

**Salary and Rates**  
**Effective February 16, 2008**

					BIWEEKLY DEDUCTIONS										
					CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
Grade and Step	Full-time Regular Rates				7% CSRS	1.45% Medicare	10% TSP	0.80 FERS	7.65% FICA	1% USPS					
	Annual Salary	Biweekly Pay	Straight Time	Night Differential						Minimum	3% Employee	3% USPS	5% Employee	5% USPS	15% Employee
<b>3 BB</b>	31,487	1,211.04	15.1380	0.90	84.77	17.56	121.10	9.69	92.64	12.11	36.33	48.44	60.55	60.55	181.66
<b>AA</b>	32,492	1,249.70	15.6212	0.94	87.48	18.12	124.97	10.00	95.60	12.50	37.49	49.99	62.48	62.48	187.45
<b>A</b>	33,497	1,288.34	16.1043	0.97	90.18	18.68	128.83	10.31	98.56	12.88	38.65	51.53	64.42	64.42	193.25
<b>B</b>	34,502	1,327.00	16.5875	1.02	92.89	19.24	132.70	10.62	101.52	13.27	39.81	53.08	66.35	66.35	199.05
<b>C</b>	35,507	1,365.66	17.0707	1.06	95.60	19.80	136.57	10.93	104.47	13.66	40.97	54.63	68.28	68.28	204.85
<b>D</b>	36,512	1,404.30	17.5538	1.10	98.30	20.36	140.43	11.23	107.43	14.04	42.13	56.17	70.22	70.22	210.65
<b>E</b>	37,517	1,442.96	18.0370	1.14	101.01	20.92	144.30	11.54	110.39	14.43	43.29	57.72	72.15	72.15	216.44
<b>F</b>	38,522	1,481.62	18.5202	1.17	103.71	21.48	148.16	11.85	113.34	14.82	44.45	59.26	74.08	74.08	222.24
<b>G</b>	39,527	1,520.27	19.0034	1.21	106.42	22.04	152.03	12.16	116.30	15.20	45.61	60.81	76.01	76.01	228.04
<b>H</b>	40,532	1,558.92	19.4865	1.25	109.12	22.60	155.89	12.47	119.26	15.59	46.77	62.36	77.95	77.95	233.84
<b>I</b>	41,537	1,597.58	19.9697	1.29	111.83	23.16	159.76	12.78	122.21	15.98	47.93	63.90	79.88	79.88	239.64
<b>J</b>	42,542	1,636.23	20.4529	1.32	114.54	23.73	163.62	13.09	125.17	16.36	49.09	65.45	81.81	81.81	245.43
<b>K</b>	43,547	1,674.89	20.9361	1.36	117.24	24.29	167.49	13.40	128.13	16.75	50.25	67.00	83.74	83.74	251.23
<b>L</b>	44,552	1,713.54	21.4192	1.41	119.95	24.85	171.35	13.71	131.09	17.14	51.41	68.54	85.68	85.68	257.03
<b>M</b>	45,557	1,752.19	21.9024	1.45	122.65	25.41	175.22	14.02	134.04	17.52	52.57	70.09	87.61	87.61	262.83
<b>N</b>	46,562	1,790.85	22.3856	1.48	125.36	25.97	179.08	14.33	137.00	17.91	53.73	71.63	89.54	89.54	268.63
<b>O</b>	47,692	1,834.30	22.9288	1.52	128.40	26.60	183.43	14.67	140.32	18.34	55.03	73.37	91.72	91.72	275.15
<b>RC</b>	48,697	1,872.96	23.4120	1.53	131.11	27.16	187.30	14.98	143.28	18.73	56.19	74.92	93.65	93.65	280.94

