

U.S. NUCLEAR REGULATORY COMMISSION

DIRECTIVE TRANSMITTAL

TN: DT-05-18

To: NRC Management Directives Custodians

Subject: Transmittal of Management Directive 10.41, "Pay Administration"

Purpose: Appendix 4130-C, Part VIII, is being revised to update agency salary schedules. The U.S. Office of Personnel Management (OPM) implemented revised special salary rate schedules effective on May 1, 2005. The revisions implemented provisions of the Federal Workforce Flexibility Act of 2004. NRC traditionally adopts the OPM Governmentwide special salary rate schedules for positions at certain grade levels and locations in information technology, accounting/auditing, and clerical or support work requiring typing or office automation skills. Where locality rates are higher than the special salary rates, these employees receive locality rates. Under prior rules, the special salary rate was considered the employee's rate of pay for certain purposes even when the employee was receiving a locality rate; under the new law and rules, an employee's entitlement to one of these special rates is eliminated if the employee is entitled to a higher rate of basic pay, such as a locality rate.

As a result of, and in order to parallel, the May 2005 changes affecting these salary schedules, NRC has revised the pay schedules contained in Exhibits 7, 11, 12, 14, 16, 20D, 21A, 21B, and 21C; eliminated Exhibits 13 and 15; and revised the notes on most other exhibits. The approval date for all exhibits remains January 3, 2005 (when NRC adopted OPM's special salary rate schedules), and the effective date for the revised schedules is May 1, 2005. NRC will continue its past pay practices regarding its unique special salary rate schedules for scientists and

engineers (Exhibits 8 and 9). Narrative has been added to Exhibit 8 to clarify pay administration for employees covered by this pay schedule; narrative about career ladder promotions for entry-level employees has been moved from Exhibit 19 to Exhibit 8.

Note: Please remove pages 59 through 117 revised March 1, 2005, and replace with new pages 59 through 119 revised September 23, 2005.

Office of Origin:	Office of Human Resources
Contact:	Nancy Johns, 301-415-6244
Date Approved:	March 1, 2005 (Revised: September 23, 2005)
Volume:	10 Personnel Management
Part:	2 Position Evaluation and Management, Pay Administration, and Leave
Directive:	10.41 Pay Administration
Availability:	Rules and Directives Branch Office of Administration Michael T. Lesar, 301-415-7163 Christy Moore, 301-415-7086

Exhibit 1

GENERAL GRADE SALARY TABLE

Salary Table 2005-GG
2005 General Schedule

INCORPORATING A 2.50% GENERAL INCREASE
Effective January 9, 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	16,016	16,550	17,083	17,613	18,146	18,459	18,984	19,515	19,537	20,036
2	18,007	18,435	19,031	19,537	19,755	20,336	20,917	21,498	22,079	22,660
3	19,647	20,302	20,957	21,612	22,267	22,922	23,577	24,232	24,887	25,542
4	22,056	22,791	23,526	24,261	24,996	25,731	26,466	27,201	27,936	28,671
5	24,677	25,500	26,323	27,146	27,969	28,792	29,615	30,438	31,261	32,084
6	27,507	28,424	29,341	30,258	31,175	32,092	33,009	33,926	34,843	35,760
7	30,567	31,586	32,605	33,624	34,643	35,662	36,681	37,700	38,719	39,738
8	33,852	34,980	36,108	37,236	38,364	39,492	40,620	41,748	42,876	44,004
9	37,390	38,636	39,882	41,128	42,374	43,620	44,866	46,112	47,358	48,604
10	41,175	42,548	43,921	45,294	46,667	48,040	49,413	50,786	52,159	53,532
11	45,239	46,747	48,255	49,763	51,271	52,779	54,287	55,795	57,303	58,811
12	54,221	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484
13	64,478	66,627	68,776	70,925	73,074	75,223	77,372	79,521	81,670	83,819
14	76,193	78,733	81,273	83,813	86,353	88,893	91,433	93,973	96,513	99,053
15	89,625	92,613	95,601	98,589	101,577	104,565	107,553	110,541	113,529	116,517

Refer to Exhibits A through S for applicable locality rates.

Exhibit 2

EXECUTIVE SCHEDULE (EX)

2005

Per Annum Rates

Level I	180,100
Level II	162,100
Level III	149,200
Level IV	140,300
Level V	131,400

Locality adjustments do not apply.

Exhibit 3

SENIOR EXECUTIVE SERVICE SCHEDULE (SES)**2005****Pay Range
Per Annum Rates**

	Minimum	Maximum
Agencies without a Certified SES Performance Appraisal System*	\$107,550	\$149,200
Agencies with a Certified SES Performance Appraisal System*	\$107,550	\$162,100

The SES pay rate is basic pay for all pay computation purposes. Locality adjustments do not apply.

*NRC received certification of its SES Performance Appraisal System for 2005.

Exhibit 4

**NRC SENIOR LEVEL SERVICE (SLS)
PAY BANDS**

2005

**Pay Ranges
Per Annum Rates**

	<u>Basic Pay</u>		<u>Locality Pay</u> <u>Wash. DC Area</u>
SL-3	140,300	Top	149,200
	140,300	Bottom	149,200
SL-2	140,300	Top	149,200
	131,343	Bottom	149,200
SL-1C	131,342	Top	149,200
	122,658	Bottom	142,262
SL-1B	122,657	Top	142,261
	115,115	Bottom	133,513
SL-1A	115,114	Top	133,512
	107,550	Bottom	124,736

Exhibit 5

NRC ADMINISTRATIVE JUDGE SCHEDULE**2005****Per Annum Rates**

	<u>Basic Pay</u>		<u>Locality Pay</u> <u>Wash. DC Area</u>
Level E	140,300		149,200
Level D	140,300		149,200
Level C	140,300		149,200
Level B	134,173		149,200
Level A	134,173	Top	149,200
	122,637	Bottom	142,238

Exhibit 6

ADMINISTRATIVE LAW JUDGE SCHEDULE

2005

Per Annum Rates

	<u>Basic Pay</u>	<u>Locality Pay</u> <u>Wash. DC Area</u>	
AL-1	140,300	149,200	
AL-2	136,600	149,200	
			<u>AL-3 WAITING PERIOD</u> <u>FOR HIGHER RATE</u>
AL-3/F	129,300	149,200	
AL-3/E	122,200	141,728	2 Years
AL-3/D	115,000	133,377	2 Years
AL-3/C	107,800	125,026	1 Year
AL-3/B	100,600	116,676	1 Year
AL-3/A	93,500	108,441	1 Year

Exhibit 7

SPECIAL SALARY SCHEDULE
Positions in Series 510 and 511, Accountant or Auditor
2005

Location: Positions at NRC Headquarters
Annual Rates and Pay Steps

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
GG-5	28,792	29,615									varies

For other steps and grades, use locality rates in Exhibit R.

The date of approval of this schedule is January 3, 2005, and the effective date is May 1, 2005.

Exhibit 8

SPECIAL SALARY SCHEDULE
All Professional Series in the GG-800 Engineering Group and the GG-1300 Scientific Group
2005

Location: Nationwide
Annual Pay Rates and Steps

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
5	38,839	39,698	40,557	41,416	42,275	43,134	43,993	44,852	45,711	46,570	859
7	43,509	44,572	45,635	46,698	47,761	48,824	49,887	50,950	52,013	53,076	1,063
9	50,711	52,011	53,311	54,611	55,911	57,211	58,511	59,811	61,111	62,411	1,300
11	58,211	59,785	61,359	62,933	64,507	66,081	67,655	69,229	70,803	72,377	1,574
12	62,228	64,114	66,000	67,886	69,772	71,658	73,544	75,430	77,316	79,202	1,886

Establishes a special schedule for NRC professional positions at GG-5 through GG-12 in Occupational Group GG-800, Engineering, and GG-1300, Scientific Group.

Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates on this schedule. Check Exhibits A through S for applicable locality rates.

See Exhibit 19 for entry level pay rates.

The date of approval for this schedule is January 3, 2005, and the effective date is January 9, 2005.

**Exhibit 8 – Special Salary Schedule for All Professional Series
in the GG-800 Engineering Group and the GG-1300
Scientific Group**

1. Purpose

Establishes the special salary schedule for personnel at grades GG-5 through GG-12 in professional series in the GG-800 engineering occupational group and the GG-1300 scientific occupational group as well as the general pay-setting procedures pertaining to this salary schedule.

2. Background

To aid the proper discharge of the Commission's responsibilities, and pursuant to Section 161.d of the Atomic Energy Act of 1954, as amended, a special salary schedule has been established for professional scientific and engineering positions in the GG-800 and GG-1300 occupational groups. This special salary schedule applies to all NRC positions in the specified occupations at grades GG-5, 7, 9, 11, and 12.

3. Entry-Level Pay Rates

For guidance on setting entry level pay rates for new hires, please refer to Exhibit 19, "NRC Entry-Level Engineering (GG-800 Group), Scientific (1300 Group), and Legal Positions."

4. Pay Administration

When locality pay (Exhibits A through S) for a specific grade and step exceeds the corresponding grade and step rate on Exhibit 8, an employee in a position covered by Exhibit 8 receives locality pay, but the rate in Exhibit 8 remains the employee's underlying pay rate.

5. Reassignments and Changes to Lower Grade

Reassignment and change to lower grade actions are carried out using standard pay setting practices.

6. Promotions

The following procedure applies when promoting an employee covered by Exhibit 8.

Exhibit 8 – Special Salary Schedule for All Professional Series
in the GG-800 Engineering Group and the GG-1300
Scientific Group (continued)

When the Position to Which the Employee is Being Promoted Is		
Step	Covered by Exhibit 8	Not Covered by Exhibit 8
A	Begin with the employee's current special salary rate from Exhibit 8 (even if locality rates are higher).	Begin with the employee's current special salary rate from Exhibit 8 (even if locality rates are higher).
B	Increase the rate in Step A by two steps (the amount of two step intervals).	Increase the rate in Step A by two steps (the amount of two step intervals).
C	Find the lowest step rate at the higher grade on <u>Exhibit 8</u> that equals or exceeds the rate found in Step B. This will be the employee's underlying grade and step.	Find the lowest step rate at the higher grade on <u>Exhibit 1</u> that equals or exceeds the rate found in Step B. This will be the employee's underlying grade and step.
D	The employee receives a locality adjustment (that is, the pay rate under Exhibit A through S for the grade and step found in Step C) if the applicable locality rate is higher than the Exhibit 8 rate for the grade and step.	The employee receives the applicable locality rate from Exhibit A through S for the grade and step found in Step C.

