate
Atlanta	ATL	17.30%
Boston	BOS	22.51%
Buffalo-Niagara-	BU	15.37%
Chicago	CHI	23.16%
Cincinnati	CIN	17.77%
Cleveland-Akron	CLE	17.11%
Columbus	COL	15.80%
Dallas-Fort Worth	DFW	18.74%
Dayton-Springfield	DAY	15.26%
Denver-Boulder-	DEN	21.03%
Detroit - Warren, MI	DET	22.53%
Hartford	HAR	23.97%
Houston-Galveston-	HOU	27.39%
Huntsville, AL	HNT	14.23%
Indianapolis	IND	13.51%
Los Angeles-	LA	25.26%
Miami-Fort	MFL	19.11%
Milwaukee	MIL	16.73%
Minneapolis-St. Paul	MSP	19.43%
NY (Fort Monmouth/Piscataway)	NY	26.36%
Philadelphia-	PHL	20.14%
Phoenix-Mesa-	PX	14.74%
Pittsburgh	PIT	14.93%
Portland-Salem, OR-	POR	18.72%
Raleigh-Durham-Cary	RA	16.82%
Richmond-	RCH	15.40%
Sacramento-Yolo, CA	SA	20.25%
San Diego	SD	22.00%
San Jose-San	SF	32.53%
Seattle-Tacoma-	SEA	19.75%
Washington		
Baltimore-Northern	DCB	20.89%
Virginia, DC, MD, PA		
Rest of US	RUS	13.18%
	ZZ	0.00

101	136615	126496	116376
102	139354	129031	118709
103	142147	131617	121088
104	144996	134255	123515
105	147902	136946	125990
106	150866	139691	128516
107	153890	142491	131091
108	156974	145346	133719
109	160120	148260	136399
110	163330	151231	139133
111	166603	154262	141921
112	169942	157354	144766
113	173348	160508	147667
114	176823	163725	150627
115	180367	167006	153646

Adjusted Salary (Base Salary + LMS) may not exceed \$149,000, which is rate for level IV of the Executive Schedule (5 U.S.C. 5304(g)(1)).