**Salary and Rates**  
**Effective February 16, 2008**

					<b>BIWEEKLY DEDUCTIONS</b>										
					<b>CSRS</b>			<b>FERS</b>		<b>FERS -- THRIFT SAVINGS PLAN</b>					
<b>Grade and Step</b>	<b>Full-time Regular Rates</b>				<b>7% CSRS</b>	<b>1.45% Medicare</b>	<b>10% TSP</b>	<b>0.80 FERS</b>	<b>7.65% FICA</b>	<b>1% USPS</b>					
	<b>Annual Salary</b>	<b>Biweekly Pay</b>	<b>Straight Time</b>	<b>Night Differential</b>						<b>3% Employee</b>	<b>3% USPS</b>	<b>5% Employee</b>	<b>5% USPS</b>	<b>15% Employee</b>	
<b>4 BB</b>	32,665	1,256.34	15.7043	0.95	87.94	18.22	125.63	10.05	96.11	12.56	37.69	50.25	62.82	62.82	188.45
<b>AA</b>	33,660	1,294.62	16.1827	1.00	90.62	18.77	129.46	10.36	99.04	12.95	38.84	51.78	64.73	64.73	194.19
<b>A</b>	34,655	1,332.89	16.6611	1.03	93.30	19.33	133.29	10.66	101.97	13.33	39.99	53.32	66.64	66.64	199.93
<b>B</b>	35,650	1,371.15	17.1394	1.07	95.98	19.88	137.12	10.97	104.89	13.71	41.13	54.85	68.56	68.56	205.67
<b>C</b>	36,645	1,409.42	17.6178	1.11	98.66	20.44	140.94	11.28	107.82	14.09	42.28	56.38	70.47	70.47	211.41
<b>D</b>	37,640	1,447.70	18.0962	1.14	101.34	20.99	144.77	11.58	110.75	14.48	43.43	57.91	72.38	72.38	217.15
<b>E</b>	38,635	1,485.96	18.5745	1.18	104.02	21.55	148.60	11.89	113.68	14.86	44.58	59.44	74.30	74.30	222.89
<b>F</b>	39,630	1,524.23	19.0529	1.21	106.70	22.10	152.42	12.19	116.60	15.24	45.73	60.97	76.21	76.21	228.63
<b>G</b>	40,625	1,562.50	19.5313	1.25	109.38	22.66	156.25	12.50	119.53	15.63	46.88	62.50	78.13	78.13	234.38
<b>H</b>	41,620	1,600.77	20.0096	1.29	112.05	23.21	160.08	12.81	122.46	16.01	48.02	64.03	80.04	80.04	240.12
<b>I</b>	42,615	1,639.04	20.4880	1.32	114.73	23.77	163.90	13.11	125.39	16.39	49.17	65.56	81.95	81.95	245.86
<b>J</b>	43,610	1,677.30	20.9663	1.36	117.41	24.32	167.73	13.42	128.31	16.77	50.32	67.09	83.87	83.87	251.60
<b>K</b>	44,605	1,715.58	21.4447	1.41	120.09	24.88	171.56	13.72	131.24	17.16	51.47	68.62	85.78	85.78	257.34
<b>L</b>	45,600	1,753.85	21.9231	1.44	122.77	25.43	175.38	14.03	134.17	17.54	52.62	70.15	87.69	87.69	263.08
<b>M</b>	46,595	1,792.11	22.4014	1.48	125.45	25.99	179.21	14.34	137.10	17.92	53.76	71.68	89.61	89.61	268.82
<b>N</b>	47,590	1,830.38	22.8798	1.51	128.13	26.54	183.04	14.64	140.02	18.30	54.91	73.22	91.52	91.52	274.56
<b>O</b>	48,585	1,868.66	23.3582	1.55	130.81	27.10	186.87	14.95	142.95	18.69	56.06	74.75	93.43	93.43	280.30
<b>RC</b>	49,580	1,906.92	23.8365	1.56	133.48	27.65	190.69	15.26	145.88	19.07	57.21	76.28	95.35	95.35	286.04

