

U.S. NUCLEAR REGULATORY COMMISSION

DIRECTIVE TRANSMITTAL

TN: DT-06-05

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. On December 22, 2005, the President signed Executive Order 13393 authorizing pay adjustments for various Federal pay systems. The Executive Order provided for an across-the-board increase of 2.1 percent in the rates of basic pay for the statutory pay systems, including the General Schedule (which the GG parallels), as well as an average additional 1.0% locality increase for certain positions. Executive Schedule pay levels were increased by approximately 1.9 percent.

As a result of the January 2006 pay adjustments, and in order to parallel the pay adjustments of the Competitive Service, NRC has revised its pay schedules. Attached are Exhibits 1 through 21, which contain the adjustments to basic pay and special salary schedules for 2006; Exhibits A through T, which contain locality rates for non-law enforcement employees; and Exhibits AA through EE, which contain locality rates for law enforcement officers. The approval date for all exhibits is January 5, 2006, and the effective date for all schedules is January 8, 2006, except that the effective date for Exhibits 17 and 18 is October 16, 2005.

Exhibit 7, which was based on a Governmentwide special salary schedule for certain grades of Accountant and Auditor positions, has been eliminated because locality pay exceeds the special schedule at all grades and steps. For purposes of clarity, NRC has made minor editorial changes

to the narrative of Exhibit 9 and has added a paragraph in Exhibit 19 about the consideration of pre-degree experience. NRC traditionally adopts Governmentwide locality pay areas and rates. Changes in the Governmentwide definitions of locality pay areas have resulted in the addition of Exhibit O for the Raleigh-Durham-Cary, NC, area, as well as the re-lettering of several exhibits.

Note: Please remove pages 59 through 119 revised September 23, 2005, and replace with new pages 59 through 121 revised February 16, 2006.

Office of Origin:	Office of Human Resources
Contact:	Nancy Johns, 301-415-6244
Date Approved:	September 23, 2005 (Revised: February 16, 2006)
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 2006-GG
2006 General Schedule

INCORPORATING A 2.10% GENERAL INCREASE
Effective January 8, 2006

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	16,352	16,898	17,442	17,983	18,527	18,847	19,383	19,925	19,947	20,450
2	18,385	18,822	19,431	19,947	20,169	20,762	21,355	21,948	22,541	23,134
3	20,060	20,729	21,398	22,067	22,736	23,405	24,074	24,743	25,412	26,081
4	22,519	23,270	24,021	24,772	25,523	26,274	27,025	27,776	28,527	29,278
5	25,195	26,035	26,875	27,715	28,555	29,395	30,235	31,075	31,915	32,755
6	28,085	29,021	29,957	30,893	31,829	32,765	33,701	34,637	35,573	36,509
7	31,209	32,249	33,289	34,329	35,369	36,409	37,449	38,489	39,529	40,569
8	34,563	35,715	36,867	38,019	39,171	40,323	41,475	42,627	43,779	44,931
9	38,175	39,448	40,721	41,994	43,267	44,540	45,813	47,086	48,359	49,632
10	42,040	43,441	44,842	46,243	47,644	49,045	50,446	51,847	53,248	54,649
11	46,189	47,729	49,269	50,809	52,349	53,889	55,429	56,969	58,509	60,049
12	55,360	57,205	59,050	60,895	62,740	64,585	66,430	68,275	70,120	71,965
13	65,832	68,026	70,220	72,414	74,608	76,802	78,996	81,190	83,384	85,578
14	77,793	80,386	82,979	85,572	88,165	90,758	93,351	95,944	98,537	101,130
15	91,507	94,557	97,607	100,657	103,707	106,757	109,807	112,857	115,907	118,957

Refer to Exhibits A through T for applicable locality rates.

Exhibit 2

EXECUTIVE SCHEDULE (EX)

2006

Per Annum Rates

Level I	183,500
Level II	165,200
Level III	152,000
Level IV	143,000
Level V	133,900

Locality adjustments do not apply.

Exhibit 3

SENIOR EXECUTIVE SERVICE SCHEDULE (SES)**2006****Pay Range
Per Annum Rates**

	Minimum	Maximum
Agencies without a Certified SES Performance Appraisal System*	\$109,808	\$152,000
Agencies with a Certified SES Performance Appraisal System*	\$109,808	\$165,200

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

*NRC is applying for certification of its SES Performance Appraisal System for 2006.

Exhibit 4

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

2006

**Pay Ranges
Per Annum Rates**

	<u>Basic Pay</u>		<u>Locality Pay</u> <u>Wash. DC Area</u>
SL-3	143,000	Top	152,000
	143,000	Bottom	152,000
SL-2	143,000	Top	152,000
	134,101	Bottom	152,000
SL-1C	134,100	Top	152,000
	125,234	Bottom	147,150
SL-1B	125,233	Top	147,149
	117,532	Bottom	138,100
SL-1A	117,531	Top	138,099
	109,808	Bottom	129,024

Exhibit 5

NRC ADMINISTRATIVE JUDGE SCHEDULE**2006****Per Annum Rates**

	<u>Basic Pay</u>		<u>Locality Pay</u> <u>Wash. DC Area</u>
Level E	143,000		152,000
Level D	143,000		152,000
Level C	143,000		152,000
Level B	136,991		152,000
Level A	136,991	Top	152,000
	125,212	Bottom	147,124

Exhibit 6

ADMINISTRATIVE LAW JUDGE SCHEDULE

2006

Per Annum Rates

	<u>Basic Pay</u>	<u>Locality Pay</u> <u>Wash. DC Area</u>	
AL-1	143,000	152,000	
AL-2	139,500	152,000	
			<u>AL-3 WAITING PERIOD</u> <u>FOR HIGHER RATE</u>
AL-3/F	132,000	152,000	
AL-3/E	124,800	146,640	2 Years
AL-3/D	117,400	137,945	2 Years
AL-3/C	110,100	129,368	1 Year
AL-3/B	102,700	120,673	1 Year
AL-3/A	95,500	112,213	1 Year

Exhibit 7

SPECIAL SALARY SCHEDULE
Positions in Series 510 and 511, Accountant or Auditor
2006

Location: Positions at NRC Headquarters
Annual Rates and Pay Steps

This schedule covered accountant and auditor positions at the grade 5 level at Headquarters.

This pay schedule was eliminated effective January 8, 2006, because locality rates are higher for all grades and steps. For positions previously covered by this exhibit, use Exhibit S.

Exhibit 8

SPECIAL SALARY SCHEDULE
All Professional Series in the GG-800 Engineering Group and the GG-1300 Scientific Group
2006

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	40,040	40,926	41,812	42,698	43,584	44,470	45,356	46,242	47,128	48,014	886
7	44,857	45,953	47,049	48,145	49,241	50,337	51,433	52,529	53,625	54,721	1,096
9	52,285	53,625	54,965	56,305	57,645	58,985	60,325	61,665	63,005	64,345	1,340
11	60,014	61,637	63,260	64,883	66,506	68,129	69,752	71,375	72,998	74,621	1,623
12	64,158	66,102	68,046	69,990	71,934	73,878	75,822	77,766	79,710	81,654	1,944

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 T for applicable locality rates.

See Exhibit 19 for entry-level pay rates.

The date of approval for this schedule is January 5, 2006, and the effective date is January 8, 2006.

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 T) 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 Exhibits A through T 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 Exhibits A through T 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 = \$48,014.

Step B Add 2 steps to this figure, using the step interval for GG-5 from Exhibit 8 (\$886 x 2 = \$1,772).
\$48,014 + \$1,772 = \$49,786.

