

Salary and Rates
Effective March 15, 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 | | | | | | 3% Employee | 3% USPS | 5% Employee | 5% USPS | 15% Employee | |
| 3 BB | 31,966 | 1,229.46 | 15.3683 | 0.90 | 86.06 | 17.83 | 122.95 | 9.84 | 94.05 | 12.29 | 36.88 | 49.18 | 61.47 | 61.47 | 184.42 |
| AA | 32,971 | 1,268.11 | 15.8514 | 0.94 | 88.77 | 18.39 | 126.81 | 10.14 | 97.01 | 12.68 | 38.04 | 50.72 | 63.41 | 63.41 | 190.22 |
| A | 33,976 | 1,306.77 | 16.3346 | 0.97 | 91.47 | 18.95 | 130.68 | 10.45 | 99.97 | 13.07 | 39.20 | 52.27 | 65.34 | 65.34 | 196.02 |
| B | 34,981 | 1,345.42 | 16.8178 | 1.02 | 94.18 | 19.51 | 134.54 | 10.76 | 102.92 | 13.45 | 40.36 | 53.82 | 67.27 | 67.27 | 201.81 |
| C | 35,986 | 1,384.08 | 17.3010 | 1.06 | 96.89 | 20.07 | 138.41 | 11.07 | 105.88 | 13.84 | 41.52 | 55.36 | 69.20 | 69.20 | 207.61 |
| D | 36,991 | 1,422.73 | 17.7841 | 1.10 | 99.59 | 20.63 | 142.27 | 11.38 | 108.84 | 14.23 | 42.68 | 56.91 | 71.14 | 71.14 | 213.41 |
| E | 37,996 | 1,461.38 | 18.2673 | 1.14 | 102.30 | 21.19 | 146.14 | 11.69 | 111.80 | 14.61 | 43.84 | 58.46 | 73.07 | 73.07 | 219.21 |
| F | 39,001 | 1,500.04 | 18.7505 | 1.17 | 105.00 | 21.75 | 150.00 | 12.00 | 114.75 | 15.00 | 45.00 | 60.00 | 75.00 | 75.00 | 225.01 |
| G | 40,006 | 1,538.70 | 19.2337 | 1.21 | 107.71 | 22.31 | 153.87 | 12.31 | 117.71 | 15.39 | 46.16 | 61.55 | 76.93 | 76.93 | 230.80 |
| H | 41,011 | 1,577.34 | 19.7168 | 1.25 | 110.41 | 22.87 | 157.73 | 12.62 | 120.67 | 15.77 | 47.32 | 63.09 | 78.87 | 78.87 | 236.60 |
| I | 42,016 | 1,616.00 | 20.2000 | 1.29 | 113.12 | 23.43 | 161.60 | 12.93 | 123.62 | 16.16 | 48.48 | 64.64 | 80.80 | 80.80 | 242.40 |
| J | 43,021 | 1,654.66 | 20.6832 | 1.32 | 115.83 | 23.99 | 165.47 | 13.24 | 126.58 | 16.55 | 49.64 | 66.19 | 82.73 | 82.73 | 248.20 |
| K | 44,026 | 1,693.30 | 21.1663 | 1.36 | 118.53 | 24.55 | 169.33 | 13.55 | 129.54 | 16.93 | 50.80 | 67.73 | 84.67 | 84.67 | 254.00 |
| L | 45,031 | 1,731.96 | 21.6495 | 1.41 | 121.24 | 25.11 | 173.20 | 13.86 | 132.49 | 17.32 | 51.96 | 69.28 | 86.60 | 86.60 | 259.79 |
| M | 46,036 | 1,770.62 | 22.1327 | 1.45 | 123.94 | 25.67 | 177.06 | 14.16 | 135.45 | 17.71 | 53.12 | 70.82 | 88.53 | 88.53 | 265.59 |
| N | 47,041 | 1,809.27 | 22.6159 | 1.48 | 126.65 | 26.23 | 180.93 | 14.47 | 138.41 | 18.09 | 54.28 | 72.37 | 90.46 | 90.46 | 271.39 |
| O | 48,171 | 1,852.73 | 23.1591 | 1.52 | 129.69 | 26.86 | 185.27 | 14.82 | 141.73 | 18.53 | 55.58 | 74.11 | 92.64 | 92.64 | 277.91 |
| RC | 49,176 | 1,891.38 | 23.6423 | 1.53 | 132.40 | 27.43 | 189.14 | 15.13 | 144.69 | 18.91 | 56.74 | 75.66 | 94.57 | 94.57 | 283.71 |