**Salary and Rates**  
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					BIWEEKLY DEDUCTIONS										
					CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
Grade and Step	Full-time Regular Rates				7% CSRS	1.45% Medicare	10% TSP	0.80 FERS	7.65% FICA	1% USPS					
	Annual Salary	Biweekly Pay	Straight Time	Night Differential						Minimum	3% Employee	3% USPS	5% Employee	5% USPS	15% Employee
5 A	36,421	1,400.81	17.5101	1.09	98.06	20.31	140.08	11.21	107.16	14.01	42.02	56.03	70.04	70.04	210.12
B	37,358	1,436.85	17.9606	1.13	100.58	20.83	143.68	11.49	109.92	14.37	43.11	57.47	71.84	71.84	215.53
C	38,295	1,472.89	18.4111	1.16	103.10	21.36	147.29	11.78	112.68	14.73	44.19	58.92	73.64	73.64	220.93
D	39,232	1,508.92	18.8615	1.20	105.62	21.88	150.89	12.07	115.43	15.09	45.27	60.36	75.45	75.45	226.34
E	40,169	1,544.96	19.3120	1.23	108.15	22.40	154.50	12.36	118.19	15.45	46.35	61.80	77.25	77.25	231.74
F	41,106	1,581.00	19.7625	1.27	110.67	22.92	158.10	12.65	120.95	15.81	47.43	63.24	79.05	79.05	237.15
G	42,043	1,617.04	20.2130	1.30	113.19	23.45	161.70	12.94	123.70	16.17	48.51	64.68	80.85	80.85	242.56
H	42,980	1,653.08	20.6635	1.34	115.72	23.97	165.31	13.22	126.46	16.53	49.59	66.12	82.65	82.65	247.96
I	43,917	1,689.11	21.1139	1.37	118.24	24.49	168.91	13.51	129.22	16.89	50.67	67.56	84.46	84.46	253.37
J	44,854	1,725.15	21.5644	1.42	120.76	25.01	172.52	13.80	131.97	17.25	51.75	69.01	86.26	86.26	258.77
K	45,791	1,761.19	22.0149	1.45	123.28	25.54	176.12	14.09	134.73	17.61	52.84	70.45	88.06	88.06	264.18
L	46,728	1,797.23	22.4654	1.49	125.81	26.06	179.72	14.38	137.49	17.97	53.92	71.89	89.86	89.86	269.58
M	47,665	1,833.27	22.9159	1.52	128.33	26.58	183.33	14.67	140.25	18.33	55.00	73.33	91.66	91.66	274.99
N	48,602	1,869.30	23.3663	1.56	130.85	27.10	186.93	14.95	143.00	18.69	56.08	74.77	93.47	93.47	280.40
O	49,539	1,905.34	23.8168	1.59	133.37	27.63	190.53	15.24	145.76	19.05	57.16	76.21	95.27	95.27	285.80
RC	50,476	1,941.38	24.2673	1.60	135.90	28.15	194.14	15.53	148.52	19.41	58.24	77.66	97.07	97.07	291.21

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					CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
Grade and Step	Full-time Regular Rates				7% CSRS	1.45% Medicare	10% TSP	0.80 FERS	7.65% FICA	1% USPS					
	Annual Salary	Biweekly Pay	Straight Time	Night Differential						Minimum	3% Employee	3% USPS	5% Employee	5% USPS	15% Employee
6 A	38,166	1,467.92	18.3490	1.15	102.75	21.28	146.79	11.74	112.30	14.68	44.04	58.72	73.40	73.40	220.19
B	39,052	1,502.00	18.7750	1.18	105.14	21.78	150.20	12.02	114.90	15.02	45.06	60.08	75.10	75.10	225.30
C	39,938	1,536.08	19.2010	1.22	107.53	22.27	153.61	12.29	117.51	15.36	46.08	61.44	76.80	76.80	230.41
D	40,824	1,570.15	19.6269	1.25	109.91	22.77	157.02	12.56	120.12	15.70	47.10	62.81	78.51	78.51	235.52
E	41,710	1,604.23	20.0529	1.28	112.30	23.26	160.42	12.83	122.72	16.04	48.13	64.17	80.21	80.21	240.63
F	42,596	1,638.30	20.4788	1.31	114.68	23.76	163.83	13.11	125.33	16.38	49.15	65.53	81.92	81.92	245.75
G	43,482	1,672.38	20.9048	1.35	117.07	24.25	167.24	13.38	127.94	16.72	50.17	66.90	83.62	83.62	250.86
H	44,368	1,706.46	21.3308	1.39	119.45	24.74	170.65	13.65	130.54	17.06	51.19	68.26	85.32	85.32	255.97
I	45,254	1,740.54	21.7567	1.42	121.84	25.24	174.05	13.92	133.15	17.41	52.22	69.62	87.03	87.03	261.08
J	46,140	1,774.62	22.1827	1.46	124.22	25.73	177.46	14.20	135.76	17.75	53.24	70.98	88.73	88.73	266.19
K	47,026	1,808.70	22.6087	1.49	126.61	26.23	180.87	14.47	138.37	18.09	54.26	72.35	90.43	90.43	271.30
L	47,912	1,842.77	23.0346	1.52	128.99	26.72	184.28	14.74	140.97	18.43	55.28	73.71	92.14	92.14	276.42
M	48,798	1,876.85	23.4606	1.55	131.38	27.21	187.68	15.01	143.58	18.77	56.31	75.07	93.84	93.84	281.53
N	49,684	1,910.92	23.8865	1.59	133.76	27.71	191.09	15.29	146.19	19.11	57.33	76.44	95.55	95.55	286.64
O	50,570	1,945.00	24.3125	1.62	136.15	28.20	194.50	15.56	148.79	19.45	58.35	77.80	97.25	97.25	291.75
RC	51,456	1,979.08	24.7385	1.64	138.54	28.70	197.91	15.83	151.40	19.79	59.37	79.16	98.95	98.95	296.86