Examples are provided below for promotion from GG-5 to GG-7 (Example 1), from GG-7 to GG-9 (Example 2), and from GG-12 to GG-13 in the Washington, DC, locality pay area (Example 3).

Example 1

- Step A GG-5/10, entry level salary = \$46,570.
- Step B Add 2 steps to this figure, using the step interval for GG-5 from Exhibit 8 (\$859 x 2 = \$1,718).
\$46,570 + \$1,718 = \$48,288.
- Step C Find this amount on the GG-7 scale (use Exhibit 8).
This amount falls between step 5 and step 6 of the GG-7 scale.
Promote the individual to the **GG-7 step 6 (\$48,824)**.
The employee does not receive a locality adjustment because Exhibit 8 rates at the GG-7 level are higher than locality rates in all areas.

Exhibit 8 – Special Salary Schedule for All Professional Series
in the GG-800 Engineering Group and the GG-1300
Scientific Group (continued)

Example 2

- Step A GG-7/10, entry level salary = \$53,076.
Step B Add 2 steps to this figure, using the step interval for GG-7 from Exhibit 8
(\$1,063 x 2 = \$2,126).
\$53,076 + \$2,126 = \$55,202.
Step C Find this amount on the GG-9 scale (use Exhibit 8).
This amount falls between step 4 and step 5 of the GG-9 scale.
Promote the individual to the **GG-9 step 5 (\$55,911)**.
The employee does not receive a locality adjustment because Exhibit 8
rates at the GG-9 level are higher than locality rates in all areas.

Example 3

- Step A GG-12 step 4 salary = \$67,886.
Step B Add 2 steps to this figure, using the step interval for GG-12 from Exhibit 8
(\$1,886 x 2 = \$3,772).
\$67,886 + \$3,772 = \$71,658.
Step C Find this amount on the GG-13 pay scale (use Exhibit 1).
This amount falls between step 4 and step 5 of the GG-13 scale.
Place the individual at GG-13 step 5 (underlying rate \$73,074)
Step D Use Exhibit R to find the applicable locality rate.
Promote the individual to **GG-13 step 5 (\$84,751)**

Exhibit 9

SPECIAL SALARY SCHEDULE

All Resident Inspector Program Personnel in Scientific and Technical Positions who are Duty Stationed at Reactor or Nuclear Facility Sites

2005

Location: Nationwide

Annual Pay Rates and Steps

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
11	57,303	58,811	60,319	61,827	63,335	64,843	66,351	67,859	69,367	70,875	1,508
12	65,063	66,870	68,677	70,484	72,291	74,098	75,905	77,712	79,519	81,326	1,807
13	70,925	73,074	75,223	77,372	79,521	81,670	83,819	85,968	88,117	90,266	2,149
14	83,813	86,353	88,893	91,433	93,973	96,513	99,053	101,593	104,133	106,673	2,540

Grades 11 and 12 are based on the OPM Special Salary Rate Table # 0422. Grades 13 and 14 are extrapolated from the 2005 General Schedule (Exhibit 1).

Employees paid from this schedule receive full locality adjustments for the appropriate locality pay area.

The date of approval of this schedule is January 3, 2005, and the effective date is January 9, 2005.

Exhibit 9 (continued)

Special Salary Schedule for Positions in
the Resident Inspector Program**1. Purpose**

Establishes the special salary schedule for personnel in the Resident Inspector Program and the general pay setting regulations pertaining to that Program.

2. Background

To aid the proper discharge of the Commission's responsibilities, and pursuant to Section 161.d of the Atomic Energy Act of 1954, as amended, a special salary schedule has been established for scientific and technical positions specifically designated as Resident Inspector and Senior Resident Inspector (GG-11, 12, 13, 14). This special salary schedule applies to all NRC GG-11 through GG-14 level employees in the Resident Inspector Program who are duty stationed at a reactor or nuclear facility site.

3. Entering the Resident Inspector Program

When an individual enters the Resident Inspector Program, his or her salary should be set by (1) determining the step the individual would have received if he or she were entering a position not in the Program (by application, as appropriate, of the promotion, in-hiring, etc., rule in Management Directive 10.41, Appendix 4130-C), and (2) applying the Resident Inspector Special Salary Schedule to the grade and step obtained by (1) above. Resident inspectors are paid a full locality adjustment¹ in addition to their rate of pay from the Resident Inspector Special Salary Schedule.

An individual's salary that is not set in accordance with the provisions described in the paragraph above may be set at an appropriate Administratively Determined (AD) rate, such as when the individual's salary would be above the maximum rate of the grade on the General Salary Schedule (Exhibit 1) when step (1) above is followed.

Examples: A GG-840-9/5 non-Resident Inspector employee is selected for a GG-11 Resident Inspector position. Application of step (1) shows that the employee would have been placed at the GG-11/2 level (on the GG-800 Engineering Group Salary Schedule, Exhibit 8), by application of the promotion rule in Appendix 4130-C, if the

¹Locality adjustments for Resident Inspectors are treated the same as other locality adjustments. For example, they are basic pay for retirement, life insurance, premium pay, severance pay, advances in pay, and workers' compensation payment purposes. They are not basic pay for the purpose of within-grade increases, promotions, pay retention, highest previous rate, recruitment/relocation/retention payments, supervisory differentials, or other payments/benefits calculated as a percentage of basic pay.

Exhibit 9 (continued)

Special Salary Schedule for Positions in
the Resident Inspector Program (continued)**3. Entering the Resident Inspector Program (continued)**

employee were not entering the Program. Application of step (2) places the employee at the GG-11/2 level on this Resident Inspector Special Salary Schedule. If the resident site is located in an area that has a locality rate of 13.87%, the employee would receive a locality adjustment of 13.87% in addition to the GG-11/2 salary from the Resident Inspector Special Salary Schedule. If the resident site is located in a REST OF US (RUS) locality area (11.72%), the employee would receive a locality adjustment of 11.72% in addition to the GG-11/2 salary from the Resident Inspector Special Salary Schedule.

A GG-840-12/5 non-Resident Inspector employee is selected for a GG-13 Resident Inspector position. Application of step (1) shows that the employee would have been placed at the GG-13/6 level (on the General Salary Schedule, Exhibit 1), by application of the promotion rule in Appendix 4130-C, if the employee were not entering the Program. Application of step (2) places the employee at the GG-13/6 level on this Resident Inspector Special Salary Schedule. If the resident site is located in an area that has a locality rate of 13.87%, the employee would receive a locality adjustment of 13.87% in addition to the GG-13/6 salary from the Resident Inspector Special Salary Schedule.

4. Leaving the Resident Inspector Program

For purposes of salary administration, all normal salary administration procedures contained in Appendix 4130-C shall apply to individuals being paid under this Resident Inspector Special Salary Schedule except:

- a. A salary paid under this special salary schedule shall not constitute a "highest previous rate" (Appendix 4130-C, Part III); the "highest previous rate" shall be computed as that rate which an employee in that grade and step would have received if he or she had not been paid under this special salary schedule. (See exceptions to this rule as described in c. and d. below.)
- b. When an individual leaves the Resident Inspector Program, except through reassignment (c. below) or promotion (d. below), his or her salary shall be set by (1) determining the step the individual would have received if he or she had received in the NRC the same promotions, within-grade increases, and/or high quality increases not under the Resident Inspector Special Salary Schedule; and (2) computing the individual's new salary, by application of the appropriate (e.g., reassignment) rule in Appendix 4130-C to the grade and step obtained by step (1) above.

Exhibit 9 (continued)

Special Salary Schedule for Positions in
the Resident Inspector Program (continued)**4. Leaving the Resident Inspector Program (continued)**

- c. When a Resident Inspector or Senior Resident Inspector is reassigned to a position outside of the Resident Inspector Program, and the requirements² for pay saving are met, the employee's pay from the Resident Inspector Salary Schedule is retained as base pay, and a locality adjustment is added until such time as the application of normal pay setting procedures meets or exceeds the employee's saved pay. The employee will also receive as a part of saved pay one half of any general pay increase prior to the application of any locality adjustment.

Employees' saved pay under these provisions should be compared to what their pay would be using normal pay setting procedures as described in b. above as follows:

- (i) determine the appropriate grade and step under normal pay setting procedures.
 - (ii) Apply any within-grade increases, promotions, and annual comparability increases.
 - (iii) When the application of normal pay setting procedures equals or exceeds the employee's saved pay, the employee is taken off saved pay.
- d. When an employee is promoted from a Resident Inspector Program position to another NRC position, his or her new salary shall be set at the lowest step of the higher grade on the applicable salary schedule which equals or exceeds his or her salary as a Resident Inspector. Appropriate adjustments, e.g., locality pay, would then be added. However, this provision shall not serve to increase the pay of an individual who later returns to the Resident Inspector Program. Upon

²Pay saving requirements:

1. Must have successfully completed at least six full consecutive years in the resident inspector program for Resident Inspector assignments made on or after June 20, 1999. (Must have successfully completed at least 4 full consecutive years in the resident inspector program for residents inspector assignments made before June 20, 1999.).
2. Must be a management directed reassignment.
3. Must have a performance appraisal of Fully Successful or better for at least the last six years.
4. Saved pay will not be available to former residents who are reassigned out of the resident program for cause (performance, objectivity or conduct) or based solely on personal request.

Exhibit 9 (continued)

Special Salary Schedule for Positions in
the Resident Inspector Program (continued)

4. Leaving the Resident Inspector Program (continued)

re-entry, the individual's salary shall be set using this exhibit without the benefit accrued under this provision.

5. Limitations

The pay adjustment is not an equivalent increase within the meaning of Appendix 4130-C, Part IV.