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Effective March 15, 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% | | | | | |
| | Annual Salary | Biweekly Pay | Straight Time | Night Differential | | | | | | USPS Minimum | 3% Employee | 3% USPS | 5% Employee | 5% USPS | 15% Employee |
| 4 BB | 33,144 | 1,274.77 | 15.9346 | 0.95 | 89.23 | 18.48 | 127.48 | 10.20 | 97.52 | 12.75 | 38.24 | 50.99 | 63.74 | 63.74 | 191.22 |
| AA | 34,139 | 1,313.04 | 16.4130 | 1.00 | 91.91 | 19.04 | 131.30 | 10.50 | 100.45 | 13.13 | 39.39 | 52.52 | 65.65 | 65.65 | 196.96 |
| A | 35,134 | 1,351.30 | 16.8913 | 1.03 | 94.59 | 19.59 | 135.13 | 10.81 | 103.37 | 13.51 | 40.54 | 54.05 | 67.57 | 67.57 | 202.70 |
| B | 36,129 | 1,389.58 | 17.3697 | 1.07 | 97.27 | 20.15 | 138.96 | 11.12 | 106.30 | 13.90 | 41.69 | 55.58 | 69.48 | 69.48 | 208.44 |
| C | 37,124 | 1,427.85 | 17.8481 | 1.11 | 99.95 | 20.70 | 142.78 | 11.42 | 109.23 | 14.28 | 42.84 | 57.11 | 71.39 | 71.39 | 214.18 |
| D | 38,119 | 1,466.11 | 18.3264 | 1.14 | 102.63 | 21.26 | 146.61 | 11.73 | 112.16 | 14.66 | 43.98 | 58.64 | 73.31 | 73.31 | 219.92 |
| E | 39,114 | 1,504.38 | 18.8048 | 1.18 | 105.31 | 21.81 | 150.44 | 12.04 | 115.09 | 15.04 | 45.13 | 60.18 | 75.22 | 75.22 | 225.66 |
| F | 40,109 | 1,542.66 | 19.2832 | 1.21 | 107.99 | 22.37 | 154.27 | 12.34 | 118.01 | 15.43 | 46.28 | 61.71 | 77.13 | 77.13 | 231.40 |
| G | 41,104 | 1,580.92 | 19.7615 | 1.25 | 110.66 | 22.92 | 158.09 | 12.65 | 120.94 | 15.81 | 47.43 | 63.24 | 79.05 | 79.05 | 237.14 |
| H | 42,099 | 1,619.19 | 20.2399 | 1.29 | 113.34 | 23.48 | 161.92 | 12.95 | 123.87 | 16.19 | 48.58 | 64.77 | 80.96 | 80.96 | 242.88 |
| I | 43,094 | 1,657.46 | 20.7183 | 1.32 | 116.02 | 24.03 | 165.75 | 13.26 | 126.80 | 16.57 | 49.72 | 66.30 | 82.87 | 82.87 | 248.62 |
| J | 44,089 | 1,695.73 | 21.1966 | 1.36 | 118.70 | 24.59 | 169.57 | 13.57 | 129.72 | 16.96 | 50.87 | 67.83 | 84.79 | 84.79 | 254.36 |
| K | 45,084 | 1,734.00 | 21.6750 | 1.41 | 121.38 | 25.14 | 173.40 | 13.87 | 132.65 | 17.34 | 52.02 | 69.36 | 86.70 | 86.70 | 260.10 |
| L | 46,079 | 1,772.27 | 22.1534 | 1.44 | 124.06 | 25.70 | 177.23 | 14.18 | 135.58 | 17.72 | 53.17 | 70.89 | 88.61 | 88.61 | 265.84 |
| M | 47,074 | 1,810.54 | 22.6317 | 1.48 | 126.74 | 26.25 | 181.05 | 14.48 | 138.51 | 18.11 | 54.32 | 72.42 | 90.53 | 90.53 | 271.58 |
| N | 48,069 | 1,848.81 | 23.1101 | 1.51 | 129.42 | 26.81 | 184.88 | 14.79 | 141.43 | 18.49 | 55.46 | 73.95 | 92.44 | 92.44 | 277.32 |
| O | 49,064 | 1,887.08 | 23.5885 | 1.55 | 132.10 | 27.36 | 188.71 | 15.10 | 144.36 | 18.87 | 56.61 | 75.48 | 94.35 | 94.35 | 283.06 |