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Grade and Step	Full-time Regular Rates				7% CSRS	1.45% Medicare	10% TSP	0.80 FERS	7.65% FICA	1% FERS -- THRIFT SAVINGS PLAN					
	Annual Salary	Biweekly Pay	Straight Time	Night Differential						USPS Minimum	3% Employee	3% USPS	5% Employee	5% USPS	15% Employee
7 A	40,008	1,538.77	19.2346	1.22	107.71	22.31	153.88	12.31	117.72	15.39	46.16	61.55	76.94	76.94	230.82
B	40,844	1,570.92	19.6365	1.25	109.96	22.78	157.09	12.57	120.18	15.71	47.13	62.84	78.55	78.55	235.64
C	41,680	1,603.08	20.0385	1.28	112.22	23.24	160.31	12.82	122.64	16.03	48.09	64.12	80.15	80.15	240.46
D	42,516	1,635.23	20.4404	1.31	114.47	23.71	163.52	13.08	125.10	16.35	49.06	65.41	81.76	81.76	245.28
E	43,352	1,667.38	20.8423	1.35	116.72	24.18	166.74	13.34	127.55	16.67	50.02	66.70	83.37	83.37	250.11
F	44,188	1,699.54	21.2442	1.39	118.97	24.64	169.95	13.60	130.01	17.00	50.99	67.98	84.98	84.98	254.93
G	45,024	1,731.70	21.6462	1.42	121.22	25.11	173.17	13.85	132.47	17.32	51.95	69.27	86.58	86.58	259.75
H	45,860	1,763.85	22.0481	1.45	123.47	25.58	176.38	14.11	134.93	17.64	52.92	70.55	88.19	88.19	264.58
I	46,696	1,796.00	22.4500	1.48	125.72	26.04	179.60	14.37	137.39	17.96	53.88	71.84	89.80	89.80	269.40
J	47,532	1,828.15	22.8519	1.51	127.97	26.51	182.82	14.63	139.85	18.28	54.84	73.13	91.41	91.41	274.22
K	48,368	1,860.30	23.2538	1.54	130.22	26.97	186.03	14.88	142.31	18.60	55.81	74.41	93.02	93.02	279.05
L	49,204	1,892.46	23.6558	1.58	132.47	27.44	189.25	15.14	144.77	18.92	56.77	75.70	94.62	94.62	283.87
M	50,040	1,924.62	24.0577	1.61	134.72	27.91	192.46	15.40	147.23	19.25	57.74	76.98	96.23	96.23	288.69
N	50,876	1,956.77	24.4596	1.64	136.97	28.37	195.68	15.65	149.69	19.57	58.70	78.27	97.84	97.84	293.52
O	51,712	1,988.92	24.8615	1.67	139.22	28.84	198.89	15.91	152.15	19.89	59.67	79.56	99.45	99.45	298.34
RC	52,548	2,021.08	25.2635	1.68	141.48	29.31	202.11	16.17	154.61	20.21	60.63	80.84	101.05	101.05	303.16