Exhibit 10

SPECIAL SALARY SCHEDULE

Law Enforcement Officers in Grades 3 through 10
2005

Locations: Nationwide

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step Interval
GG-3	23,577	24,232	4,887	25,542	26,197	26,852	27,507	28,162	28,817	29,472	655
4	26,466	27,201	27,936	28,671	29,406	30,141	30,876	31,611	32,346	33,081	735
5	30,438	31,261	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	823
6	32,092	33,009	33,926	34,843	35,760	36,677	37,594	38,511	39,428	40,345	917
7	34,643	35,662	36,681	37,700	38,719	39,738	40,757	41,776	42,795	43,814	1,019
8	36,108	37,236	38,364	39,492	40,620	41,748	42,876	44,004	45,132	46,260	1,128
9	38,636	39,882	41,128	42,374	43,620	44,866	46,112	47,358	48,604	49,850	1,246
10	42,548	43,921	45,294	46,667	48,040	49,413	50,786	52,159	53,532	54,905	1,373

Refer to Exhibits AA through EE for the applicable locality rates.

The date of approval for this schedule is January 3, 2005, and the effective date is January 9, 2005.

Exhibit 11

SPECIAL SALARY SCHEDULE
Positions Requiring Office Automation, Typing or Stenography Proficiency
2005

Locations: Positions at NRC Headquarters and Calvert County, MD
Annual Rates and Pay Steps

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
2	22,079	22,660	23,241	23,822	24,403	24,984	25,565	26,146	26,727	27,308	581
3	23,577	24,232	24,887	25,542	26,197	26,852	27,507	28,162			varies

This schedule covers positions in occupational series that require full typing, office automation, data transcribing or stenographic proficiency for grades GG-2 through GG-3 step 8 in Headquarters and Calvert County, MD.

For other steps and grades, use locality rates in Exhibit R.

The date of approval of this schedule is January 3, 2005, and the effective date is May 1, 2005.

Exhibit 12

SPECIAL SALARY SCHEDULE
Positions Requiring Office Automation, Typing or Stenography Proficiency
2005

Locations: Positions in the Dallas, TX metropolitan area
 Annual Rates and Pay Steps

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
2	21,498	22,079	22,660	23,241	23,822	24,403	24,984	25,565	26,146	26,727	581
3	22,922	23,577	24,232	24,887							varies

This schedule covers positions in occupational series that require full typing, office automation, or stenographic proficiency for grades GG-2 through GG-3 step 4 in Dallas, TX and the surrounding metropolitan area.

For other steps and grades, use locality rates in Exhibit E.

The date of approval of this schedule is January 3, 2005, and the effective date is May 1, 2005.

Exhibit 13

SPECIAL SALARY SCHEDULE
Positions Requiring Office Automation, Typing or Stenography Proficiency
2005

Locations: Positions in Cook, Lake, and DuPage counties, IL
Annual Rates and Pay Steps

This schedule covered positions in occupational series that require full typing, office automation, data transcribing or stenographic proficiency for grades GG-2 through GG-5 in Cook, Lake, and DuPage counties, IL.

This pay schedule was eliminated effective May 1, 2005, because locality rates are higher for all grades and steps. For positions previously covered by this exhibit, use Exhibit C.

Exhibit 14

SPECIAL SALARY SCHEDULE
Positions Requiring Office Automation, Typing or Stenography Proficiency
2005

Locations: Positions in Westchester, New York
 Annual Rates and Pay Steps

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
2	22,660	23,241	23,822	24,403	24,984	25,565	26,146	26,727	27,308	27,889	581
3	24,887	25,542	26,197	26,852	27,507	28,162	28,817	29,472	30,127		varies

This schedule covers positions in occupational series that require full typing, office automation, data transcribing or stenographic proficiency at grades GG-2 through GG-3 step 9 in Westchester, New York.

For other steps and grades, use locality rates in Exhibit L.

The date of approval of this schedule is January 3, 2005, and the effective date is May 1, 2005.

Exhibit 15

SPECIAL SALARY SCHEDULE
Specific Non-Professional Support Positions
2005

Locations: Positions in Connecticut
Annual Rates and Pay Steps

This schedule covered positions in occupational series that require full typing, office automation, data transcribing, stenographic or other special support proficiency at grades GG-1 through GG-6 in Connecticut.

This pay schedule was eliminated effective May 1, 2005, because locality rates are higher for all grades and steps. For positions previously covered by this exhibit, use Exhibit G.

Exhibit 16

SPECIAL SALARY SCHEDULE
Specific Non-Professional Support Positions
2005
Locations: Positions in Boston, MA and Surrounding Areas
Annual Rates and Pay Steps

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
2	22,660	23,241	23,822	24,403	24,984	25,565	26,146	26,727	27,308	27,889	581
3	24,232	24,887	25,542	26,197	26,852	27,507	28,162	28,817			varies

This schedule covers positions in occupational series that require full typing, office automation, data transcribing, stenographic or other special support proficiency at grades GG-2 through GG-3 step 8 in Boston, MA and surrounding areas.

For other steps and grades, use Exhibit B.

The date of approval of this schedule is January 3, 2005, and the effective date is May 1, 2005.

Exhibit 17

<p style="text-align: center;">Wage Grade Schedule AC-0027R DoD Civilian Personnel Management Service (AW) Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the Washington, District of Columbia (DCB) Wage Area Effective Date: October 17, 2004 Issue Date: January 10, 2005</p>																
WG WL-WS Grade	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	WD-WN Pay Level
1	9.43	9.83	10.21	10.60	11.00	10.38	10.81	11.24	11.67	12.11	16.00	16.65	17.31	17.99	18.65	
2	10.81	11.26	11.71	12.16	12.62	11.89	12.39	12.89	13.37	13.87	17.37	18.09	18.82	19.54	20.26	1
3	12.19	12.70	13.21	13.72	14.23	13.40	13.96	14.53	15.08	15.64	18.76	19.53	20.31	21.10	21.88	2
4	13.58	14.14	14.70	15.27	15.84	14.94	15.56	16.17	16.81	17.43	20.15	20.98	21.80	22.66	23.48	3
5	14.97	15.59	16.23	16.84	17.47	16.47	17.15	17.83	18.53	19.21	21.52	22.43	23.33	24.22	25.11	4
6	16.35	17.03	17.72	18.40	19.08	17.99	18.74	19.48	20.23	20.98	22.91	23.87	24.82	25.78	26.73	5
7	17.74	18.48	19.21	19.95	20.70	19.51	20.32	21.14	21.95	22.76	24.30	25.31	26.32	27.33	28.34	6
8	19.09	19.80	20.62	21.44	22.20	21.02	21.87	22.71	23.63	24.49	25.51	26.50	27.56	28.69	29.73	7
9	20.11	21.02	21.80	22.64	23.51	22.16	23.08	23.97	24.96	25.90	26.54	27.65	28.78	29.89	30.99	8
10	21.24	22.15	23.06	23.94	24.82	23.39	24.36	25.31	26.33	27.30	27.69	28.83	29.95	31.10	32.27	9
11	22.35	23.34	24.27	25.21	26.11	24.59	25.65	26.68	27.74	28.73	28.35	29.54	30.72	31.92	33.10	10
12	23.48	24.48	25.45	26.44	27.41	25.80	26.89	28.00	29.03	30.13	29.25	30.46	31.69	32.91	34.16	11
13	24.58	25.58	26.65	27.71	28.69	27.04	28.20	29.31	30.45	31.57	30.18	31.44	32.69	33.95	35.20	12
14	25.69	26.77	27.84	28.91	30.01	28.29	29.46	30.66	31.84	33.02	31.04	32.32	33.62	34.91	36.20	13
15	26.81	27.92	29.03	30.19	31.27	29.53	30.74	32.01	33.22	34.46	32.02	33.36	34.69	36.01	37.35	14
											WS-16	33.14	34.51	35.89	37.28	15
											WS-17	34.40	35.83	37.26	38.69	16
											WS-18	35.77	37.28	38.77	40.25	17
											WS-19	36.47	37.99	39.51	41.03	18

Exhibit 19

SPECIAL SALARY SCHEDULE

**NRC Entry-Level Engineering (GG-800 Group),
Scientific (1300), and Legal Positions
2005**

Location: Headquarters and Regional Offices

Annual Pay Rate

	Bachelor's Degree		Master's Degree	Ph.D/J.D. Degree
	Average Qualifications	Superior Qualifications		
All Engineering Series in the 800 Group and Scientific Disciplines in the 1300 Group	GG-5/10* (\$46,570)	GG-7/10* (\$53,076)	GG-9/7* (\$58,511)	GG-11/9* (\$70,803)
Honor Law Graduate	GG-11/9** (\$57,303)			

* Rates are from the Special Salary Schedule for the GG-800 Engineering Group and the GG-1300 General Physical Science Group, Exhibit 8. Employees paid these special salary rates do not receive locality adjustments because the special salary rates are higher than corresponding locality rates in each locality area.

**This rate is from the General Salary Schedule, Exhibit 1. Employees paid this rate also receive locality adjustments. Check Exhibits A through S for applicable locality rates.

The date of approval for this schedule is January 3, 2005, and the effective date is January 9, 2005.

Exhibit 19 (continued)**Special Salary Schedules for Professional Entry-Level Engineering (GG-800 Group), Scientific (GG-1300 Group), and Legal Positions****Purpose**

Establishes the special salary schedules for Entry-Level professional positions.

This special salary schedule has been established for NRC positions in programs for students graduating from or enrolled in accredited colleges and universities. Other Management Directive 10.41, Appendix 4130-C, pay exhibits cover salaries for positions not based on college recruitment. Normal pay setting rules such as locality adjustments (Exhibits A through S) apply, as appropriate.

Entry-Level Pay Rates and Grades

Salary determinations for individuals with Bachelor's Degrees selected for Entry-Level Engineering (800 Group) or Scientific (1300 Group) positions are based also on scholastic achievements. Individuals qualify for appointments at the GG-7 step 10 based on superior qualifications defined as:

1. An overall Grade Point Average (GPA) of **at least** 2.85 on a 4.0 scale (GPA may not be rounded up to reach 2.85) or **at least** 3.5 in the major (GPA may not be rounded up to reach 3.5); or
2. Standing in the upper third of student's class; or
3. Election to membership in one of the national honorary scholastic societies; or
4. Other significant scholastic/academic achievements.

It is the student's responsibility to document superior qualifications by providing the appropriate NRC Program Coordinator with either a transcript, report card, or other official school document.

For the Entry-Level Program, related work experience will be a factor in determining salaries in addition to academic qualifications. Normally, a one-step increase (not to exceed the 10th step) will be allowed for each 6 months of related work experience.