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 (\$50,337)**.
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 = \$54,721.
- Step B Add 2 steps to this figure, using the step interval for GG-7 from Exhibit 8
(\$1,096 x 2 = \$2,192).
\$54,721 + \$2,192 = \$56,913.
- 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 (\$57,645)**.
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 = \$69,990.
- Step B Add 2 steps to this figure, using the step interval for GG-12 from Exhibit 8
(\$1,944 x 2 = \$3,888).
\$69,990 + \$3,888 = \$73,878.
- 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 \$74,608)
- Step D Use Exhibit S to find the applicable locality rate.
Promote the individual to **GG-13 step 5 (\$87,664)**

Exhibit 9

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

2006

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	58,509	60,049	61,589	63,129	64,669	66,209	67,749	69,289	70,829	72,369	1,540
12	66,430	68,275	70,120	71,965	73,810	75,655	77,500	79,345	81,190	83,035	1,845
13	72,414	74,608	76,802	78,996	81,190	83,384	85,578	87,772	89,966	92,160	2,194
14	85,572	88,165	90,758	93,351	95,944	98,537	101,130	103,723	106,316	108,909	2,593

Grades 11 and 12 are based on the OPM Special Salary Rate Table # 0422. Grades 13 and 14 are extrapolated from the 2006 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 5, 2006, and the effective date is January 8, 2006.

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) if the employee were not entering the program. Application of

¹Locality adjustments for Resident Inspectors are basic pay for most purposes, such as retirement, life insurance, severance pay, workers' compensation payment purposes, and recruitment/retention/relocation incentives.

Exhibit 9 (continued)

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

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 15.10%, the employee would receive a locality adjustment of 15.10% 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 (12.52%), the employee would receive a locality adjustment of 12.52% 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) 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 15.57%, the employee would receive a locality adjustment of 15.57% 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 when requirements for saved pay are met (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 base or underlying pay (for example, on Exhibit 1) 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 (usually Exhibit 1 or Exhibit 8), which equals or exceeds his or her base salary from the Resident Inspector

²Pay-saving requirements:

1. Must have successfully completed at least 6 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 6 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)**

Salary Schedule. Appropriate adjustments, for example, 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 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
2006

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	24,074	24,743	25,412	26,081	26,750	27,419	28,088	28,757	29,426	30,095	669
4	27,025	27,776	28,527	29,278	30,029	30,780	31,531	32,282	33,033	33,784	751
5	31,075	31,915	32,755	33,595	34,435	35,275	36,115	36,955	37,795	38,635	840
6	32,765	33,701	34,637	35,573	36,509	37,445	38,381	39,317	40,253	41,189	936
7	35,369	36,409	37,449	38,489	39,529	40,569	41,609	42,649	43,689	44,729	1,040
8	36,867	38,019	39,171	40,323	41,475	42,627	43,779	44,931	46,083	47,235	1,152
9	39,448	40,721	41,994	43,267	44,540	45,813	47,086	48,359	49,632	50,905	1,273
10	43,441	44,842	46,243	47,644	49,045	50,446	51,847	53,248	54,649	56,050	1,401

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

The date of approval for this schedule is January 5, 2006, and the effective date is January 8, 2006.

Exhibit 11

SPECIAL SALARY SCHEDULE
Positions Requiring Office Automation, Typing or Stenography Proficiency
2006

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	22,541	23,134	23,727	24,320	24,913	25,506	26,099	26,692	27,285	27,878	593
3	24,074	24,743	25,412	26,081	26,750						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 5 in Headquarters and Calvert County, MD.

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

The date of approval of this schedule is January 5, 2006, and the effective date is January 8, 2006.

Exhibit 12

SPECIAL SALARY SCHEDULE
Positions Requiring Office Automation, Typing or Stenography Proficiency
2006

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	21,948	22,541	23,134	23,727	24,320	24,913	25,506	26,099	26,692	27,285	593
3	23,405										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 1 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 5, 2006, and the effective date is January 8, 2006.

Exhibit 13

SPECIAL SALARY SCHEDULE
Positions Requiring Office Automation, Typing or Stenography Proficiency
2006

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
2006

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	23,134	23,727	24,320	24,913	25,506	26,099	26,692	27,285	27,878	28,471	593
3	25,412	26,081	26,750	27,419	28,088						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 5 in Westchester, New York.

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

The date of approval of this schedule is January 5, 2006, and the effective date is January 8, 2006.

Exhibit 15

**SPECIAL SALARY SCHEDULE
Specific Non-Professional Support Positions
2006**

**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
2006
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	23,134	23,727	24,320	24,913	25,506	26,099	26,692	27,285	27,878	28,471	593
3	24,743	25,412	26,081	26,750	27,419	28,088					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 6 in Boston, MA, and surrounding areas.

For other steps and grades, use Exhibit B.

The date of approval of this schedule is January 5, 2006, and the effective date is January 8, 2006.

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 16, 2005
Issue Date: December 30, 2005

WG WL-WS Grade	WG-Rates					WL-Rates					WS-WD-WN Rates					WD-WN Pay Level
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	9.76	10.17	10.57	10.97	11.38	10.74	11.19	11.63	12.08	12.53	16.56	17.23	17.91	18.61	19.30	
2	11.19	11.65	12.12	12.58	13.06	12.30	12.82	13.34	13.83	14.35	17.97	18.72	19.47	20.22	20.96	
3	12.61	13.14	13.67	14.20	14.72	13.87	14.45	15.03	15.60	16.18	19.41	20.21	21.01	21.83	22.64	
4	14.05	14.63	15.21	15.80	16.39	15.46	16.10	16.73	17.39	18.03	20.85	21.71	22.55	23.44	24.29	
5	15.49	16.13	16.79	17.42	18.08	17.04	17.74	18.45	19.17	19.88	22.27	23.21	24.14	25.06	25.98	
6	16.92	17.62	18.33	19.04	19.74	18.61	19.39	20.16	20.93	21.71	23.70	24.70	25.68	26.67	27.65	
7	18.36	19.12	19.88	20.64	21.42	20.19	21.02	21.87	22.71	23.55	25.14	26.19	27.23	28.28	29.32	
8	19.75	20.49	21.33	22.18	22.97	21.75	22.63	23.50	24.45	25.34	26.39	27.42	28.51	29.68	30.76	
9	20.81	21.75	22.55	23.42	24.32	22.93	23.88	24.80	25.82	26.80	27.46	28.61	29.78	30.92	32.06	
10	21.98	22.92	23.86	24.77	25.68	24.20	25.20	26.19	27.24	28.24	28.65	29.83	30.99	32.17	33.39	
11	23.12	24.15	25.11	26.08	27.01	25.44	26.54	27.60	28.70	29.72	29.33	30.56	31.78	33.02	34.24	
12	24.29	25.33	26.33	27.35	28.36	26.69	27.82	28.97	30.03	31.17	30.26	31.51	32.79	34.05	35.34	
13	25.43	26.46	27.57	28.67	29.68	27.98	29.18	30.32	31.50	32.66	31.22	32.53	33.82	35.12	36.42	
14	26.58	27.70	28.80	29.91	31.05	29.27	30.48	31.72	32.94	34.16	32.11	33.44	34.78	36.12	37.45	
15	27.74	28.89	30.03	31.23	32.35	30.55	31.80	33.12	34.37	35.65	33.13	34.51	35.89	37.25	38.64	
									WS-16		34.29	35.70	37.13	38.57	39.98	
									WS-17		35.59	37.07	38.55	40.03	41.51	
									WS-18		37.01	38.57	40.11	41.64	43.19	
									WS-19		37.38	38.94	40.50	42.06	43.61	

Special Schedule for Printing & Litho (XP/XL/XS)
AC-0027P DoD Civilian Personnel Management Service (AW)
Federal Wage System Special Printing Schedules for Printing and Lithographic Occupations
for the Washington, District of Columbia (DCB) Wage Area
Effective Date: October 16, 2005
Issue Date: December 30, 2005

[illegible]

Exhibit 19

SPECIAL SALARY SCHEDULE

**NRC Entry-Level Engineering (GG-800 Group),
Scientific (1300 Group), and Legal Positions
2006**

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* (\$48,014)	GG-7/10* (\$54,721)	GG-9/7* (\$60,325)	GG-11/10* (\$74,621)
Honor Law Graduate	GG-11/10** (\$60,049)			

*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 in which entry-level appointments are made.

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

The date of approval for this schedule is January 5, 2006, and the effective date is January 8, 2006.

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 T) 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. Credit for pre-degree experience must be considered on a case-by-case basis. Normally, a one-step increase (not to exceed the 10th step) will be allowed for each 6 months of related work experience.