| RC | 50,059 | 1,925.34 | 24.0668 | 1.56 | 134.77 | 27.92 | 192.53 | 15.40 | 147.29 | 19.25 | 57.76 | 77.01 | 96.27 | 96.27 | 288.80 |

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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 |
| 5 A | 36,900 | 1,419.23 | 17.7404 | 1.09 | 99.35 | 20.58 | 141.92 | 11.35 | 108.57 | 14.19 | 42.58 | 56.77 | 70.96 | 70.96 | 212.88 |
| B | 37,837 | 1,455.27 | 18.1909 | 1.13 | 101.87 | 21.10 | 145.53 | 11.64 | 111.33 | 14.55 | 43.66 | 58.21 | 72.76 | 72.76 | 218.29 |
| C | 38,774 | 1,491.30 | 18.6413 | 1.16 | 104.39 | 21.62 | 149.13 | 11.93 | 114.08 | 14.91 | 44.74 | 59.65 | 74.57 | 74.57 | 223.70 |
| D | 39,711 | 1,527.34 | 19.0918 | 1.20 | 106.91 | 22.15 | 152.73 | 12.22 | 116.84 | 15.27 | 45.82 | 61.09 | 76.37 | 76.37 | 229.10 |
| E | 40,648 | 1,563.38 | 19.5423 | 1.23 | 109.44 | 22.67 | 156.34 | 12.51 | 119.60 | 15.63 | 46.90 | 62.54 | 78.17 | 78.17 | 234.51 |
| F | 41,585 | 1,599.42 | 19.9928 | 1.27 | 111.96 | 23.19 | 159.94 | 12.80 | 122.36 | 15.99 | 47.98 | 63.98 | 79.97 | 79.97 | 239.91 |
| G | 42,522 | 1,635.46 | 20.4433 | 1.30 | 114.48 | 23.71 | 163.55 | 13.08 | 125.11 | 16.35 | 49.06 | 65.42 | 81.77 | 81.77 | 245.32 |
| H | 43,459 | 1,671.50 | 20.8938 | 1.34 | 117.01 | 24.24 | 167.15 | 13.37 | 127.87 | 16.72 | 50.15 | 66.86 | 83.58 | 83.58 | 250.73 |
| I | 44,396 | 1,707.54 | 21.3442 | 1.37 | 119.53 | 24.76 | 170.75 | 13.66 | 130.63 | 17.08 | 51.23 | 68.30 | 85.38 | 85.38 | 256.13 |
| J | 45,333 | 1,743.58 | 21.7947 | 1.42 | 122.05 | 25.28 | 174.36 | 13.95 | 133.38 | 17.44 | 52.31 | 69.74 | 87.18 | 87.18 | 261.54 |
| K | 46,270 | 1,779.62 | 22.2452 | 1.45 | 124.57 | 25.80 | 177.96 | 14.24 | 136.14 | 17.80 | 53.39 | 71.18 | 88.98 | 88.98 | 266.94 |
| L | 47,207 | 1,815.66 | 22.6957 | 1.49 | 127.10 | 26.33 | 181.57 | 14.53 | 138.90 | 18.16 | 54.47 | 72.63 | 90.78 | 90.78 | 272.35 |
| M | 48,144 | 1,851.70 | 23.1462 | 1.52 | 129.62 | 26.85 | 185.17 | 14.81 | 141.65 | 18.52 | 55.55 | 74.07 | 92.58 | 92.58 | 277.75 |
| N | 49,081 | 1,887.73 | 23.5966 | 1.56 | 132.14 | 27.37 | 188.77 | 15.10 | 144.41 | 18.88 | 56.63 | 75.51 | 94.39 | 94.39 | 283.16 |
| O | 50,018 | 1,923.77 | 24.0471 | 1.59 | 134.66 | 27.89 | 192.38 | 15.39 | 147.17 | 19.24 | 57.71 | 76.95 | 96.19 | 96.19 | 288.57 |
| RC | 50,955 | 1,959.81 | 24.4976 | 1.60 | 137.19 | 28.42 | 195.98 | 15.68 | 149.93 | 19.60 | 58.79 | 78.39 | 97.99 | 97.99 | 293.97 |

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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 | | | | | | 1% Minimum | 3% Employee | 3% USPS | 5% Employee | 5% USPS | 15% Employee |