Promotions

Exhibit 8 describes procedures for career-ladder promotions for entry-level engineering and scientific positions at the GG-5/10 and GG-7/10 levels.

Exhibit 20

SPECIAL SALARY SCHEDULE

**Student Career Experience Program Positions and
Student Temporary Employment Program Positions
(Engineering and Scientific Disciplines)
2005**

Location: Nationwide

Annual Pay Rates and Steps

Engineering and Scientific Disciplines	Semester Hours	Pay Rate	Annual Salary	Hourly Rates
Undergraduate Programs				
Sophomore	30 through 59	GG--4/5	\$24,996 plus locality*	\$11.98 plus locality*
Junior	60 through 89	GG-5/6	\$36,199**	\$17.34**
Senior	90 or more	GG-5/10	\$39,491**	\$18.92**
Graduate Programs				
	Undergraduate GPA below 2.85	GG-5/10	\$46,570***	\$22.31***
	Undergraduate GPA 2.85 and above	GG-7/10	\$53,076***	\$25.43***

*Rates are from the General Schedule, Exhibit 1. Refer to Exhibits A thru S for applicable locality rates.

**Rates are from the Special Salary Schedule for Engineering and Scientific Positions, OPM Special Salary Rate Table #0414 (See Exhibit 20-A). Locality rates are not applicable.

***Rates are from the NRC Special Salary Schedule for Engineers and Scientific Positions, Exhibit 8. Locality rates are not applicable.

The date of approval for this schedule is January 3, 2005, and the effective date is January 9, 2005.

Exhibit 20-A

SPECIAL SALARY SCHEDULE
Student Career Experience Program Positions and Student Temporary Employment Program Positions
(Engineering and Scientific Disciplines)

2005

Location: Nationwide

ANNUAL Pay Rates and Steps

	Steps										Step
	1	2	3	4	5	6	7	8	9	10	Interval
GG-5	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823

Extracted from OPM Special Salary Rate Table # 0414.

Employees paid from this schedule do not receive locality adjustments.

Exhibit 20-B

SPECIAL SALARY SCHEDULE

**Student Career Experience Program Positions and
Student Temporary Employment Program Positions
(Administrative and Management Disciplines)
2005**

Location: Nationwide

Annual Pay Rates and Steps

Administrative/ Management Disciplines	Semester Hours	Pay Rate	Annual Salary	Hourly Rates
Undergraduate Programs	30 through 89	GG-4/1	\$22,056 plus locality*	\$10.57 plus locality*
	90 or more	GG-5/1	\$24,677 plus locality*	\$11.82 plus locality*
Graduate Programs	Undergraduate GPA below 2.85	GG-5/1	\$24,677 plus locality*	\$11.82 plus locality*
	Undergraduate GPA 2.85 and above	GG-7/1	\$30,567 plus locality*	\$14.65 plus locality*

* Rates are from the General Schedule, Exhibit 1. Refer to Exhibits A thru S for applicable locality rates.

Note: For positions in **Information Technology** series (1550 and 2210), see Exhibits 21-A through 21-C for applicable rates.

The date of approval for this schedule is January 3, 2005, and the effective date is January 9, 2005.

Exhibit 20-C

SPECIAL SALARY SCHEDULE
for
Student Career Experience Program Positions and
Student Temporary Employment Program Positions
(Law Clerk)

2005

Location: Nationwide

Annual Pay Rates and Steps

	Semester Hours	Pay Rate	Annual Salary	Hourly Pay Rates
Law Clerk	30 through 49	GG-7/10	\$39,738 plus locality*	\$19.04 plus locality*
	50 through 60	GG-9/8	\$46,112 plus locality*	\$22.09 plus locality*

*Rates are from the General Schedule, Exhibit 1. Refer to Exhibits A thru S for applicable locality rates.

The date of approval for this schedule is January 3, 2005, and the effective date is January 9, 2005.

Exhibit 20-D

SPECIAL SALARY SCHEDULE

**Student Career Experience Program Positions and
Student Temporary Employment Program Positions
(Clerical)
2005**

Location: Nationwide

Annual Pay Rates and Steps

	Semester Hours	Pay Rate	Annual Salary	Hourly Rates
Clerical (Typing)			Basic pay is from the General Schedule (Exhibit 1). Employees receive applicable special salary rates for positions requiring typing (Exhibits 11, 12, 14, or 16) or locality rates (Exhibits A through S).	
No Work Experience	High School Student	GG-1/1		
	High School Graduate	GG-2/1		
6 months of Work Experience	OR 1 year of college credits (1 to 29)	GG-3/1		
1 Year of Work Experience	OR 2 years of college credits (30 to 60)	GG-4/1		
Clerk (No typing)				
No Work Experience	High School Student	GG-1/1	\$16,016 plus locality*	\$7.67 plus locality*
	High School Graduate	GG-2/1	\$18,007 plus locality*	\$8.63 plus locality*
6 months of Work Experience	OR 1 year of college credits (1 to 29)	GG-3/1	\$19,647 plus locality*	\$9.41 plus locality*
1 Year of Work Experience	OR 2 years of college credits (30 to 60)	GG-4/1	\$22,056 plus locality*	\$10.57 plus locality*

* Rates are from the General Schedule, Exhibit 1. Refer to Exhibits A through S for applicable locality rates.

The date of approval for this schedule is January 3, 2005, and the effective date is May 1, 2005.

Exhibit 20 (continued)**Special Salary Schedules for Positions in the Student Career Experience Program and the Student Temporary Employment Program****Purpose:**

Establishes special salary schedules for individuals who are:

- Enrolled or who have been accepted for enrollment (during the upcoming semester, quarter, etc.) as degree-seeking (diploma, certificate) students and taking at least a half-time academic, vocational, or technical course load in accredited high schools, technical or vocational schools, two-year or four-year colleges or universities, or graduate or professional schools; and
- Working at NRC Headquarters or Regional Offices in Student Career Experience Program (SCEP) positions (formerly referred to as the Cooperative Education Program, i.e., Co-op) or Student Temporary Employment Program (STEP) positions.

Please note that sons and daughters (including stepsons and stepdaughters) of NRC employees, or of any employee of another agency who is assigned to the NRC, normally may not be appointed to the SCEP or STEP programs. Further information on nepotism restrictions, as well as on age restrictions and other aspects of the SCEP and STEP programs, is contained in Management Directive 10.13.

Academic credit hours specified in Exhibit 20 are semester hours. Credit from schools using the quarter system will be converted to semester hours by multiplying the number of quarter hours earned by two-thirds.

In order to be placed in or advanced to a higher grade or step, the student is responsible for documenting earned credit hours by providing either a transcript, report card, or other official school document. Grade determinations must be supported by position descriptions.

SCEP Positions:

The SCEP provides students experience that is directly related to their educational program and career goals and allows for their noncompetitive conversion to NRC Regular (Excepted) Appointments after they complete course work and career-related work requirements.

Related work experience will be a factor in determining salaries in addition to academic qualifications. Normally, a one-step increase (not to exceed the 10th step) will be allowed for each 6 months of related work experience.

Exhibit 20 (continued)**Special Salary Schedules for Positions in the Student Career Experience Program and the Student Temporary Employment Program** (continued)**STEP Positions:**

The STEP provides students experience in temporary positions in the occupations and grades identified (any occupations not reflected in the described categories will be decided on a case-by-case basis). Duties do not have to be related to the student's educational program or career goals. The STEP does not allow for noncompetitive conversion to NRC Regular (Excepted) Appointments.

Exhibit 21-A

IT Schedule: Headquarters, Region I & Region IV

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
5	34,548	35,700	36,852	38,004	39,157	40,309	41,461	42,613	43,765	44,918	VARIES
7	41,265	42,641	44,017	45,392	46,768	48,144	49,519	50,895	52,271	53,646	VARIES
9	48,607	50,227	51,847	53,466	55,086	56,706	58,326	59,946	61,565	63,185	VARIES
11	54,287	56,096	57,906	59,716	61,525	63,335	65,144	66,954	68,764	70,573	VARIES

Occupation(s):	0334	COMPUTER SPECIALIST
	1550	COMPUTER SCIENCE SPECIALIST
	2210	INFORMATION TECHNOLOGY MANAGER

For positions at other grades, see Exhibit E, M, or R for applicable locality rates.

The date of approval for this schedule is January 3, 2005, and the effective date is May 1, 2005.

Exhibit 21-B

IT Schedule: Region II

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
5	34,054	35,190	36,326	37,461	38,597	39,733	40,869	42,004	43,140	44,276	VARIES
7	40,654	42,009	43,365	44,720	46,075	47,430	48,786	50,141	51,496	52,852	VARIES
9	48,607	50,227	51,847	53,466	55,086	56,706	58,326	59,946	61,565	63,185	VARIES
11	53,382	55,161	56,941	58,720	60,500	62,279	64,059	65,838	67,618	69,397	VARIES

Occupation(s):	0334	COMPUTER SPECIALIST
	1550	COMPUTER SCIENCE SPECIALIST
	2210	INFORMATION TECHNOLOGY MANAGER

For positions at other grades, see Exhibit A.

The date of approval for this schedule is January 3, 2005, and the effective date is May 1, 2005.

Exhibit 21-C

IT Schedule: Region III

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
05	35,288	36,465	37,642	38,819	39,996	41,173	42,349	43,526	44,703	45,880	VARIES
07	42,182	43,589	44,995	46,401	47,807	49,214	50,620	52,026	53,432	54,838	VARIES
09	49,729	51,386	53,043	54,700	56,357	58,015	59,672	61,329	62,986	64,643	VARIES
11	55,644	57,499	59,354	61,208	63,063	64,918	66,773	68,628	70,483	72,338	VARIES

Occupation(s):

0334	COMPUTER SPECIALIST
1550	COMPUTER SCIENCE SPECIALIST
2210	INFORMATION TECHNOLOGY MANAGER

For positions at other grades, see Exhibit C.

The date of approval for this schedule is January 3, 2005, and the effective date is May 1, 2005.