An individual may receive credit for 1 year of specialized experience when the individual has 1 year or more of pre-degree and/or post-degree experience (such as experience operating a university research reactor or operating a reactor in the nuclear Navy) that

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

is relevant to the position being filled, and such experience in combination with the degree indicates a level of knowledge, skill, or ability beyond that evidenced by the degree alone. For example, an applicant with 5 years of pre-degree nuclear Navy experience who subsequently completes a Bachelor's Degree in engineering with superior academic achievement may be qualified at the GG-9 level. The individual's pay in this case would be set at the entry-level pay rate reflected on Exhibit 19 for the GG-9 level (that is, GG-9 step 7).

Promotions

Exhibit 8 describes procedures for career-ladder promotions for entry-level employees 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)
2006**

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	\$25,523 plus locality*	\$12.23 plus locality*
Junior	60 through 89	GG-5/6	\$36,955**	\$17.71**
Senior	90 or more	GG-5/10	\$40,315**	\$19.32**
Graduate Programs				
	Undergraduate GPA below 2.85	GG-5/10	\$48,014***	\$23.01***
	Undergraduate GPA 2.85 and above	GG-7/10	\$54,721***	\$26.22***

*Rates are from the General Schedule, Exhibit 1. Refer to Exhibits A through T 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 5, 2006, and the effective date is January 8, 2006.

Exhibit 20-A

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

2006

Location: Nationwide

ANNUAL Pay Rates and Steps

	Steps										Step Interval
	1	2	3	4	5	6	7	8	9	10	
GG-5	32,755	33,595	34,435	35,275	36,115	36,955	37,795	38,635	39,475	40,315	840

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)
2006**

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	\$22,519 plus locality*	\$10.79 plus locality*
	90 or more	GG-5/1	\$25,195 plus locality*	\$12.07 plus locality*
Graduate Programs	Undergraduate GPA below 2.85	GG-5/1	\$25,195 plus locality*	\$12.07 plus locality*
	Undergraduate GPA 2.85 and above	GG-7/1	\$31,209 plus locality*	\$14.95 plus locality*

* Rates are from the General Schedule, Exhibit 1. Refer to Exhibits A through T 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 5, 2006, and the effective date is January 8, 2006.

Exhibit 20-C

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

2006

Location: Nationwide

Annual Pay Rates and Steps

	Semester Hours	Pay Rate	Annual Salary	Hourly Pay Rates
Law Clerk	30 through 49	GG-7/10	\$40,569 plus locality*	\$19.44 plus locality*
	50 through 60	GG-9/8	\$47,086 plus locality*	\$22.56 plus locality*

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

The date of approval for this schedule is January 5, 2006, and the effective date is January 8, 2006.

Exhibit 20-D

SPECIAL SALARY SCHEDULE

**Student Career Experience Program Positions and
Student Temporary Employment Program Positions
(Clerical)
2006**

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 T).	
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	\$16,352 plus locality*	\$7.84 plus locality*
	High School Graduate	GG-2/1	\$18,385 plus locality*	\$8.81 plus locality*
6 months of Work Experience	OR 1 year of college credits (1 to 29)	GG-3/1	\$20,060 plus locality*	\$9.61 plus locality*
1 Year of Work Experience	OR 2 years of college credits (30 to 60)	GG-4/1	\$22,519 plus locality*	\$10.79 plus locality*

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

The date of approval for this schedule is January 5, 2006, and the effective date is January 8, 2006.

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, 2-year or 4-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
05	35,273	36,449	37,625	38,801	39,977	41,153	42,329	43,505	44,681	45,857	1,176
07	42,132	43,536	44,940	46,344	47,748	49,152	50,556	51,960	53,364	54,768	1,404
09	49,628	51,282	52,937	54,592	56,247	57,902	59,557	61,212	62,867	64,522	varies
11	55,427	57,275	59,123	60,971	62,819	64,667	66,515	68,363	70,211	72,059	1,848

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

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

The date of approval for this schedule is January 5, 2006, and the effective date is January 8, 2006.

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
05	34,769	35,928	37,088	38,247	39,406	40,565	41,724	42,884	44,043	45,202	varies
07	41,508	42,891	44,274	45,658	47,041	48,424	49,807	51,190	52,574	53,957	varies
09	49,628	51,282	52,937	54,592	56,247	57,902	59,557	61,212	62,867	64,522	varies
11	54,503	56,320	58,137	59,955	61,772	63,589	65,406	67,223	69,041	70,858	varies

Occupation(s):	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 5, 2006, and the effective date is January 8, 2006.

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	36,029	37,230	38,431	39,632	40,834	42,035	43,236	44,437	45,638	46,840	varies
07	43,068	44,504	45,939	47,374	48,809	50,244	51,680	53,115	54,550	55,985	varies
09	50,773	52,466	54,159	55,852	57,545	59,238	60,931	62,624	64,317	66,011	varies
11	56,812	58,707	60,601	62,495	64,389	66,283	68,178	70,072	71,966	73,860	varies

Occupation(s):	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 5, 2006, and the effective date is January 8, 2006.

Exhibit A

SALARY TABLE 2006-ATL

INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.10%
FOR THE LOCALITY PAY AREA OF ATLANTA-SANDY SPRINGS-GAINESVILLE, GA-AL
(Total Increase: 3.20%)
Effective January 2006

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	18,821	19,450	20,076	20,698	21,325	21,953	22,310	22,934	22,959	23,538
2	21,161	21,664	22,365	22,959	23,215	23,897	24,580	25,262	25,945	26,627
3	23,089	23,859	24,629	25,399	26,169	26,939	27,709	28,479	29,249	30,019
4	25,919	26,784	27,648	28,513	29,377	30,241	31,106	31,970	32,835	33,699
5	28,999	29,966	30,933	31,900	32,867	33,834	34,800	35,767	36,734	37,701
6	32,326	33,403	34,481	35,558	36,635	37,713	38,790	39,867	40,945	42,022
7	35,922	37,119	38,316	39,513	40,710	41,907	43,104	44,301	45,498	46,695
8	39,782	41,108	42,434	43,760	45,086	46,412	47,738	49,064	50,390	51,716
9	43,939	45,405	46,870	48,335	49,800	51,266	52,731	54,196	55,661	57,126
10	48,388	50,001	51,613	53,226	54,838	56,451	58,063	59,676	61,288	62,901
11	53,164	54,936	56,709	58,481	60,254	62,026	63,799	65,571	67,344	69,116
12	63,719	65,843	67,967	70,090	72,214	74,337	76,461	78,585	80,708	82,832
13	75,773	78,298	80,823	83,349	85,874	88,399	90,924	93,450	95,975	98,500
14	89,540	92,524	95,509	98,493	101,478	104,462	107,447	110,432	113,416	116,401
15	105,325	108,835	112,346	115,856	119,367	122,877	126,388	129,898	133,409	136,920

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

Exhibit B

SALARY TABLE 2006-BOS

INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.99%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-MANCHESTER, MA-NH-ME-RI
(Total Increase 3.39%)
Effective January 2006

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	19,621	20,276	20,929	21,578	22,231	22,615	23,258	23,908	23,934	24,538
2	22,060	22,585	23,315	23,934	24,201	24,912	25,624	26,335	27,047	27,758
3	24,070	24,873	25,675	26,478	27,281	28,084	28,886	29,689	30,492	31,295
4	27,021	27,922	28,823	29,724	30,625	31,526	32,427	33,328	34,230	35,131
5	30,231	31,239	32,247	33,255	34,263	35,271	36,279	37,287	38,295	39,303
6	33,699	34,822	35,945	37,069	38,192	39,315	40,438	41,561	42,684	43,807
7	37,448	38,696	39,943	41,191	42,439	43,687	44,935	46,183	47,431	48,679
8	41,472	42,854	44,237	45,619	47,001	48,384	49,766	51,148	52,530	53,913
9	45,806	47,334	48,861	50,389	51,916	53,444	54,971	56,498	58,026	59,553
10	50,444	52,125	53,806	55,487	57,168	58,849	60,530	62,211	63,892	65,573
11	55,422	57,270	59,118	60,966	62,814	64,661	66,509	68,357	70,205	72,053
12	66,426	68,640	70,854	73,068	75,282	77,496	79,709	81,923	84,137	86,351
13	78,992	81,624	84,257	86,890	89,522	92,155	94,787	97,420	100,052	102,685
14	93,344	96,455	99,567	102,678	105,789	108,901	112,012	115,123	118,235	121,346
15	109,799	113,459	117,119	120,778	124,438	128,098	131,757	135,417	139,077	142,737