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Grade and Step	Full-time Regular Rates				7% CSRS	1.45% Medicare	10% TSP	0.80 FERS	7.65% FICA	1% FERS -- THRIFT SAVINGS PLAN					
	Annual Salary	Biweekly Pay	Straight Time	Night Differential						USPS Minimum	3% Employee	3% USPS	5% Employee	5% USPS	15% Employee
8 A	40,846	1,571.00	19.6375	1.25	109.97	22.78	157.10	12.57	120.18	15.71	47.13	62.84	78.55	78.55	235.65
B	41,708	1,604.15	20.0519	1.28	112.29	23.26	160.42	12.83	122.72	16.04	48.12	64.17	80.21	80.21	240.62
C	42,570	1,637.30	20.4663	1.31	114.61	23.74	163.73	13.10	125.25	16.37	49.12	65.49	81.87	81.87	245.60
D	43,432	1,670.46	20.8808	1.35	116.93	24.22	167.05	13.36	127.79	16.70	50.11	66.82	83.52	83.52	250.57
E	44,294	1,703.62	21.2952	1.39	119.25	24.70	170.36	13.63	130.33	17.04	51.11	68.14	85.18	85.18	255.54
F	45,156	1,736.77	21.7096	1.42	121.57	25.18	173.68	13.89	132.86	17.37	52.10	69.47	86.84	86.84	260.52
G	46,018	1,769.92	22.1240	1.45	123.89	25.66	176.99	14.16	135.40	17.70	53.10	70.80	88.50	88.50	265.49
H	46,880	1,803.08	22.5385	1.49	126.22	26.14	180.31	14.42	137.94	18.03	54.09	72.12	90.15	90.15	270.46
I	47,742	1,836.23	22.9529	1.52	128.54	26.63	183.62	14.69	140.47	18.36	55.09	73.45	91.81	91.81	275.43
J	48,604	1,869.38	23.3673	1.55	130.86	27.11	186.94	14.96	143.01	18.69	56.08	74.78	93.47	93.47	280.41
K	49,466	1,902.54	23.7817	1.58	133.18	27.59	190.25	15.22	145.54	19.03	57.08	76.10	95.13	95.13	285.38
L	50,328	1,935.70	24.1962	1.61	135.50	28.07	193.57	15.49	148.08	19.36	58.07	77.43	96.78	96.78	290.35
M	51,190	1,968.85	24.6106	1.65	137.82	28.55	196.88	15.75	150.62	19.69	59.07	78.75	98.44	98.44	295.33
N	52,052	2,002.00	25.0250	1.68	140.14	29.03	200.20	16.02	153.15	20.02	60.06	80.08	100.10	100.10	300.30
O	52,914	2,035.15	25.4394	1.71	142.46	29.51	203.52	16.28	155.69	20.35	61.05	81.41	101.76	101.76	305.27
RC	53,776	2,068.30	25.8538	1.73	144.78	29.99	206.83	16.55	158.23	20.68	62.05	82.73	103.42	103.42	310.25