Exhibit A

SALARY TABLE 2005-ATL
INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.87%
FOR THE LOCALITY PAY AREA OF ATLANTA-SANDY SPRINGS-GAINESVILLE, GA-AL
(Total Increase: 3.65%)
Effective January 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	18,237	18,845	19,452	20,056	20,663	21,019	21,617	22,222	22,247	22,815
2	20,505	20,992	21,671	22,247	22,495	23,157	23,818	24,480	25,141	25,803
3	22,372	23,118	23,864	24,610	25,355	26,101	26,847	27,593	28,339	29,085
4	25,115	25,952	26,789	27,626	28,463	29,300	30,137	30,974	31,811	32,648
5	28,100	29,037	29,974	30,911	31,848	32,785	33,723	34,660	35,597	36,534
6	31,322	32,366	33,411	34,455	35,499	36,543	37,587	38,632	39,676	40,720
7	34,807	35,967	37,127	38,288	39,448	40,608	41,769	42,929	44,089	45,250
8	38,547	39,832	41,116	42,401	43,685	44,970	46,254	47,538	48,823	50,107
9	42,576	43,995	45,414	46,832	48,251	49,670	51,089	52,508	53,927	55,345
10	46,886	48,449	50,013	51,576	53,140	54,703	56,267	57,830	59,393	60,957
11	51,514	53,231	54,948	56,665	58,382	60,099	61,817	63,534	65,251	66,968
12	61,741	63,799	65,857	67,914	69,972	72,030	74,087	76,145	78,202	80,260
13	73,421	75,868	78,315	80,762	83,209	85,656	88,103	90,551	92,998	95,445
14	86,761	89,653	92,546	95,438	98,330	101,222	104,115	107,007	109,899	112,792
15	102,056	105,458	108,861	112,263	115,666	119,068	122,471	125,873	129,275	132,678

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit B

SALARY TABLE 2005-BOS

INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.49%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-MANCHESTER, MA-NH-ME-RI
(Total Increase 3.81%)
Effective January 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	18,977	19,610	20,242	20,870	21,501	21,872	22,494	23,123	23,149	23,741
2	21,336	21,844	22,550	23,149	23,408	24,096	24,785	25,473	26,161	26,850
3	23,280	24,056	24,832	25,608	26,384	27,160	27,936	28,712	29,489	30,265
4	26,134	27,005	27,876	28,747	29,618	30,489	31,360	32,230	33,101	33,972
5	29,240	30,215	31,190	32,165	33,140	34,116	35,091	36,066	37,041	38,016
6	32,593	33,680	34,766	35,853	36,939	38,026	39,112	40,199	41,285	42,372
7	36,219	37,426	38,634	39,841	41,048	42,256	43,463	44,671	45,878	47,086
8	40,111	41,448	42,784	44,121	45,458	46,794	48,131	49,467	50,804	52,140
9	44,303	45,780	47,256	48,733	50,209	51,685	53,162	54,638	56,114	57,591
10	48,788	50,415	52,042	53,669	55,296	56,923	58,549	60,176	61,803	63,430
11	53,604	55,391	57,177	58,964	60,751	62,538	64,325	66,111	67,898	69,685
12	64,246	66,388	68,529	70,670	72,811	74,952	77,093	79,234	81,375	83,516
13	76,400	78,946	81,493	84,039	86,585	89,132	91,678	94,224	96,771	99,317
14	90,281	93,291	96,300	99,310	102,320	105,329	108,339	111,349	114,358	117,368
15	106,197	109,737	113,278	116,818	120,359	123,899	127,440	130,980	134,521	138,061

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit C

SALARY TABLE 2005-CHI
INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.70%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE-MICHIGAN CITY, IL-IN-WI
(Total Increase 3.75%)
Effective January 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	19,171	19,810	20,448	21,083	21,721	22,095	22,724	23,359	23,386	23,983
2	21,554	22,067	22,780	23,386	23,647	24,342	25,038	25,733	26,429	27,124
3	23,517	24,301	25,086	25,870	26,654	27,438	28,222	29,006	29,790	30,574
4	26,401	27,281	28,161	29,040	29,920	30,800	31,680	32,560	33,439	34,319
5	29,538	30,524	31,509	32,494	33,479	34,464	35,449	36,434	37,419	38,405
6	32,926	34,024	35,121	36,219	37,316	38,414	39,512	40,609	41,707	42,805
7	36,589	37,808	39,028	40,248	41,468	42,687	43,907	45,127	46,347	47,566
8	40,521	41,871	43,221	44,571	45,922	47,272	48,622	49,972	51,323	52,673
9	44,756	46,247	47,739	49,230	50,722	52,213	53,705	55,196	56,688	58,179
10	49,286	50,930	52,573	54,217	55,860	57,504	59,147	60,791	62,434	64,078
11	54,151	55,956	57,761	59,566	61,371	63,176	64,982	66,787	68,592	70,397
12	64,903	67,066	69,228	71,391	73,554	75,717	77,880	80,043	82,206	84,369
13	77,180	79,753	82,325	84,897	87,470	90,042	92,614	95,187	97,759	100,331
14	91,203	94,243	97,284	100,324	103,365	106,405	109,445	112,486	115,526	118,566
15	107,281	110,858	114,434	118,011	121,588	125,164	128,741	132,318	135,894	139,471

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit D

SALARY TABLE 2005-CLE
 INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.24%
 FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-ELYRIA, OH
 (Total Increase 3.50%)
 Effective January 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	18,297	18,907	19,516	20,121	20,730	21,088	21,687	22,294	22,319	22,889
2	20,571	21,060	21,741	22,319	22,568	23,232	23,896	24,559	25,223	25,887
3	22,445	23,193	23,941	24,690	25,438	26,186	26,934	27,683	28,431	29,179
4	25,197	26,036	26,876	27,716	28,555	29,395	30,235	31,074	31,914	32,754
5	28,191	29,131	30,071	31,012	31,952	32,892	33,832	34,772	35,713	36,653
6	31,424	32,472	33,519	34,567	35,614	36,662	37,709	38,757	39,805	40,852
7	34,920	36,084	37,248	38,412	39,576	40,740	41,904	43,068	44,233	45,397
8	38,673	39,961	41,250	42,538	43,827	45,116	46,404	47,693	48,982	50,270
9	42,714	44,138	45,561	46,985	48,408	49,831	51,255	52,678	54,102	55,525
10	47,038	48,607	50,175	51,744	53,312	54,881	56,449	58,018	59,586	61,155
11	51,681	53,404	55,127	56,849	58,572	60,295	62,017	63,740	65,463	67,186
12	61,942	64,006	66,071	68,135	70,199	72,264	74,328	76,392	78,457	80,521
13	73,660	76,115	78,570	81,025	83,480	85,935	88,390	90,845	93,300	95,755
14	87,043	89,945	92,846	95,748	98,650	101,551	104,453	107,355	110,256	113,158
15	102,388	105,801	109,215	112,628	116,042	119,455	122,869	126,282	129,696	133,109

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit E

SALARY TABLE 2005-DFW

INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.07%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX
(Total Increase 3.60%)
Effective January 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	18,430	19,044	19,657	20,267	20,881	21,241	21,845	22,456	22,481	23,055
2	20,721	21,213	21,899	22,481	22,732	23,401	24,069	24,738	25,406	26,075
3	22,608	23,362	24,115	24,869	25,623	26,376	27,130	27,884	28,637	29,391
4	25,380	26,226	27,071	27,917	28,763	29,609	30,454	31,300	32,146	32,992
5	28,396	29,343	30,290	31,237	32,184	33,131	34,078	35,025	35,972	36,919
6	31,652	32,707	33,763	34,818	35,873	36,928	37,983	39,039	40,094	41,149
7	35,173	36,346	37,519	38,691	39,864	41,036	42,209	43,381	44,554	45,727
8	38,953	40,251	41,549	42,847	44,145	45,443	46,741	48,039	49,337	50,635
9	43,025	44,458	45,892	47,326	48,760	50,194	51,627	53,061	54,495	55,929
10	47,380	48,960	50,540	52,120	53,700	55,280	56,860	58,439	60,019	61,599
11	52,057	53,792	55,527	57,262	58,998	60,733	62,468	64,203	65,939	67,674
12	62,392	64,471	66,551	68,630	70,709	72,789	74,868	76,947	79,027	81,106
13	74,195	76,668	79,141	81,613	84,086	86,559	89,032	91,505	93,978	96,451
14	87,675	90,598	93,521	96,444	99,366	102,289	105,212	108,135	111,058	113,980
15	103,131	106,570	110,008	113,446	116,885	120,323	123,761	127,200	130,638	134,076

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit F

SALARY TABLE 2005-DET

INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.67%
FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-FLINT, MI
(Total Increase 3.67%)
Effective January 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	19,166	19,805	20,443	21,077	21,715	22,090	22,718	23,354	23,380	23,977
2	21,549	22,061	22,774	23,380	23,641	24,336	25,031	25,727	26,422	27,117
3	23,512	24,295	25,079	25,863	26,647	27,431	28,215	28,998	29,782	30,566
4	26,394	27,274	28,154	29,033	29,913	30,792	31,672	32,551	33,431	34,311
5	29,531	30,516	31,501	32,486	33,471	34,455	35,440	36,425	37,410	38,395
6	32,918	34,015	35,112	36,210	37,307	38,404	39,502	40,599	41,697	42,794
7	36,580	37,799	39,018	40,238	41,457	42,677	43,896	45,116	46,335	47,554
8	40,511	41,861	43,210	44,560	45,910	47,260	48,610	49,960	51,310	52,660
9	44,745	46,236	47,727	49,218	50,709	52,200	53,691	55,182	56,673	58,164
10	49,274	50,917	52,560	54,203	55,846	57,489	59,133	60,776	62,419	64,062
11	54,138	55,942	57,747	59,551	61,356	63,161	64,965	66,770	68,575	70,379
12	64,886	67,049	69,211	71,374	73,536	75,698	77,861	80,023	82,186	84,348
13	77,161	79,733	82,304	84,876	87,448	90,019	92,591	95,163	97,734	100,306
14	91,180	94,220	97,259	100,299	103,339	106,378	109,418	112,457	115,497	118,537
15	107,254	110,830	114,406	117,981	121,557	125,133	128,709	132,284	135,860	139,436