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

Exhibit C

SALARY TABLE 2006-CHI

INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.15%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE-MICHIGAN CITY, IL-IN-WI
(Total Increase 3.34%)
Effective January 2006

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	19,810	20,472	21,131	21,786	22,445	22,833	23,483	24,139	24,166	24,775
2	22,273	22,803	23,541	24,166	24,435	25,153	25,872	26,590	27,308	28,027
3	24,303	25,113	25,924	26,734	27,545	28,355	29,166	29,976	30,787	31,597
4	27,282	28,192	29,101	30,011	30,921	31,831	32,741	33,651	34,560	35,470
5	30,524	31,541	32,559	33,577	34,594	35,612	36,630	37,647	38,665	39,683
6	34,025	35,159	36,293	37,427	38,561	39,695	40,829	41,963	43,097	44,231
7	37,810	39,070	40,330	41,590	42,850	44,110	45,369	46,629	47,889	49,149
8	41,873	43,269	44,664	46,060	47,456	48,851	50,247	51,643	53,038	54,434
9	46,249	47,791	49,333	50,876	52,418	53,960	55,502	57,045	58,587	60,129
10	50,931	52,629	54,326	56,023	57,721	59,418	61,115	62,813	64,510	66,207
11	55,958	57,824	59,689	61,555	63,421	65,287	67,152	69,018	70,884	72,749
12	67,069	69,304	71,539	73,774	76,010	78,245	80,480	82,715	84,950	87,186
13	79,755	82,413	85,072	87,730	90,388	93,046	95,704	98,362	101,020	103,678
14	94,246	97,388	100,529	103,670	106,812	109,953	113,095	116,236	119,378	122,519
15	110,861	114,556	118,251	121,946	125,641	129,336	133,031	136,726	140,421	143,000*

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

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

Exhibit D

SALARY TABLE 2006-CLE
INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.41%
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-ELYRIA, OH
(Total Increase 3.15%)
Effective January 2006

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	18,872	19,502	20,130	20,754	21,382	21,751	22,370	22,995	23,021	23,601
2	21,218	21,722	22,425	23,021	23,277	23,961	24,646	25,330	26,015	26,699
3	23,151	23,923	24,695	25,468	26,240	27,012	27,784	28,556	29,328	30,100
4	25,989	26,856	27,723	28,589	29,456	30,323	31,190	32,056	32,923	33,790
5	29,078	30,047	31,016	31,986	32,955	33,925	34,894	35,864	36,833	37,803
6	32,413	33,493	34,573	35,654	36,734	37,814	38,894	39,975	41,055	42,135
7	36,018	37,219	38,419	39,619	40,819	42,020	43,220	44,420	45,620	46,821
8	39,889	41,219	42,548	43,878	45,207	46,537	47,866	49,196	50,525	51,855
9	44,058	45,527	46,996	48,465	49,934	51,404	52,873	54,342	55,811	57,280
10	48,518	50,135	51,752	53,369	54,986	56,603	58,220	59,837	61,454	63,070
11	53,307	55,084	56,861	58,639	60,416	62,193	63,971	65,748	67,525	69,303
12	63,891	66,020	68,150	70,279	72,408	74,538	76,667	78,796	80,925	83,055
13	75,977	78,509	81,041	83,573	86,105	88,637	91,169	93,701	96,233	98,766
14	89,781	92,773	95,766	98,759	101,751	104,744	107,736	110,729	113,722	116,714
15	105,608	109,128	112,648	116,168	119,688	123,208	126,728	130,248	133,768	137,288

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

Exhibit E

SALARY TABLE 2006-DFW

INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.39%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX
(Total Increase 3.27%)
Effective January 2006

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	19,032	19,668	20,301	20,930	21,564	21,936	22,560	23,191	23,216	23,802
2	21,398	21,907	22,616	23,216	23,475	24,165	24,855	25,545	26,235	26,926
3	23,348	24,126	24,905	25,684	26,462	27,241	28,020	28,798	29,577	30,356
4	26,210	27,084	27,958	28,832	29,706	30,580	31,454	32,328	33,203	34,077
5	29,324	30,302	31,280	32,257	33,235	34,213	35,191	36,168	37,146	38,124
6	32,688	33,778	34,867	35,956	37,046	38,135	39,225	40,314	41,403	42,493
7	36,324	37,535	38,745	39,956	41,166	42,376	43,587	44,797	46,008	47,218
8	40,228	41,569	42,910	44,250	45,591	46,932	48,273	49,614	50,954	52,295
9	44,432	45,914	47,395	48,877	50,358	51,840	53,322	54,803	56,285	57,767
10	48,930	50,561	52,192	53,822	55,453	57,083	58,714	60,345	61,975	63,606
11	53,759	55,552	57,344	59,137	60,929	62,721	64,514	66,306	68,099	69,891
12	64,434	66,581	68,728	70,876	73,023	75,170	77,318	79,465	81,613	83,760
13	76,622	79,175	81,729	84,283	86,836	89,390	91,943	94,497	97,051	99,604
14	90,543	93,561	96,579	99,597	102,615	105,633	108,651	111,669	114,687	117,705
15	106,505	110,055	113,605	117,155	120,705	124,254	127,804	131,354	134,904	138,454

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

Exhibit F

SALARY TABLE 2006-DET
INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.00%
FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-FLINT, MI
(Total Increase 3.23%)
Effective January 2006

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	19,786	20,447	21,105	21,759	22,418	22,805	23,453	24,109	24,136	24,745
2	22,246	22,775	23,512	24,136	24,404	25,122	25,840	26,557	27,275	27,992
3	24,273	25,082	25,892	26,701	27,511	28,320	29,130	29,939	30,749	31,558
4	27,248	28,157	29,065	29,974	30,883	31,792	32,700	33,609	34,518	35,426
5	30,486	31,502	32,519	33,535	34,552	35,568	36,584	37,601	38,617	39,634
6	33,983	35,115	36,248	37,381	38,513	39,646	40,778	41,911	43,043	44,176
7	37,763	39,021	40,280	41,538	42,796	44,055	45,313	46,572	47,830	49,088
8	41,821	43,215	44,609	46,003	47,397	48,791	50,185	51,579	52,973	54,367
9	46,192	47,732	49,272	50,813	52,353	53,893	55,434	56,974	58,514	60,055
10	50,868	52,564	54,259	55,954	57,649	59,344	61,040	62,735	64,430	66,125
11	55,889	57,752	59,615	61,479	63,342	65,206	67,069	68,932	70,796	72,659
12	66,986	69,218	71,451	73,683	75,915	78,148	80,380	82,613	84,845	87,078
13	79,657	82,311	84,966	87,621	90,276	92,930	95,585	98,240	100,895	103,549
14	94,130	97,267	100,405	103,542	106,680	109,817	112,955	116,092	119,230	122,367
15	110,723	114,414	118,104	121,795	125,485	129,176	132,866	136,557	140,247	143,000*

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

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

Exhibit G

SALARY TABLE 2006-HAR

INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.30%
FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD-WILLMANTIC, CT-MA
(Total Increase 3.62%)
Effective January 2006