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					<b>CSRS</b>			<b>FERS</b>		<b>FERS -- THRIFT SAVINGS PLAN</b>					
<b>Grade and Step</b>	<b>Full-time Regular Rates</b>				<b>7% CSRS</b>	<b>1.45% Medicare</b>	<b>10% TSP</b>	<b>0.80 FERS</b>	<b>7.65% FICA</b>	<b>1% USPS</b>					
	<b>Annual Salary</b>	<b>Biweekly Pay</b>	<b>Straight Time</b>	<b>Night Differential</b>						<b>3% Employee</b>	<b>3% USPS</b>	<b>5% Employee</b>	<b>5% USPS</b>	<b>15% Employee</b>	
<b>9 D</b>	47,164	1,814.00	22.6750	1.49	126.98	26.30	181.40	14.51	138.77	18.14	54.42	72.56	90.70	90.70	272.10
<b>E</b>	47,809	1,838.81	22.9851	1.52	128.72	26.66	183.88	14.71	140.67	18.39	55.16	73.55	91.94	91.94	275.82
<b>F</b>	48,454	1,863.62	23.2952	1.54	130.45	27.02	186.36	14.91	142.57	18.64	55.91	74.54	93.18	93.18	279.54
<b>G</b>	49,099	1,888.42	23.6053	1.57	132.19	27.38	188.84	15.11	144.46	18.88	56.65	75.54	94.42	94.42	283.26
<b>H</b>	49,744	1,913.23	23.9154	1.59	133.93	27.74	191.32	15.31	146.36	19.13	57.40	76.53	95.66	95.66	286.98
<b>I</b>	50,389	1,938.04	24.2255	1.62	135.66	28.10	193.80	15.50	148.26	19.38	58.14	77.52	96.90	96.90	290.71
<b>J</b>	51,034	1,962.85	24.5356	1.64	137.40	28.46	196.28	15.70	150.16	19.63	58.89	78.51	98.14	98.14	294.43
<b>K</b>	51,679	1,987.66	24.8457	1.66	139.14	28.82	198.77	15.90	152.06	19.88	59.63	79.51	99.38	99.38	298.15
<b>L</b>	52,324	2,012.46	25.1558	1.69	140.87	29.18	201.25	16.10	153.95	20.12	60.37	80.50	100.62	100.62	301.87
<b>M</b>	52,969	2,037.27	25.4659	1.71	142.61	29.54	203.73	16.30	155.85	20.37	61.12	81.49	101.86	101.86	305.59
<b>N</b>	53,614	2,062.08	25.7760	1.74	144.35	29.90	206.21	16.50	157.75	20.62	61.86	82.48	103.10	103.10	309.31
<b>O</b>	54,259	2,086.89	26.0861	1.76	146.08	30.26	208.69	16.70	159.65	20.87	62.61	83.48	104.34	104.34	313.03
<b>P</b>	54,904	2,111.70	26.3962	1.79	147.82	30.62	211.17	16.89	161.54	21.12	63.35	84.47	105.58	105.58	316.75
<b>RC</b>	55,549	2,136.50	26.7063	1.81	149.56	30.98	213.65	17.09	163.44	21.37	64.10	85.46	106.83	106.83	320.48

**Salary and Rates**  
**Effective February 16, 2008**

		BIWEEKLY DEDUCTIONS													
		Full-time Regular Rates			CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
Grade and Step	Annual Salary	Biweekly Pay	Straight Time	Night Differential	7% CSRS	1.45% Medicare	10% TSP	0.80 FERS	7.65% FICA	1% USPS Minimum	3% Employee	3% USPS	5% Employee	5% USPS	15% Employee
<b>10 D</b>	50,342	1,936.23	24.2029	1.62	135.54	28.08	193.62	15.49	148.12	19.36	58.09	77.45	96.81	96.81	290.43
<b>E</b>	51,109	1,965.73	24.5716	1.65	137.60	28.50	196.57	15.73	150.38	19.66	58.97	78.63	98.29	98.29	294.86
<b>F</b>	51,876	1,995.23	24.9404	1.68	139.67	28.93	199.52	15.96	152.64	19.95	59.86	79.81	99.76	99.76	299.28
<b>G</b>	52,643	2,024.73	25.3091	1.70	141.73	29.36	202.47	16.20	154.89	20.25	60.74	80.99	101.24	101.24	303.71
<b>H</b>	53,410	2,054.23	25.6779	1.73	143.80	29.79	205.42	16.43	157.15	20.54	61.63	82.17	102.71	102.71	308.13
<b>I</b>	54,177	2,083.73	26.0466	1.76	145.86	30.21	208.37	16.67	159.41	20.84	62.51	83.35	104.19	104.19	312.56
<b>J</b>	54,944	2,113.23	26.4154	1.80	147.93	30.64	211.32	16.91	161.66	21.13	63.40	84.53	105.66	105.66	316.98
<b>K</b>	55,711	2,142.73	26.7841	1.83	149.99	31.07	214.27	17.14	163.92	21.43	64.28	85.71	107.14	107.14	321.41
<b>L</b>	56,478	2,172.23	27.1529	1.86	152.06	31.50	217.22	17.38	166.18	21.72	65.17	86.89	108.61	108.61	325.83
<b>M</b>	57,245	2,201.73	27.5216	1.88	154.12	31.93	220.17	17.61	168.43	22.02	66.05	88.07	110.09	110.09	330.26
<b>N</b>	58,012	2,231.23	27.8904	1.91	156.19	32.35	223.12	17.85	170.69	22.31	66.94	89.25	111.56	111.56	334.68
<b>O</b>	58,779	2,260.73	28.2591	1.94	158.25	32.78	226.07	18.09	172.95	22.61	67.82	90.43	113.04	113.04	339.11
<b>P</b>	59,546	2,290.23	28.6279	1.97	160.32	33.21	229.02	18.32	175.20	22.90	68.71	91.61	114.51	114.51	343.53
<b>RC</b>	60,313	2,319.73	28.9966	1.99	162.38	33.64	231.97	18.56	177.46	23.20	69.59	92.79	115.99	115.99	347.96