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit G

SALARY TABLE 2005-HAR
INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.52%
FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD-WILLMANTIC, CT-MA
(Total Increase 3.93%)
Effective January 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	19,142	19,781	20,418	21,051	21,688	22,062	22,690	23,324	23,351	23,947
2	21,522	22,034	22,746	23,351	23,611	24,306	25,000	25,694	26,389	27,083
3	23,482	24,265	25,048	25,831	26,614	27,396	28,179	28,962	29,745	30,528
4	26,361	27,240	28,118	28,997	29,875	30,754	31,632	32,511	33,389	34,268
5	29,494	30,478	31,461	32,445	33,429	34,412	35,396	36,379	37,363	38,347
6	32,876	33,972	35,068	36,164	37,260	38,356	39,452	40,548	41,644	42,740
7	36,534	37,752	38,969	40,187	41,405	42,623	43,841	45,059	46,277	47,495
8	40,460	41,808	43,156	44,504	45,853	47,201	48,549	49,897	51,245	52,594
9	44,689	46,178	47,667	49,156	50,645	52,135	53,624	55,113	56,602	58,092
10	49,212	50,853	52,494	54,135	55,776	57,417	59,058	60,699	62,340	63,981
11	54,070	55,872	57,674	59,477	61,279	63,081	64,884	66,686	68,489	70,291
12	64,805	66,965	69,124	71,284	73,444	75,604	77,763	79,923	82,083	84,242
13	77,064	79,633	82,201	84,770	87,338	89,907	92,475	95,043	97,612	100,180
14	91,066	94,102	97,137	100,173	103,209	106,245	109,281	112,317	115,352	118,388
15	107,120	110,691	114,262	117,834	121,405	124,976	128,547	132,119	135,690	139,261

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit H

SALARY TABLE 2005-HOU

INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.77%
FOR THE LOCALITY PAY AREA OF HOUSTON-BAYTOWN-HUNTSVILLE, TX
(Total Increase 3.86%)
Effective January 2005
Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	19,983	20,649	21,314	21,976	22,641	23,031	23,686	24,349	24,376	24,999
2	22,467	23,001	23,745	24,376	24,648	25,373	26,098	26,823	27,548	28,273
3	24,514	25,331	26,148	26,965	27,783	28,600	29,417	30,234	31,052	31,869
4	27,519	28,436	29,353	30,270	31,188	32,105	33,022	33,939	34,856	35,773
5	30,789	31,816	32,843	33,870	34,897	35,924	36,951	37,977	39,004	40,031
6	34,320	35,465	36,609	37,753	38,897	40,041	41,185	42,329	43,474	44,618
7	38,138	39,410	40,681	41,953	43,224	44,495	45,767	47,038	48,310	49,581
8	42,237	43,645	45,052	46,459	47,867	49,274	50,682	52,089	53,496	54,904
9	46,652	48,206	49,761	51,315	52,870	54,425	55,979	57,534	59,089	60,643
10	51,374	53,087	54,800	56,513	58,226	59,940	61,653	63,366	65,079	66,792
11	56,445	58,326	60,208	62,089	63,971	65,852	67,734	69,615	71,497	73,378
12	67,652	69,906	72,161	74,415	76,670	78,925	81,179	83,434	85,688	87,943
13	80,449	83,131	85,812	88,493	91,174	93,856	96,537	99,218	101,900	104,581
14	95,066	98,235	101,404	104,573	107,743	110,912	114,081	117,250	120,419	123,588
15	111,825	115,553	119,281	123,009	126,738	130,466	134,194	137,922	140,300*	140,300*

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

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

Exhibit I

SALARY TABLE 2005-HNT
INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.42%
FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR, AL
(Total Increase 3.36%)
Effective January 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	18,005	18,606	19,205	19,801	20,400	20,752	21,342	21,939	21,963	22,524
2	20,243	20,725	21,395	21,963	22,209	22,862	23,515	24,168	24,821	25,474
3	22,087	22,824	23,560	24,296	25,033	25,769	26,505	27,242	27,978	28,714
4	24,795	25,622	26,448	27,274	28,101	28,927	29,753	30,579	31,406	32,232
5	27,742	28,667	29,592	30,518	31,443	32,368	33,293	34,218	35,144	36,069
6	30,923	31,954	32,985	34,016	35,047	36,078	37,109	38,140	39,171	40,201
7	34,363	35,509	36,655	37,800	38,946	40,091	41,237	42,382	43,528	44,673
8	38,056	39,325	40,593	41,861	43,129	44,397	45,665	46,933	48,201	49,469
9	42,034	43,435	44,835	46,236	47,637	49,038	50,438	51,839	53,240	54,641
10	46,289	47,832	49,376	50,920	52,463	54,007	55,550	57,094	58,637	60,181
11	50,858	52,553	54,248	55,944	57,639	59,334	61,029	62,725	64,420	66,115
12	60,955	62,987	65,018	67,050	69,081	71,112	73,144	75,175	77,207	79,238
13	72,486	74,902	77,318	79,734	82,150	84,566	86,982	89,398	91,813	94,229
14	85,656	88,512	91,367	94,223	97,078	99,934	102,789	105,644	108,500	111,355
15	100,756	104,116	107,475	110,834	114,193	117,552	120,911	124,270	127,629	130,988

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit J

SALARY TABLE 2005-MFL

INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.77%
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-MIAMI BEACH, FL
(Total Increase 3.59%)
Effective January 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	18,702	19,325	19,948	20,567	21,189	21,555	22,168	22,788	22,813	23,396
2	21,027	21,527	22,222	22,813	23,068	23,746	24,425	25,103	25,782	26,460
3	22,942	23,707	24,471	25,236	26,001	26,766	27,531	28,296	29,061	29,825
4	25,755	26,613	27,471	28,330	29,188	30,046	30,904	31,763	32,621	33,479
5	28,815	29,776	30,737	31,698	32,659	33,620	34,581	35,542	36,503	37,464
6	32,120	33,191	34,261	35,332	36,403	37,474	38,545	39,615	40,686	41,757
7	35,693	36,883	38,073	39,263	40,453	41,643	42,832	44,022	45,212	46,402
8	39,529	40,846	42,163	43,480	44,798	46,115	47,432	48,749	50,066	51,383
9	43,660	45,115	46,570	48,025	49,480	50,935	52,390	53,845	55,300	56,755
10	48,080	49,683	51,287	52,890	54,493	56,096	57,700	59,303	60,906	62,509
11	52,826	54,586	56,347	58,108	59,869	61,630	63,391	65,152	66,913	68,674
12	63,314	65,424	67,534	69,644	71,754	73,864	75,974	78,084	80,194	82,304
13	75,291	77,800	80,310	82,819	85,329	87,838	90,347	92,857	95,366	97,875
14	88,971	91,937	94,902	97,868	100,834	103,800	106,766	109,732	112,698	115,664
15	104,655	108,144	111,633	115,122	118,611	122,101	125,590	129,079	132,568	136,057

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit K

SALARY TABLE 2005-MSP
INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.99%
FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL-ST. CLOUD, MN-WI
(Total Increase 3.61%)
Effective January 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	18,577	19,196	19,815	20,429	21,048	21,411	22,020	22,635	22,661	23,240
2	20,886	21,383	22,074	22,661	22,914	23,588	24,262	24,936	25,609	26,283
3	22,789	23,548	24,308	25,068	25,827	26,587	27,347	28,107	28,866	29,626
4	25,583	26,435	27,288	28,140	28,993	29,845	30,698	31,550	32,403	33,255
5	28,623	29,577	30,532	31,487	32,441	33,396	34,350	35,305	36,260	37,214
6	31,905	32,969	34,033	35,096	36,160	37,224	38,287	39,351	40,414	41,478
7	35,455	36,637	37,819	39,000	40,182	41,364	42,546	43,728	44,910	46,092
8	39,265	40,573	41,882	43,190	44,498	45,807	47,115	48,424	49,732	51,040
9	43,369	44,814	46,259	47,704	49,150	50,595	52,040	53,485	54,931	56,376
10	47,759	49,351	50,944	52,537	54,129	55,722	57,314	58,907	60,499	62,092
11	52,473	54,222	55,971	57,720	59,469	61,218	62,967	64,717	66,466	68,215
12	62,891	64,987	67,083	69,179	71,275	73,371	75,467	77,563	79,658	81,754
13	74,788	77,281	79,773	82,266	84,759	87,251	89,744	92,236	94,729	97,222
14	88,376	91,322	94,269	97,215	100,161	103,107	106,053	108,999	111,945	114,892
15	103,956	107,422	110,888	114,353	117,819	121,285	124,751	128,217	131,682	135,148

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit L

SALARY TABLE 2005-NY
 INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.99%
 FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK-BRIDGEPORT, NY-NJ-CT-PA
 (Total Increase 3.96%)
 Effective January 2005
 Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	19,378	20,024	20,669	21,310	21,955	22,334	22,969	23,611	23,638	24,242
2	21,787	22,305	23,026	23,638	23,902	24,605	25,307	26,010	26,713	27,416
3	23,771	24,563	25,356	26,148	26,941	27,733	28,526	29,318	30,111	30,903
4	26,686	27,575	28,464	29,353	30,243	31,132	32,021	32,910	33,800	34,689
5	29,857	30,852	31,848	32,844	33,840	34,835	35,831	36,827	37,823	38,818
6	33,281	34,390	35,500	36,609	37,719	38,828	39,938	41,047	42,157	43,266
7	36,983	38,216	39,449	40,682	41,915	43,147	44,380	45,613	46,846	48,079
8	40,958	42,322	43,687	45,052	46,417	47,781	49,146	50,511	51,876	53,240
9	45,238	46,746	48,253	49,761	51,268	52,776	54,283	55,791	57,298	58,806
10	49,818	51,479	53,140	54,801	56,462	58,124	59,785	61,446	63,107	64,768
11	54,735	56,559	58,384	60,208	62,033	63,857	65,682	67,506	69,331	71,155
12	65,602	67,788	69,975	72,161	74,347	76,533	78,720	80,906	83,092	85,279
13	78,012	80,612	83,212	85,812	88,412	91,012	93,612	96,212	98,813	101,413
14	92,186	95,259	98,332	101,405	104,478	107,552	110,625	113,698	116,771	119,844
15	108,437	112,052	115,668	119,283	122,898	126,513	130,128	133,744	137,359	140,974*