| 6 A | 38,645 | 1,486.34 | 18.5793 | 1.15 | 104.04 | 21.55 | 148.63 | 11.89 | 113.71 | 14.86 | 44.59 | 59.45 | 74.32 | 74.32 | 222.95 |
| B | 39,531 | 1,520.42 | 19.0053 | 1.18 | 106.43 | 22.05 | 152.04 | 12.16 | 116.31 | 15.20 | 45.61 | 60.82 | 76.02 | 76.02 | 228.06 |
| C | 40,417 | 1,554.50 | 19.4313 | 1.22 | 108.82 | 22.54 | 155.45 | 12.44 | 118.92 | 15.55 | 46.64 | 62.18 | 77.73 | 77.73 | 233.18 |
| D | 41,303 | 1,588.58 | 19.8572 | 1.25 | 111.20 | 23.03 | 158.86 | 12.71 | 121.53 | 15.89 | 47.66 | 63.54 | 79.43 | 79.43 | 238.29 |
| E | 42,189 | 1,622.66 | 20.2832 | 1.28 | 113.59 | 23.53 | 162.27 | 12.98 | 124.13 | 16.23 | 48.68 | 64.91 | 81.13 | 81.13 | 243.40 |
| F | 43,075 | 1,656.73 | 20.7091 | 1.31 | 115.97 | 24.02 | 165.67 | 13.25 | 126.74 | 16.57 | 49.70 | 66.27 | 82.84 | 82.84 | 248.51 |
| G | 43,961 | 1,690.81 | 21.1351 | 1.35 | 118.36 | 24.52 | 169.08 | 13.53 | 129.35 | 16.91 | 50.72 | 67.63 | 84.54 | 84.54 | 253.62 |
| H | 44,847 | 1,724.89 | 21.5611 | 1.39 | 120.74 | 25.01 | 172.49 | 13.80 | 131.95 | 17.25 | 51.75 | 69.00 | 86.24 | 86.24 | 258.73 |
| I | 45,733 | 1,758.96 | 21.9870 | 1.42 | 123.13 | 25.50 | 175.90 | 14.07 | 134.56 | 17.59 | 52.77 | 70.36 | 87.95 | 87.95 | 263.84 |
| J | 46,619 | 1,793.04 | 22.4130 | 1.46 | 125.51 | 26.00 | 179.30 | 14.34 | 137.17 | 17.93 | 53.79 | 71.72 | 89.65 | 89.65 | 268.96 |
| K | 47,505 | 1,827.11 | 22.8389 | 1.49 | 127.90 | 26.49 | 182.71 | 14.62 | 139.77 | 18.27 | 54.81 | 73.08 | 91.36 | 91.36 | 274.07 |
| L | 48,391 | 1,861.19 | 23.2649 | 1.52 | 130.28 | 26.99 | 186.12 | 14.89 | 142.38 | 18.61 | 55.84 | 74.45 | 93.06 | 93.06 | 279.18 |
| M | 49,277 | 1,895.27 | 23.6909 | 1.55 | 132.67 | 27.48 | 189.53 | 15.16 | 144.99 | 18.95 | 56.86 | 75.81 | 94.76 | 94.76 | 284.29 |
| N | 50,163 | 1,929.34 | 24.1168 | 1.59 | 135.05 | 27.98 | 192.93 | 15.43 | 147.59 | 19.29 | 57.88 | 77.17 | 96.47 | 96.47 | 289.40 |
| O | 51,049 | 1,963.42 | 24.5428 | 1.62 | 137.44 | 28.47 | 196.34 | 15.71 | 150.20 | 19.63 | 58.90 | 78.54 | 98.17 | 98.17 | 294.51 |
| RC | 51,935 | 1,997.50 | 24.9688 | 1.64 | 139.83 | 28.96 | 199.75 | 15.98 | 152.81 | 19.98 | 59.93 | 79.90 | 99.88 | 99.88 | 299.63 |

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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% 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 | 40,487 | 1,557.19 | 19.4649 | 1.22 | 109.00 | 22.58 | 155.72 | 12.46 | 119.13 | 15.57 | 46.72 | 62.29 | 77.86 | 77.86 | 233.58 |
| B | 41,323 | 1,589.34 | 19.8668 | 1.25 | 111.25 | 23.05 | 158.93 | 12.71 | 121.58 | 15.89 | 47.68 | 63.57 | 79.47 | 79.47 | 238.40 |