**Salary and Rates**  
**Effective February 16, 2008**

		<b>BIWEEKLY DEDUCTIONS</b>														
		<b>Full-time Regular Rates</b>				<b>CSRS</b>			<b>FERS</b>		<b>FERS -- THRIFT SAVINGS PLAN</b>					
<b>Grade and Step</b>					<b>7% CSRS</b>	<b>1.45% Medicare</b>	<b>10% TSP</b>	<b>0.80 FERS</b>	<b>7.65% FICA</b>	<b>1% FERS -- THRIFT SAVINGS PLAN</b>						
	<b>Annual Salary</b>	<b>Biweekly Pay</b>	<b>Straight Time</b>	<b>Night Differential</b>						<b>USPS Minimum</b>	<b>3% Employee</b>	<b>3% USPS</b>	<b>5% Employee</b>	<b>5% USPS</b>	<b>15% Employee</b>	
<b>11 D</b>	51,517	1,981.42	24.7678	1.66	138.70	28.73	198.14	15.85	151.58	19.81	59.44	79.26	99.07	99.07	297.21	
<b>E</b>	52,331	2,012.73	25.1591	1.69	140.89	29.18	201.27	16.10	153.97	20.13	60.38	80.51	100.64	100.64	301.91	
<b>F</b>	53,145	2,044.04	25.5505	1.72	143.08	29.64	204.40	16.35	156.37	20.44	61.32	81.76	102.20	102.20	306.61	
<b>G</b>	53,959	2,075.34	25.9418	1.75	145.27	30.09	207.53	16.60	158.76	20.75	62.26	83.01	103.77	103.77	311.30	
<b>H</b>	54,773	2,106.66	26.3332	1.79	147.47	30.55	210.67	16.85	161.16	21.07	63.20	84.27	105.33	105.33	316.00	
<b>I</b>	55,587	2,137.96	26.7245	1.82	149.66	31.00	213.80	17.10	163.55	21.38	64.14	85.52	106.90	106.90	320.69	
<b>J</b>	56,401	2,169.27	27.1159	1.85	151.85	31.45	216.93	17.35	165.95	21.69	65.08	86.77	108.46	108.46	325.39	
<b>K</b>	57,215	2,200.58	27.5072	1.88	154.04	31.91	220.06	17.60	168.34	22.01	66.02	88.02	110.03	110.03	330.09	
<b>L</b>	58,029	2,231.89	27.8986	1.91	156.23	32.36	223.19	17.86	170.74	22.32	66.96	89.28	111.59	111.59	334.78	
<b>M</b>	58,843	2,263.19	28.2899	1.94	158.42	32.82	226.32	18.11	173.13	22.63	67.90	90.53	113.16	113.16	339.48	
<b>N</b>	59,657	2,294.50	28.6813	1.97	160.62	33.27	229.45	18.36	175.53	22.95	68.84	91.78	114.73	114.73	344.18	
<b>O</b>	60,471	2,325.81	29.0726	2.00	162.81	33.72	232.58	18.61	177.92	23.26	69.77	93.03	116.29	116.29	348.87	
<b>P</b>	61,285	2,357.11	29.4639	2.03	165.00	34.18	235.71	18.86	180.32	23.57	70.71	94.28	117.86	117.86	353.57	
<b>RC</b>	62,099	2,388.42	29.8553	2.06	167.19	34.63	238.84	19.11	182.71	23.88	71.65	95.54	119.42	119.42	358.26	