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

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

Exhibit M

SALARY TABLE 2005-PHL

INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.67%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD
(Total Increase 3.70%)
Effective January 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	18,686	19,309	19,931	20,549	21,171	21,536	22,149	22,768	22,794	23,376
2	21,009	21,508	22,203	22,794	23,048	23,726	24,404	25,082	25,760	26,437
3	22,922	23,686	24,451	25,215	25,979	26,743	27,507	28,271	29,036	29,800
4	25,733	26,590	27,448	28,305	29,163	30,020	30,878	31,735	32,593	33,450
5	28,791	29,751	30,711	31,671	32,631	33,592	34,552	35,512	36,472	37,432
6	32,092	33,162	34,232	35,302	36,372	37,442	38,512	39,581	40,651	41,721
7	35,663	36,851	38,040	39,229	40,418	41,607	42,796	43,985	45,173	46,362
8	39,495	40,811	42,127	43,443	44,759	46,075	47,391	48,707	50,023	51,339
9	43,623	45,077	46,530	47,984	49,438	50,891	52,345	53,799	55,253	56,706
10	48,039	49,641	51,243	52,845	54,446	56,048	57,650	59,252	60,854	62,456
11	52,780	54,540	56,299	58,058	59,818	61,577	63,337	65,096	66,855	68,615
12	63,260	65,368	67,476	69,584	71,693	73,801	75,909	78,017	80,125	82,234
13	75,226	77,734	80,241	82,748	85,255	87,763	90,270	92,777	95,284	97,792
14	88,894	91,858	94,821	97,785	100,748	103,711	106,675	109,638	112,602	115,565
15	104,565	108,052	111,538	115,024	118,510	121,996	125,482	128,968	132,454	135,940

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit N

SALARY TABLE 2005-PIT
 INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.86%
 FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE, PA
 (Total Increase 3.36%)
 Effective January 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	18,076	18,678	19,280	19,878	20,480	20,833	21,425	22,025	22,049	22,613
2	20,323	20,806	21,478	22,049	22,295	22,951	23,607	24,263	24,918	25,574
3	22,174	22,913	23,652	24,391	25,131	25,870	26,609	27,348	28,087	28,827
4	24,892	25,722	26,551	27,381	28,210	29,040	29,870	30,699	31,529	32,358
5	27,850	28,779	29,708	30,637	31,566	32,495	33,423	34,352	35,281	36,210
6	31,044	32,079	33,114	34,149	35,184	36,219	37,254	38,289	39,324	40,359
7	34,498	35,648	36,798	37,948	39,098	40,248	41,398	42,548	43,698	44,848
8	38,205	39,478	40,751	42,025	43,298	44,571	45,844	47,117	48,390	49,663
9	42,198	43,605	45,011	46,417	47,823	49,230	50,636	52,042	53,448	54,854
10	46,470	48,020	49,569	51,119	52,668	54,218	55,768	57,317	58,867	60,416
11	51,057	52,759	54,461	56,163	57,864	59,566	61,268	62,970	64,672	66,374
12	61,194	63,233	65,273	67,312	69,351	71,391	73,430	75,469	77,509	79,548
13	72,770	75,195	77,621	80,046	82,471	84,897	87,322	89,747	92,173	94,598
14	85,991	88,858	91,725	94,591	97,458	100,325	103,191	106,058	108,925	111,791
15	101,151	104,523	107,895	111,268	114,640	118,012	121,384	124,757	128,129	131,501

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit O

SALARY TABLE 2005-RCH
INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.15%
FOR THE LOCALITY PAY AREA OF RICHMOND, VA
(Total Increase 3.43%)
Effective January 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	18,122	18,726	19,329	19,929	20,532	20,886	21,480	22,081	22,106	22,671
2	20,375	20,859	21,534	22,106	22,353	23,010	23,668	24,325	24,982	25,640
3	22,231	22,972	23,713	24,454	25,195	25,936	26,677	27,419	28,160	28,901
4	24,956	25,788	26,620	27,451	28,283	29,115	29,946	30,778	31,610	32,441
5	27,922	28,853	29,784	30,716	31,647	32,578	33,509	34,441	35,372	36,303
6	31,124	32,162	33,199	34,237	35,275	36,312	37,350	38,387	39,425	40,462
7	34,587	35,740	36,893	38,046	39,199	40,352	41,505	42,658	43,811	44,964
8	38,304	39,580	40,856	42,133	43,409	44,685	45,962	47,238	48,514	49,791
9	42,307	43,717	45,126	46,536	47,946	49,356	50,766	52,176	53,586	54,995
10	46,590	48,143	49,697	51,250	52,804	54,357	55,911	57,464	59,018	60,571
11	51,188	52,894	54,601	56,307	58,013	59,719	61,426	63,132	64,838	66,545
12	61,351	63,396	65,440	67,485	69,530	71,574	73,619	75,663	77,708	79,753
13	72,957	75,388	77,820	80,252	82,683	85,115	87,546	89,978	92,410	94,841
14	86,212	89,086	91,960	94,834	97,708	100,582	103,456	106,330	109,204	112,078
15	101,411	104,792	108,173	111,553	114,934	118,315	121,696	125,077	128,458	131,839

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit P

SALARY TABLE 2005-SAC

INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.51%
FOR THE LOCALITY PAY AREA OF SACRAMENTO-ARDEN-ARCADE-TRUCKEE, CA-NV
(Total Increase 3.68%)
Effective January 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	18,660	19,282	19,903	20,521	21,142	21,507	22,118	22,737	22,763	23,344
2	20,980	21,479	22,173	22,763	23,017	23,693	24,370	25,047	25,724	26,401
3	22,891	23,654	24,417	25,180	25,943	26,706	27,470	28,233	28,996	29,759
4	25,697	26,554	27,410	28,266	29,123	29,979	30,836	31,692	32,548	33,405
5	28,751	29,710	30,669	31,628	32,587	33,546	34,504	35,463	36,422	37,381
6	32,048	33,117	34,185	35,254	36,322	37,390	38,459	39,527	40,596	41,664
7	35,614	36,801	37,988	39,175	40,363	41,550	42,737	43,924	45,112	46,299
8	39,441	40,755	42,069	43,384	44,698	46,012	47,326	48,641	49,955	51,269
9	43,563	45,015	46,467	47,918	49,370	50,822	52,273	53,725	55,177	56,629
10	47,973	49,573	51,172	52,772	54,372	55,971	57,571	59,171	60,770	62,370
11	52,708	54,465	56,222	57,979	59,736	61,493	63,250	65,007	66,764	68,521
12	63,173	65,278	67,384	69,489	71,594	73,700	75,805	77,910	80,016	82,121
13	75,123	77,627	80,131	82,635	85,139	87,642	90,146	92,650	95,154	97,658
14	88,772	91,732	94,691	97,651	100,610	103,569	106,529	109,488	112,447	115,407
15	104,422	107,903	111,385	114,866	118,347	121,829	125,310	128,791	132,273	135,754

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit Q

SALARY TABLE 2005-SD

INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.68%
FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD-SAN MARCOS, CA
(Total Increase 3.84%)
Effective January 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	18,848	19,476	20,103	20,727	21,354	21,723	22,340	22,965	22,991	23,578
2	21,191	21,694	22,396	22,991	23,248	23,931	24,615	25,299	25,983	26,666
3	23,121	23,891	24,662	25,433	26,204	26,975	27,745	28,516	29,287	30,058
4	25,956	26,820	27,685	28,550	29,415	30,280	31,145	32,010	32,875	33,740
5	29,040	30,008	30,977	31,945	32,914	33,882	34,851	35,819	36,788	37,756
6	32,370	33,449	34,528	35,608	36,687	37,766	38,845	39,924	41,003	42,082
7	35,971	37,170	38,370	39,569	40,768	41,967	43,166	44,365	45,565	46,764
8	39,837	41,164	42,492	43,819	45,147	46,474	47,802	49,129	50,456	51,784
9	44,001	45,467	46,933	48,399	49,866	51,332	52,798	54,265	55,731	57,197
10	48,455	50,070	51,686	53,302	54,918	56,533	58,149	59,765	61,381	62,996
11	53,237	55,012	56,786	58,561	60,336	62,110	63,885	65,660	67,434	69,209
12	63,807	65,934	68,060	70,187	72,313	74,440	76,566	78,693	80,819	82,946
13	75,878	78,407	80,936	83,465	85,993	88,522	91,051	93,580	96,109	98,638
14	89,664	92,653	95,642	98,631	101,620	104,609	107,598	110,587	113,576	116,566
15	105,471	108,987	112,503	116,020	119,536	123,052	126,568	130,085	133,601	137,117

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit R

SALARY TABLE 2005-DCB

INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.98%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-PA-VA-WV
(Total Increase 3.71%)
Effective January 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	18,575	19,195	19,813	20,428	21,046	21,409	22,018	22,633	22,659	23,238
2	20,885	21,381	22,072	22,659	22,912	23,586	24,260	24,933	25,607	26,281
3	22,787	23,546	24,306	25,066	25,825	26,585	27,345	28,104	28,864	29,624
4	25,581	26,433	27,285	28,138	28,990	29,843	30,695	31,548	32,400	33,253
5	28,620	29,575	30,529	31,484	32,438	33,393	34,347	35,302	36,257	37,211
6	31,903	32,966	34,030	35,093	36,157	37,220	38,284	39,347	40,411	41,474
7	35,452	36,633	37,815	38,997	40,179	41,361	42,543	43,724	44,906	46,088
8	39,262	40,570	41,878	43,186	44,495	45,803	47,111	48,419	49,728	51,036
9	43,365	44,810	46,255	47,700	49,145	50,590	52,036	53,481	54,926	56,371
10	47,755	49,347	50,940	52,532	54,124	55,717	57,309	58,902	60,494	62,086
11	52,468	54,217	55,966	57,715	59,464	61,213	62,962	64,711	66,460	68,209
12	62,886	64,981	67,077	69,173	71,269	73,364	75,460	77,556	79,652	81,747
13	74,782	77,274	79,766	82,259	84,751	87,244	89,736	92,228	94,721	97,213
14	88,369	91,315	94,260	97,206	100,152	103,098	106,044	108,990	111,936	114,882
15	103,947	107,413	110,878	114,344	117,809	121,274	124,740	128,205	131,671	135,136