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	19,835	20,497	21,157	21,813	22,473	22,861	23,512	24,169	24,196	24,806
2	22,301	22,831	23,370	24,196	24,465	25,184	25,904	26,623	27,342	28,062
3	24,333	25,144	25,956	26,767	27,579	28,390	29,202	30,013	30,825	31,636
4	27,316	28,227	29,137	30,048	30,959	31,870	32,781	33,692	34,603	35,514
5	30,562	31,580	32,599	33,618	34,637	35,656	36,675	37,694	38,713	39,732
6	34,067	35,202	36,338	37,473	38,609	39,744	40,879	42,015	43,150	44,285
7	37,857	39,118	40,380	41,641	42,903	44,164	45,426	46,687	47,949	49,210
8	41,925	43,322	44,720	46,117	47,514	48,912	50,309	51,707	53,104	54,501
9	46,306	47,850	49,395	50,939	52,483	54,027	55,571	57,115	58,659	60,204
10	50,995	52,694	54,393	56,093	57,792	59,492	61,191	62,890	64,590	66,289
11	56,027	57,895	59,763	61,631	63,499	65,367	67,235	69,103	70,971	72,839
12	67,152	69,390	71,628	73,866	76,104	78,342	80,580	82,818	85,056	87,294
13	79,854	82,516	85,177	87,838	90,500	93,161	95,822	98,483	101,145	103,806
14	94,363	97,508	100,654	103,799	106,944	110,089	113,235	116,380	119,525	122,671
15	110,998	114,698	118,397	122,097	125,797	129,496	133,196	136,896	140,595	143,000*

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

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

Exhibit H

SALARY TABLE 2006-HOU

INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.37%
FOR THE LOCALITY PAY AREA OF HOUSTON-BAYTOWN-HUNTSVILLE, TX
(Total Increase 3.41%)
Effective January 2006
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	20,664	21,354	22,041	22,725	23,413	23,817	24,494	25,179	25,207	25,843
2	23,233	23,785	24,555	25,207	25,488	26,237	26,986	27,736	28,485	29,234
3	25,350	26,195	27,041	27,886	28,731	29,577	30,422	31,268	32,113	32,959
4	28,457	29,406	30,355	31,304	32,253	33,202	34,151	35,101	36,050	36,999
5	31,839	32,900	33,962	35,023	36,085	37,146	38,208	39,269	40,331	41,392
6	35,491	36,674	37,857	39,039	40,222	41,405	42,588	43,771	44,954	46,136
7	39,439	40,753	42,067	43,382	44,696	46,010	47,324	48,639	49,953	51,267
8	43,677	45,133	46,589	48,045	49,500	50,956	52,412	53,868	55,324	56,779
9	48,242	49,850	51,459	53,068	54,677	56,285	57,894	59,503	61,111	62,720
10	53,126	54,896	56,667	58,437	60,208	61,978	63,749	65,519	67,289	69,060
11	58,369	60,315	62,261	64,207	66,153	68,100	70,046	71,992	73,938	75,884
12	69,958	72,290	74,621	76,953	79,285	81,616	83,948	86,279	88,611	90,942
13	83,192	85,964	88,737	91,510	94,282	97,055	99,827	102,600	105,372	108,145
14	98,307	101,584	104,861	108,137	111,414	114,691	117,968	121,244	124,521	127,798
15	115,637	119,492	123,346	127,200	131,055	134,909	138,763	142,617	143,000*	143,000*

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

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

Exhibit I

SALARY TABLE 2006-HNT
 INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.35%
 FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR, AL
 (Total Increase 2.94%)
 Effective January 2006

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	18,535	19,154	19,771	20,384	21,000	21,363	21,971	22,585	22,610	23,180
2	20,839	21,335	22,025	22,610	22,862	23,534	24,206	24,878	25,550	26,222
3	22,738	23,496	24,255	25,013	25,771	26,530	27,288	28,046	28,805	29,563
4	25,525	26,377	27,228	28,079	28,930	29,782	30,633	31,484	32,335	33,187
5	28,559	29,511	30,463	31,415	32,367	33,319	34,271	35,224	36,176	37,128
6	31,834	32,895	33,956	35,017	36,078	37,139	38,200	39,261	40,322	41,383
7	35,375	36,554	37,733	38,912	40,091	41,270	42,448	43,627	44,806	45,985
8	39,177	40,483	41,789	43,095	44,400	45,706	47,012	48,318	49,623	50,929
9	43,271	44,714	46,157	47,600	49,043	50,486	51,929	53,372	54,815	56,258
10	47,652	49,240	50,828	52,416	54,004	55,593	57,181	58,769	60,357	61,945
11	52,355	54,101	55,846	57,592	59,338	61,083	62,829	64,574	66,320	68,066
12	62,751	64,842	66,933	69,024	71,116	73,207	75,298	77,390	79,481	81,572
13	74,621	77,107	79,594	82,081	84,568	87,055	89,542	92,029	94,516	97,003
14	88,178	91,118	94,057	96,996	99,935	102,874	105,813	108,753	111,692	114,631
15	103,723	107,180	110,638	114,095	117,552	121,009	124,466	127,923	131,381	134,838

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

Exhibit J

SALARY TABLE 2006-MFL
INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.84%
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-MIAMI BEACH, FL
(Total Increase 3.04%)
Effective January 2006

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	19,269	19,913	20,554	21,191	21,832	22,209	22,841	23,480	23,506	24,098
2	21,665	22,180	22,897	23,506	23,767	24,466	25,165	25,864	26,562	27,261
3	23,639	24,427	25,215	26,004	26,792	27,580	28,369	29,157	29,946	30,734
4	26,536	27,421	28,306	29,191	30,076	30,961	31,846	32,731	33,616	34,501
5	29,690	30,680	31,670	32,659	33,649	34,639	35,629	36,619	37,609	38,598
6	33,095	34,198	35,301	36,404	37,507	38,610	39,713	40,816	41,919	43,022
7	36,777	38,002	39,228	40,453	41,679	42,904	44,130	45,355	46,581	47,807
8	40,729	42,087	43,444	44,802	46,159	47,517	48,874	50,232	51,589	52,947
9	44,985	46,486	47,986	49,486	50,986	52,486	53,986	55,486	56,986	58,486
10	49,540	51,191	52,842	54,493	56,144	57,795	59,446	61,097	62,747	64,398
11	54,429	56,244	58,059	59,873	61,688	63,503	65,318	67,132	68,947	70,762
12	65,236	67,410	69,585	71,759	73,933	76,107	78,281	80,455	82,629	84,804
13	77,576	80,162	82,747	85,333	87,918	90,503	93,089	95,674	98,260	100,845
14	91,671	94,727	97,782	100,838	103,894	106,949	110,005	113,060	116,116	119,172
15	107,832	111,426	115,020	118,614	122,208	125,802	129,397	132,991	136,585	140,179

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

Exhibit K

SALARY TABLE 2006-MSP

INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.31%
FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL-ST. CLOUD, MN-WI
(Total Increase 3.26%)
Effective January 2006

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	19,183	19,823	20,461	21,096	21,734	22,109	22,738	23,374	23,400	23,990
2	21,567	22,080	22,795	23,400	23,660	24,356	25,052	25,747	26,443	27,138
3	23,532	24,317	25,102	25,887	26,672	27,456	28,241	29,026	29,811	30,596
4	26,417	27,298	28,179	29,060	29,941	30,822	31,703	32,584	33,465	34,346
5	29,556	30,542	31,527	32,512	33,498	34,483	35,469	36,454	37,439	38,425
6	32,947	34,045	35,143	36,241	37,339	38,437	39,535	40,633	41,731	42,829
7	36,611	37,831	39,051	40,271	41,491	42,711	43,931	45,151	46,371	47,591
8	40,546	41,897	43,249	44,600	45,952	47,303	48,654	50,006	51,357	52,709
9	44,783	46,276	47,770	49,263	50,757	52,250	53,743	55,237	56,730	58,223
10	49,317	50,961	52,604	54,248	55,891	57,535	59,178	60,822	62,465	64,109
11	54,184	55,991	57,797	59,604	61,411	63,217	65,024	66,830	68,637	70,443
12	64,943	67,107	69,272	71,436	73,600	75,765	77,929	80,093	82,258	84,422
13	77,228	79,801	82,375	84,949	87,523	90,096	92,670	95,244	97,818	100,392
14	91,259	94,301	97,343	100,385	103,426	106,468	109,510	112,552	115,594	118,636
15	107,347	110,925	114,503	118,081	121,659	125,237	128,815	132,393	135,971	139,548

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

Exhibit L

SALARY TABLE 2006-NY

INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.97%
FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK-BRIDGEPORT, NY-NJ-CT-PA