**Part-time Rates**  
**Effective February 16, 2008**

PART-TIME FLEXIBLE RATES	GRADE	Pay Steps																		
		BB	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	RC
	3	15.74	16.25	16.75	17.25	17.75	18.26	18.76	19.26	19.76	20.27	20.77	21.27	21.77	22.28	22.78	23.28	23.85	24.35	
	4	16.33	16.83	17.33	17.83	18.32	18.82	19.32	19.82	20.31	20.81	21.31	21.81	22.30	22.80	23.30	23.80	24.29	24.79	
	5			18.21	18.68	19.15	19.62	20.08	20.55	21.02	21.49	21.96	22.43	22.90	23.36	23.83	24.30	24.77	25.24	
	6			19.08	19.53	19.97	20.41	20.86	21.30	21.74	22.18	22.63	23.07	23.51	23.96	24.40	24.84	25.29	25.73	
	7			20.00	20.42	20.84	21.26	21.68	22.09	22.51	22.93	23.35	23.77	24.18	24.60	25.02	25.44	25.86	26.27	
	8			20.42	20.85	21.29	21.72	22.15	22.58	23.01	23.44	23.87	24.30	24.73	25.16	25.60	26.03	26.46	26.89	
	9						23.58	23.90	24.23	24.55	24.87	25.19	25.52	25.84	26.16	26.48	26.81	27.13	27.45	27.77
	10						25.17	25.55	25.94	26.32	26.71	27.09	27.47	27.86	28.24	28.62	29.01	29.39	29.77	30.16
	11						25.76	26.17	26.57	26.98	27.39	27.79	28.20	28.61	29.01	29.42	29.83	30.24	30.64	31.05

PART-TIME REGULAR RATES	GRADE	STEP																		
		BB	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	RC
	3	15.14	15.62	16.10	16.59	17.07	17.55	18.04	18.52	19.00	19.49	19.97	20.45	20.94	21.42	21.90	22.39	22.93	23.41	
	4	15.70	16.18	16.66	17.14	17.62	18.10	18.57	19.05	19.53	20.01	20.49	20.97	21.44	21.92	22.40	22.88	23.36	23.84	
	5			17.51	17.96	18.41	18.86	19.31	19.76	20.21	20.66	21.11	21.56	22.01	22.47	22.92	23.37	23.82	24.27	
	6			18.35	18.78	19.20	19.63	20.05	20.48	20.90	21.33	21.76	22.18	22.61	23.03	23.46	23.89	24.31	24.74	
	7			19.23	19.64	20.04	20.44	20.84	21.24	21.65	22.05	22.45	22.85	23.25	23.66	24.06	24.46	24.86	25.26	
	8			19.64	20.05	20.47	20.88	21.30	21.71	22.12	22.54	22.95	23.37	23.78	24.20	24.61	25.03	25.44	25.85	
	9						22.68	22.99	23.30	23.61	23.92	24.23	24.54	24.85	25.16	25.47	25.78	26.09	26.40	26.71
	10						24.20	24.57	24.94	25.31	25.68	26.05	26.42	26.78	27.15	27.52	27.89	28.26	28.63	29.00
	11						24.77	25.16	25.55	25.94	26.33	26.72	27.12	27.51	27.90	28.29	28.68	29.07	29.46	29.86

<b>Transitional Employee Rates Effective February 16, 2008</b>	
<b>Grade</b>	<b>Rate</b>
<b>5</b>	<b>13.12</b>
<b>6</b>	<b>13.94</b>