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit S

SALARY TABLE 2005-RUS

INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 11.72%
FOR THE LOCALITY PAY AREA OF REST OF U.S.
(Total Increase 3.26%)
Effective January 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	17,893	18,490	19,085	19,677	20,273	20,622	21,209	21,802	21,827	22,384
2	20,117	20,596	21,261	21,827	22,070	22,719	23,368	24,018	24,667	25,316
3	21,950	22,681	23,413	24,145	24,877	25,608	26,340	27,072	27,804	28,536
4	24,641	25,462	26,283	27,104	27,926	28,747	29,568	30,389	31,210	32,031
5	27,569	28,489	29,408	30,328	31,247	32,166	33,086	34,005	34,925	35,844
6	30,731	31,755	32,780	33,804	34,829	35,853	36,878	37,902	38,927	39,951
7	34,149	35,288	36,426	37,565	38,703	39,842	40,980	42,118	43,257	44,395
8	37,819	39,080	40,340	41,600	42,860	44,120	45,381	46,641	47,901	49,161
9	41,772	43,164	44,556	45,948	47,340	48,732	50,124	51,516	52,908	54,300
10	46,001	47,535	49,069	50,602	52,136	53,670	55,204	56,738	58,272	59,806
11	50,541	52,226	53,910	55,595	57,280	58,965	60,649	62,334	64,019	65,704
12	60,576	62,594	64,613	66,632	68,651	70,670	72,688	74,707	76,726	78,745
13	72,035	74,436	76,837	79,237	81,638	84,039	86,440	88,841	91,242	93,643
14	85,123	87,961	90,798	93,636	96,474	99,311	102,149	104,987	107,824	110,662
15	100,129	103,467	106,805	110,144	113,482	116,820	120,158	123,496	126,835	130,173

NOTE: Locality rates of pay are considered rates of basic pay--see 5 C.F.R. 531.203.

Exhibit AA

SALARY TABLE 2005-ATL (LEO)

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.87%
FOR THE LOCALITY PAY AREA OF ATLANTA-SANDY SPRINGS-GAINESVILLE, GA-AL
(Total Increase 3.65%)
Effective January 9, 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	18,237	18,845	19,452	20,056	20,663	21,019	21,617	22,222	22,247	22,815
2	20,505	20,992	21,671	22,247	22,495	23,157	23,818	24,480	25,141	25,803
3	26,847	27,593	28,339	29,085	29,831	30,576	31,322	32,068	32,814	33,560
4	30,137	30,974	31,811	32,648	33,485	34,322	35,159	35,995	36,832	37,669
5	34,660	35,597	36,534	37,471	38,408	39,346	40,283	41,220	42,157	43,094
6	36,543	37,587	38,632	39,676	40,720	41,764	42,808	43,852	44,897	45,941
7	39,448	40,608	41,769	42,929	44,089	45,250	46,410	47,570	48,731	49,891
8	41,116	42,401	43,685	44,970	46,254	47,538	48,823	50,107	51,392	52,676
9	43,995	45,414	46,832	48,251	49,670	51,089	52,508	53,927	55,345	56,764
10	48,449	50,013	51,576	53,140	54,703	56,267	57,830	59,393	60,957	62,520
11	51,514	53,231	54,948	56,665	58,382	60,099	61,817	63,534	65,251	66,968
12	61,741	63,799	65,857	67,914	69,972	72,030	74,087	76,145	78,202	80,260
13	73,421	75,868	78,315	80,762	83,209	85,656	88,103	90,551	92,998	95,445
14	86,761	89,653	92,546	95,438	98,330	101,222	104,115	107,007	109,899	112,792
15	102,056	105,458	108,861	112,263	115,666	119,068	122,471	125,873	129,275	132,678

Exhibit BB

SALARY TABLE 2005-CHI (LEO)

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.70%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE-MICHIGAN CITY, IL-IN-WI
(Total Increase 3.75%)
Effective January 9, 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	19,171	19,810	20,448	21,083	21,721	22,095	22,724	23,359	23,386	23,983
2	21,554	22,067	22,780	23,386	23,647	24,342	25,038	25,733	26,429	27,124
3	28,222	29,006	29,790	30,574	31,358	32,142	32,926	33,710	34,494	35,278
4	31,680	32,560	33,439	34,319	35,199	36,079	36,959	37,838	38,718	39,598
5	36,434	37,419	38,405	39,390	40,375	41,360	42,345	43,330	44,315	45,300
6	38,414	39,512	40,609	41,707	42,805	43,902	45,000	46,098	47,195	48,293
7	41,468	42,687	43,907	45,127	46,347	47,566	48,786	50,006	51,226	52,445
8	43,221	44,571	45,922	47,272	48,622	49,972	51,323	52,673	54,023	55,373
9	46,247	47,739	49,230	50,722	52,213	53,705	55,196	56,688	58,179	59,670
10	50,930	52,573	54,217	55,860	57,504	59,147	60,791	62,434	64,078	65,721
11	54,151	55,956	57,761	59,566	61,371	63,176	64,982	66,787	68,592	70,397
12	64,903	67,066	69,228	71,391	73,554	75,717	77,880	80,043	82,206	84,369
13	77,180	79,753	82,325	84,897	87,470	90,042	92,614	95,187	97,759	100,331
14	91,203	94,243	97,284	100,324	103,365	106,405	109,445	112,486	115,526	118,566
15	107,281	110,858	114,434	118,011	121,588	125,164	128,741	132,318	135,894	139,471

Exhibit CC

SALARY TABLE 2005-DFW (LEO)
 RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
 INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
 INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.07%
 FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX
 (Total Increase 3.60%)
 Effective January 9, 2005
 Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	18,430	19,044	19,657	20,267	20,881	21,241	21,845	22,456	22,481	23,055
2	20,721	21,213	21,899	22,481	22,732	23,401	24,069	24,738	25,406	26,075
3	27,130	27,884	28,637	29,391	30,145	30,899	31,652	32,406	33,160	33,913
4	30,454	31,300	32,146	32,992	33,837	34,683	35,529	36,375	37,221	38,066
5	35,025	35,972	36,919	37,866	38,813	39,760	40,707	41,654	42,601	43,548
6	36,928	37,983	39,039	40,094	41,149	42,204	43,259	44,315	45,370	46,425
7	39,864	41,036	42,209	43,381	44,554	45,727	46,899	48,072	49,244	50,417
8	41,549	42,847	44,145	45,443	46,741	48,039	49,337	50,635	51,933	53,231
9	44,458	45,892	47,326	48,760	50,194	51,627	53,061	54,495	55,929	57,362
10	48,960	50,540	52,120	53,700	55,280	56,860	58,439	60,019	61,599	63,179
11	52,057	53,792	55,527	57,262	58,998	60,733	62,468	64,203	65,939	67,674
12	62,392	64,471	66,551	68,630	70,709	72,789	74,868	76,947	79,027	81,106
13	74,195	76,668	79,141	81,613	84,086	86,559	89,032	91,505	93,978	96,451
14	87,675	90,598	93,521	96,444	99,366	102,289	105,212	108,135	111,058	113,980
15	103,131	106,570	110,008	113,446	116,885	120,323	123,761	127,200	130,638	134,076

Exhibit DD

SALARY TABLE 2005-PHL (LEO)

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.67%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD
(Total Increase 3.70%)
Effective January 9, 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	18,686	19,309	19,931	20,549	21,171	21,536	22,149	22,768	22,794	23,376
2	21,009	21,508	22,203	22,794	23,048	23,726	24,404	25,082	25,760	26,437
3	27,507	28,271	29,036	29,800	30,564	31,328	32,092	32,857	33,621	34,385
4	30,878	31,735	32,593	33,450	34,308	35,166	36,023	36,881	37,738	38,596
5	35,512	36,472	37,432	38,393	39,353	40,313	41,273	42,233	43,194	44,154
6	37,442	38,512	39,581	40,651	41,721	42,791	43,861	44,931	46,001	47,071
7	40,418	41,607	42,796	43,985	45,173	46,362	47,551	48,740	49,929	51,118
8	42,127	43,443	44,759	46,075	47,391	48,707	50,023	51,339	52,656	53,972
9	45,077	46,530	47,984	49,438	50,891	52,345	53,799	55,253	56,706	58,160
10	49,641	51,243	52,845	54,446	56,048	57,650	59,252	60,854	62,456	64,058
11	52,780	54,540	56,299	58,058	59,818	61,577	63,337	65,096	66,855	68,615
12	63,260	65,368	67,476	69,584	71,693	73,801	75,909	78,017	80,125	82,234
13	75,226	77,734	80,241	82,748	85,255	87,763	90,270	92,777	95,284	97,792
14	88,894	91,858	94,821	97,785	100,748	103,711	106,675	109,638	112,602	115,565
15	104,565	108,052	111,538	115,024	118,510	121,996	125,482	128,968	132,454	135,940

Exhibit EE

SALARY TABLE 2005-DCB (LEO)

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING THE 2.5% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.93%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-PA-VA-WV
(Total Increase 3.71%)

Effective January 9, 2005
Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GG-1	18,575	19,195	19,813	20,428	21,046	21,409	22,018	22,633	22,659	23,238
2	20,885	21,381	22,072	22,659	22,912	23,586	24,260	24,933	25,607	26,281
3	27,345	28,104	28,864	29,624	30,383	31,143	31,903	32,662	33,422	34,182
4	30,695	31,548	32,400	33,253	34,105	34,958	35,810	36,662	37,515	38,367
5	35,302	36,257	37,211	38,166	39,120	40,075	41,029	41,984	42,938	43,893
6	37,220	38,284	39,347	40,411	41,474	42,538	43,602	44,665	45,729	46,792
7	40,179	41,361	42,543	43,724	44,906	46,088	47,270	48,452	49,634	50,815
8	41,878	43,186	44,495	45,803	47,111	48,419	49,728	51,036	52,344	53,652
9	44,810	46,255	47,700	49,145	50,590	52,036	53,481	54,926	56,371	57,816
10	49,347	50,940	52,532	54,124	55,717	57,309	58,902	60,494	62,086	63,679
11	52,468	54,217	55,966	57,715	59,464	61,213	62,962	64,711	66,460	68,209
12	62,886	64,981	67,077	69,173	71,269	73,364	75,460	77,556	79,652	81,747
13	74,782	77,274	79,766	82,259	84,751	87,244	89,736	92,228	94,721	97,213
14	88,369	91,315	94,260	97,206	100,152	103,098	106,044	108,990	111,936	114,882
15	103,947	107,413	110,878	114,344	117,809	121,274	124,740	128,205	131,671	135,136