(Total Increase 3.77%)

Effective January 2006

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	20,108	20,779	21,448	22,114	22,783	23,176	23,835	24,502	24,529	25,147
2	22,608	23,145	23,894	24,529	24,802	25,531	26,260	26,989	27,719	28,448
3	24,668	25,490	26,313	27,136	27,958	28,781	29,604	30,426	31,249	32,072
4	27,692	28,615	29,539	30,462	31,386	32,309	33,233	34,156	35,080	36,003
5	30,982	32,015	33,048	34,081	35,114	36,147	37,180	38,213	39,246	40,279
6	34,536	35,687	36,838	37,989	39,140	40,291	41,442	42,593	43,744	44,895
7	38,378	39,657	40,935	42,214	43,493	44,772	46,051	47,330	48,609	49,888
8	42,502	43,919	45,335	46,752	48,169	49,585	51,002	52,418	53,835	55,252
9	46,944	48,509	50,075	51,640	53,205	54,771	56,336	57,902	59,467	61,032
10	51,697	53,419	55,142	56,865	58,588	60,311	62,033	63,756	65,479	67,202
11	56,799	58,692	60,586	62,480	64,374	66,267	68,161	70,055	71,949	73,842
12	68,076	70,345	72,614	74,883	77,151	79,420	81,689	83,958	86,227	88,495
13	80,954	83,652	86,350	89,047	91,745	94,443	97,141	99,839	102,537	105,235
14	95,662	98,851	102,039	105,228	108,417	111,605	114,794	117,982	121,171	124,360
15	112,526	116,277	120,027	123,778	127,528	131,279	135,030	138,780	142,531	143,000*

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

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

Exhibit M

SALARY TABLE 2006-PHL

INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.04%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD
(Total Increase 3.30%)
Effective January 2006

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	19,302	19,946	20,589	21,227	21,869	22,247	22,880	23,519	23,545	24,139
2	21,702	22,217	22,936	23,545	23,807	24,507	25,207	25,907	26,607	27,307
3	23,679	24,469	25,258	26,048	26,838	27,627	28,417	29,207	29,996	30,786
4	26,581	27,468	28,354	29,241	30,127	31,014	31,900	32,787	33,673	34,560
5	29,740	30,732	31,723	32,715	33,706	34,698	35,689	36,681	37,672	38,664
6	33,152	34,256	35,361	36,466	37,571	38,676	39,781	40,886	41,990	43,095
7	36,839	38,067	39,294	40,522	41,750	42,977	44,205	45,432	46,660	47,888
8	40,798	42,158	43,518	44,878	46,237	47,597	48,957	50,317	51,677	53,037
9	45,062	46,564	48,067	49,570	51,072	52,575	54,078	55,580	57,083	58,586
10	49,624	51,278	52,931	54,585	56,239	57,893	59,546	61,200	62,854	64,508
11	54,521	56,339	58,157	59,975	61,793	63,611	65,428	67,246	69,064	70,882
12	65,347	67,525	69,703	71,880	74,058	76,236	78,414	80,592	82,770	84,947
13	77,708	80,298	82,888	85,477	88,067	90,657	93,247	95,837	98,426	101,016
14	91,827	94,888	97,948	101,009	104,070	107,131	110,192	113,252	116,313	119,374
15	108,015	111,615	115,215	118,816	122,416	126,016	129,616	133,216	136,817	140,417

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

Exhibit N

SALARY TABLE 2006-PIT
INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.81%
FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE, PA
(Total Increase 2.96%)
Effective January 2006

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	18,610	19,232	19,851	20,466	21,086	21,450	22,060	22,677	22,702	23,274
2	20,924	21,421	22,114	22,702	22,954	23,629	24,304	24,979	25,654	26,329
3	22,830	23,592	24,353	25,114	25,876	26,637	27,399	28,160	28,921	29,683
4	25,629	26,484	27,338	28,193	29,048	29,902	30,757	31,612	32,467	33,321
5	28,674	29,630	30,586	31,542	32,498	33,454	34,410	35,366	36,322	37,278
6	31,964	33,029	34,094	35,159	36,225	37,290	38,355	39,420	40,486	41,551
7	35,519	36,703	37,886	39,070	40,253	41,437	42,621	43,804	44,988	46,172
8	39,336	40,647	41,958	43,269	44,581	45,892	47,203	48,514	49,825	51,136
9	43,447	44,896	46,345	47,793	49,242	50,691	52,140	53,589	55,037	56,486
10	47,846	49,440	51,035	52,629	54,224	55,818	57,413	59,007	60,602	62,196
11	52,568	54,320	56,073	57,826	59,578	61,331	63,084	64,836	66,589	68,342
12	63,005	65,105	67,205	69,305	71,404	73,504	75,604	77,704	79,804	81,903
13	74,923	77,420	79,917	82,414	84,911	87,408	89,905	92,402	94,899	97,396
14	88,536	91,487	94,438	97,389	100,341	103,292	106,243	109,194	112,145	115,096
15	104,144	107,615	111,087	114,558	118,029	121,500	124,971	128,443	131,914	135,385

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

Exhibit O

SALARY TABLE 2006-RA

INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.57%
FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CARY, NC
(Total Increase 5.62%)
Effective January 2006

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	18,898	19,529	20,158	20,783	21,412	21,781	22,401	23,027	23,053	23,634
2	21,248	21,753	22,456	23,053	23,309	23,995	24,680	25,365	26,051	26,736
3	23,183	23,957	24,730	25,503	26,276	27,049	27,822	28,595	29,369	30,142
4	26,025	26,893	27,761	28,629	29,497	30,365	31,233	32,101	32,969	33,837
5	29,118	30,089	31,059	32,030	33,001	33,972	34,943	35,913	36,884	37,855
6	32,458	33,540	34,621	35,703	36,785	37,867	38,948	40,030	41,112	42,193
7	36,068	37,270	38,472	39,674	40,876	42,078	43,280	44,482	45,684	46,886
8	39,944	41,276	42,607	43,939	45,270	46,601	47,933	49,264	50,595	51,927
9	44,119	45,590	47,061	48,532	50,004	51,475	52,946	54,417	55,888	57,360
10	48,586	50,205	51,824	53,443	55,062	56,681	58,300	59,920	61,539	63,158
11	53,381	55,160	56,940	58,720	60,500	62,280	64,059	65,839	67,619	69,399
12	63,980	66,112	68,244	70,376	72,509	74,641	76,773	78,905	81,038	83,170
13	76,082	78,618	81,153	83,689	86,224	88,760	91,296	93,831	96,367	98,902
14	89,905	92,902	95,899	98,896	101,892	104,889	107,886	110,882	113,879	116,876
15	105,755	109,280	112,804	116,329	119,854	123,379	126,904	130,429	133,954	137,479

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

Exhibit P

SALARY TABLE 2006-RCH
INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.15%
FOR THE LOCALITY PAY AREA OF RICHMOND, VA
(Total Increase 3.00%)
Effective January 2006

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	18,666	19,289	19,910	20,528	21,149	21,514	22,126	22,744	22,770	23,344
2	20,986	21,485	22,180	22,770	23,023	23,700	24,377	25,054	25,731	26,407
3	22,898	23,662	24,426	25,189	25,953	26,717	27,480	28,244	29,008	29,771
4	25,705	26,563	27,420	28,277	29,135	29,992	30,849	31,706	32,564	33,421
5	28,760	29,719	30,678	31,637	32,596	33,554	34,513	35,472	36,431	37,390
6	32,059	33,127	34,196	35,264	36,333	37,401	38,470	39,538	40,607	41,675
7	35,625	36,812	37,999	39,187	40,374	41,561	42,748	43,935	45,122	46,310
8	39,454	40,769	42,084	43,399	44,714	46,029	47,344	48,659	49,974	51,289
9	43,577	45,030	46,483	47,936	49,389	50,842	52,296	53,749	55,202	56,655
10	47,989	49,588	51,187	52,786	54,386	55,985	57,584	59,183	60,783	62,382
11	52,725	54,483	56,241	57,998	59,756	61,514	63,272	65,030	66,788	68,546
12	63,193	65,300	67,406	69,512	71,618	73,724	75,830	77,936	80,042	82,148
13	75,147	77,652	80,156	82,661	85,165	87,669	90,174	92,678	95,183	97,687
14	88,801	91,761	94,721	97,680	100,640	103,600	106,560	109,520	112,480	115,440
15	104,455	107,937	111,418	114,900	118,382	121,863	125,345	128,826	132,308	135,789

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

Exhibit Q

SALARY TABLE 2006-SAC

INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.91%
FOR THE LOCALITY PAY AREA OF SACRAMENTO-ARDEN-ARCADE-TRUCKEE, CA-NV
(Total Increase 3.33%)
Effective January 2006

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	19,281	19,924	20,566	21,204	21,845	22,222	22,854	23,494	23,520	24,113
2	21,678	22,193	22,911	23,520	23,781	24,480	25,180	25,879	26,578	27,277
3	23,653	24,442	25,230	26,019	26,808	27,597	28,386	29,174	29,963	30,752
4	26,552	27,438	28,323	29,209	30,094	30,980	31,865	32,751	33,636	34,522
5	29,707	30,698	31,688	32,679	33,669	34,660	35,650	36,641	37,631	38,621
6	33,115	34,219	35,322	36,426	37,530	38,633	39,737	40,840	41,944	43,048
7	36,799	38,025	39,251	40,477	41,704	42,930	44,156	45,382	46,609	47,835
8	40,753	42,112	43,470	44,828	46,187	47,545	48,903	50,261	51,620	52,978
9	45,012	46,513	48,014	49,515	51,016	52,517	54,018	55,519	57,020	58,521
10	49,569	51,221	52,873	54,525	56,177	57,829	59,481	61,133	62,785	64,437
11	54,461	56,277	58,093	59,909	61,725	63,541	65,356	67,172	68,988	70,804
12	65,275	67,450	69,626	71,801	73,977	76,152	78,328	80,503	82,678	84,854
13	77,623	80,209	82,796	85,383	87,970	90,557	93,144	95,731	98,318	100,905
14	91,726	94,783	97,841	100,898	103,955	107,013	110,070	113,128	116,185	119,242
15	107,896	111,492	115,088	118,685	122,281	125,877	129,473	133,070	136,666	140,262

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

Exhibit R

SALARY TABLE 2006-SD
INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.19%
FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD-SAN MARCOS, CA
(Total Increase 3.41%)
Effective January 2006

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	19,490	20,141	20,789	21,434	22,082	22,464	23,103	23,749	23,775	24,374
2	21,913	22,434	23,160	23,775	24,039	24,746	25,453	26,160	26,867	27,573
3	23,910	24,707	25,504	26,302	27,099	27,896	28,694	29,491	30,289	31,086
4	26,840	27,736	28,631	29,526	30,421	31,316	32,211	33,106	34,001	34,896
5	30,030	31,031	32,032	33,034	34,035	35,036	36,037	37,038	38,039	39,041
6	33,475	34,590	35,706	36,821	37,937	39,053	40,168	41,284	42,399	43,515
7	37,198	38,438	39,677	40,917	42,156	43,396	44,635	45,875	47,115	48,354
8	41,196	42,569	43,942	45,315	46,688	48,061	49,434	50,807	52,180	53,553
9	45,501	47,018	48,535	50,053	51,570	53,087	54,605	56,122	57,639	59,156
10	50,107	51,777	53,447	55,117	56,787	58,457	60,127	61,796	63,466	65,136
11	55,053	56,888	58,724	60,559	62,395	64,230	66,066	67,901	69,737	71,572
12	65,984	68,183	70,382	72,581	74,780	76,979	79,178	81,377	83,576	85,775
13	78,465	81,080	83,695	86,310	88,925	91,540	94,155	96,770	99,385	102,000
14	92,721	95,812	98,903	101,993	105,084	108,174	111,265	114,356	117,446	120,537
15	109,067	112,702	116,338	119,973	123,608	127,244	130,879	134,514	138,150	141,785

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

Exhibit S

SALARY TABLE 2006-DCB

INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.50%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-PA-VA-WV
(Total Increase 3.44%)
Effective January 2006

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	19,214	19,855	20,494	21,130	21,769	22,145	22,775	23,412	23,438	24,029
2	21,602	22,116	22,831	23,438	23,699	24,395	25,092	25,789	26,486	27,182
3	23,571	24,357	25,143	25,929	26,715	27,501	28,287	29,073	29,859	30,645
4	26,460	27,342	28,225	29,107	29,990	30,872	31,754	32,637	33,519	34,402
5	29,604	30,591	31,578	32,565	33,552	34,539	35,526	36,513	37,500	38,487
6	33,000	34,100	35,199	36,299	37,399	38,499	39,599	40,698	41,798	42,898
7	36,671	37,893	39,115	40,337	41,559	42,781	44,003	45,225	46,447	47,669
8	40,612	41,965	43,319	44,672	46,026	47,380	48,733	50,087	51,440	52,794
9	44,856	46,351	47,847	49,343	50,839	52,335	53,830	55,326	56,822	58,318
10	49,397	51,043	52,689	54,336	55,982	57,628	59,274	60,920	62,566	64,213
11	54,272	56,082	57,891	59,701	61,510	63,320	65,129	66,939	68,748	70,558
12	65,048	67,216	69,384	71,552	73,720	75,887	78,055	80,223	82,391	84,559
13	77,353	79,931	82,509	85,086	87,664	90,242	92,820	95,398	97,976	100,554
14	91,407	94,454	97,500	100,547	103,594	106,641	109,687	112,734	115,781	118,828
15	107,521	111,104	114,688	118,272	121,856	125,439	129,023	132,607	136,191	139,774

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

Exhibit T

SALARY TABLE 2006-RUS
INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.52%
FOR THE LOCALITY PAY AREA OF REST OF U.S.
(Total Increase 2.83%)
Effective January 2006

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	18,399	19,014	19,626	20,234	20,847	21,207	21,810	22,420	22,444	23,010
2	20,687	21,179	21,864	22,444	22,694	23,361	24,029	24,696	25,363	26,030
3	22,572	23,324	24,077	24,830	25,583	26,335	27,088	27,841	28,594	29,346
4	25,338	26,183	27,028	27,873	28,718	29,564	30,409	31,254	32,099	32,944
5	28,349	29,295	30,240	31,185	32,130	33,075	34,020	34,966	35,911	36,856
6	31,601	32,654	33,708	34,761	35,814	36,867	37,920	38,974	40,027	41,080
7	35,116	36,287	37,457	38,627	39,797	40,967	42,138	43,308	44,478	45,648
8	38,890	40,187	41,483	42,779	44,075	45,371	46,668	47,964	49,260	50,556
9	42,955	44,387	45,819	47,252	48,684	50,116	51,549	52,981	54,414	55,846
10	47,303	48,880	50,456	52,033	53,609	55,185	56,762	58,338	59,915	61,491
11	51,972	53,705	55,437	57,170	58,903	60,636	62,369	64,102	65,834	67,567
12	62,291	64,367	66,443	68,519	70,595	72,671	74,747	76,823	78,899	80,975
13	74,074	76,543	79,012	81,480	83,949	86,418	88,886	91,355	93,824	96,292
14	87,533	90,450	93,368	96,286	99,203	102,121	105,039	107,956	110,874	113,791
15	102,964	106,396	109,827	113,259	116,691	120,123	123,555	126,987	130,419	133,850

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

Exhibit AA

SALARY TABLE 2006-ATL (LEO)

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.10%
FOR THE LOCALITY PAY AREA OF ATLANTA-SANDY SPRINGS-GAINESVILLE, GA-AL
(Total Increase 3.20%)
Effective January 8, 2006

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	18,821	19,450	20,076	20,698	21,325	21,693	22,310	22,934	22,959	23,538
2	21,161	21,664	22,365	22,959	23,215	23,897	24,580	25,262	25,945	26,627
3	27,709	28,479	29,249	30,019	30,789	31,559	32,329	33,099	33,869	34,639
4	31,106	31,970	32,835	33,699	34,563	35,428	36,292	37,157	38,021	38,885
5	35,767	36,734	37,701	38,668	39,635	40,602	41,568	42,535	43,502	44,469
6	37,713	38,790	39,867	40,945	42,022	43,099	44,177	45,254	46,331	47,409
7	40,710	41,907	43,104	44,301	45,498	46,695	47,892	49,089	50,286	51,483
8	42,434	43,760	45,086	46,412	47,738	49,064	50,390	51,716	53,042	54,367
9	45,405	46,870	48,335	49,800	51,266	52,731	54,196	55,661	57,126	58,592
10	50,001	51,613	53,226	54,838	56,451	58,063	59,676	61,288	62,901	64,514
11	53,164	54,936	56,709	58,481	60,254	62,026	63,799	65,571	67,344	69,116
12	63,719	65,843	67,967	70,090	72,214	74,337	76,461	78,585	80,708	82,832
13	75,773	78,298	80,823	83,349	85,874	88,399	90,924	93,450	95,975	98,500
14	89,540	92,524	95,509	98,493	101,478	104,462	107,447	110,432	113,416	116,401
15	105,325	108,835	112,346	115,856	119,367	122,877	126,388	129,898	133,409	136,920

Exhibit BB

SALARY TABLE 2006-CHI (LEO)

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.15%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE-MICHIGAN CITY, IL-IN-WI
(Total Increase 3.34%)

Effective January 8, 2006
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	19,810	20,472	21,131	21,786	22,445	22,833	23,483	24,139	24,166	24,775
2	22,273	22,803	23,541	24,166	24,435	25,153	25,872	26,590	27,308	28,027
3	29,166	29,976	30,787	31,597	32,408	33,218	34,029	34,839	35,650	36,460
4	32,741	33,651	34,560	35,470	36,380	37,290	38,200	39,110	40,019	40,929
5	37,647	38,665	39,683	40,700	41,718	42,736	43,753	44,771	45,789	46,806
6	39,695	40,829	41,963	43,097	44,231	45,365	46,499	47,633	48,767	49,900
7	42,850	44,110	45,369	46,629	47,889	49,149	50,409	51,669	52,929	54,189
8	44,664	46,060	47,456	48,851	50,247	51,643	53,038	54,434	55,830	57,225
9	47,791	49,333	50,876	52,418	53,960	55,502	57,045	58,587	60,129	61,671
10	52,629	54,326	56,023	57,721	59,418	61,115	62,813	64,510	66,207	67,905
11	55,958	57,824	59,689	61,555	63,421	65,287	67,152	69,018	70,884	72,749
12	67,069	69,304	71,539	73,774	76,010	78,245	80,480	82,715	84,950	87,186
13	79,755	82,413	85,072	87,730	90,388	93,046	95,704	98,362	101,020	103,678
14	94,246	97,388	100,529	103,670	106,812	109,953	113,095	116,236	119,378	122,519
15	110,861	114,556	118,251	121,946	125,641	129,336	133,031	136,726	140,421	143,000*

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

Exhibit CC

SALARY TABLE 2006-DFW (LEO)

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.39%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX
(Total Increase 3.27%)
Effective January 8, 2006
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	19,032	19,668	20,301	20,930	21,564	21,936	22,560	23,191	23,216	23,802
2	21,398	21,907	22,616	23,216	23,475	24,165	24,855	25,545	26,235	26,926
3	28,020	28,798	29,577	30,356	31,134	31,913	32,692	33,470	34,249	35,028
4	31,454	32,328	33,203	34,077	34,951	35,825	36,699	37,573	38,447	39,321
5	36,168	37,146	38,124	39,101	40,079	41,057	42,034	43,012	43,990	44,967
6	38,135	39,225	40,314	41,403	42,493	43,582	44,672	45,761	46,850	47,940
7	41,166	42,376	43,587	44,797	46,008	47,218	48,429	49,639	50,850	52,060
8	42,910	44,250	45,591	46,932	48,273	49,614	50,954	52,295	53,636	54,977
9	45,914	47,395	48,877	50,358	51,840	53,322	54,803	56,285	57,767	59,248
10	50,561	52,192	53,822	55,453	57,083	58,714	60,345	61,975	63,606	65,237
11	53,759	55,552	57,344	59,137	60,929	62,721	64,514	66,306	68,099	69,891
12	64,434	66,581	68,728	70,876	73,023	75,170	77,318	79,465	81,613	83,760
13	76,622	79,175	81,729	84,283	86,836	89,390	91,943	94,497	97,051	99,604
14	90,543	93,561	96,579	99,597	102,615	105,633	108,651	111,669	114,687	117,705
15	106,505	110,055	113,605	117,155	120,705	124,254	127,804	131,354	134,904	138,454

Exhibit DD

SALARY TABLE 2006-PHL (LEO)
RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.04%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD
(Total Increase 3.30%)
Effective January 8, 2006

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	19,302	19,946	20,589	21,227	21,869	22,247	22,880	23,519	23,545	24,139
2	21,702	22,217	22,936	23,545	23,807	24,507	25,207	25,907	26,607	27,307
3	28,417	29,207	29,996	30,786	31,576	32,365	33,155	33,945	34,734	35,524
4	31,900	32,787	33,673	34,560	35,446	36,333	37,219	38,106	38,992	39,879
5	36,681	37,672	38,664	39,656	40,647	41,639	42,630	43,622	44,613	45,605
6	38,676	39,781	40,886	41,990	43,095	44,200	45,305	46,410	47,515	48,619
7	41,750	42,977	44,205	45,432	46,660	47,888	49,115	50,343	51,570	52,798
8	43,518	44,878	46,237	47,597	48,957	50,317	51,677	53,037	54,396	55,756
9	46,564	48,067	49,570	51,072	52,575	54,078	55,580	57,083	58,586	60,088
10	51,278	52,931	54,585	56,239	57,893	59,546	61,200	62,854	64,508	66,161
11	54,521	56,339	58,157	59,975	61,793	63,611	65,428	67,246	69,064	70,882
12	65,347	67,525	69,703	71,880	74,058	76,236	78,414	80,592	82,770	84,947
13	77,708	80,298	82,888	85,477	88,067	90,657	93,247	95,837	98,426	101,016
14	91,827	94,888	97,948	101,009	104,070	107,131	110,192	113,252	116,313	119,374
15	108,015	111,615	115,215	118,816	122,416	126,016	129,616	133,216	136,817	140,417

Exhibit EE

SALARY TABLE 2006-DCB (LEO)

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND
INCORPORATING THE 2.1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.50%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-PA-VA-WV
(Total Increase 3.44%)

Effective January 8, 2006

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	19,214	19,855	20,494	21,130	21,769	22,145	22,775	23,412	23,438	24,029
2	21,602	22,116	22,831	23,438	23,699	24,395	25,092	25,789	26,486	27,182
3	28,287	29,073	29,859	30,645	31,431	32,217	33,003	33,789	34,576	35,362
4	31,754	32,637	33,519	34,402	35,284	36,167	37,049	37,931	38,814	39,696
5	36,513	37,500	38,487	39,474	40,461	41,448	42,435	43,422	44,409	45,396
6	38,499	39,599	40,698	41,798	42,898	43,998	45,098	46,197	47,297	48,397
7	41,559	42,781	44,003	45,225	46,447	47,669	48,891	50,113	51,335	52,557
8	43,319	44,672	46,026	47,380	48,733	50,087	51,440	52,794	54,148	55,501
9	46,351	47,847	49,343	50,839	52,335	53,830	55,326	56,822	58,318	59,813
10	51,043	52,689	54,336	55,982	57,628	59,274	60,920	62,566	64,213	65,859
11	54,272	56,082	57,891	59,701	61,510	63,320	65,129	66,939	68,748	70,558
12	65,048	67,216	69,384	71,552	73,720	75,887	78,055	80,223	82,391	84,559
13	77,353	79,931	82,509	85,086	87,664	90,242	92,820	95,398	97,976	100,554
14	91,407	94,454	97,500	100,547	103,594	106,641	109,687	112,734	115,781	118,828
15	107,521	111,104	114,688	118,272	121,856	125,439	129,023	132,607	136,191	139,774