| C | 42,159 | 1,621.50 | 20.2688 | 1.28 | 113.51 | 23.51 | 162.15 | 12.97 | 124.05 | 16.22 | 48.65 | 64.86 | 81.08 | 81.08 | 243.23 |
| D | 42,995 | 1,653.66 | 20.6707 | 1.31 | 115.76 | 23.98 | 165.37 | 13.23 | 126.50 | 16.54 | 49.61 | 66.15 | 82.68 | 82.68 | 248.05 |
| E | 43,831 | 1,685.81 | 21.0726 | 1.35 | 118.01 | 24.44 | 168.58 | 13.49 | 128.96 | 16.86 | 50.57 | 67.43 | 84.29 | 84.29 | 252.87 |
| F | 44,667 | 1,717.96 | 21.4745 | 1.39 | 120.26 | 24.91 | 171.80 | 13.74 | 131.42 | 17.18 | 51.54 | 68.72 | 85.90 | 85.90 | 257.69 |
| G | 45,503 | 1,750.11 | 21.8764 | 1.42 | 122.51 | 25.38 | 175.01 | 14.00 | 133.88 | 17.50 | 52.50 | 70.00 | 87.51 | 87.51 | 262.52 |
| H | 46,339 | 1,782.27 | 22.2784 | 1.45 | 124.76 | 25.84 | 178.23 | 14.26 | 136.34 | 17.82 | 53.47 | 71.29 | 89.11 | 89.11 | 267.34 |
| I | 47,175 | 1,814.42 | 22.6803 | 1.48 | 127.01 | 26.31 | 181.44 | 14.52 | 138.80 | 18.14 | 54.43 | 72.58 | 90.72 | 90.72 | 272.16 |
| J | 48,011 | 1,846.58 | 23.0822 | 1.51 | 129.26 | 26.78 | 184.66 | 14.77 | 141.26 | 18.47 | 55.40 | 73.86 | 92.33 | 92.33 | 276.99 |
| K | 48,847 | 1,878.73 | 23.4841 | 1.54 | 131.51 | 27.24 | 187.87 | 15.03 | 143.72 | 18.79 | 56.36 | 75.15 | 93.94 | 93.94 | 281.81 |
| L | 49,683 | 1,910.89 | 23.8861 | 1.58 | 133.76 | 27.71 | 191.09 | 15.29 | 146.18 | 19.11 | 57.33 | 76.44 | 95.54 | 95.54 | 286.63 |
| M | 50,519 | 1,943.04 | 24.2880 | 1.61 | 136.01 | 28.17 | 194.30 | 15.54 | 148.64 | 19.43 | 58.29 | 77.72 | 97.15 | 97.15 | 291.46 |
| N | 51,355 | 1,975.19 | 24.6899 | 1.64 | 138.26 | 28.64 | 197.52 | 15.80 | 151.10 | 19.75 | 59.26 | 79.01 | 98.76 | 98.76 | 296.28 |
| O | 52,191 | 2,007.34 | 25.0918 | 1.67 | 140.51 | 29.11 | 200.73 | 16.06 | 153.56 | 20.07 | 60.22 | 80.29 | 100.37 | 100.37 | 301.10 |
| RC | 53,027 | 2,039.50 | 25.4938 | 1.68 | 142.77 | 29.57 | 203.95 | 16.32 | 156.02 | 20.40 | 61.19 | 81.58 | 101.98 | 101.98 | 305.93 |

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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 | | | | | | 3% Employee | 3% USPS | 5% Employee | 5% USPS | 15% Employee | |
| 8 A | 41,325 | 1,589.42 | 19.8678 | 1.25 | 111.26 | 23.05 | 158.94 | 12.72 | 121.59 | 15.89 | 47.68 | 63.58 | 79.47 | 79.47 | 238.41 |
| B | 42,187 | 1,622.58 | 20.2822 | 1.28 | 113.58 | 23.53 | 162.26 | 12.98 | 124.13 | 16.23 | 48.68 | 64.90 | 81.13 | 81.13 | 243.39 |
| C | 43,049 | 1,655.73 | 20.6966 | 1.31 | 115.90 | 24.01 | 165.57 | 13.25 | 126.66 | 16.56 | 49.67 | 66.23 | 82.79 | 82.79 | 248.36 |
| D | 43,911 | 1,688.89 | 21.1111 | 1.35 | 118.22 | 24.49 | 168.89 | 13.51 | 129.20 | 16.89 | 50.67 | 67.56 | 84.44 | 84.44 | 253.33 |
| E | 44,773 | 1,722.04 | 21.5255 | 1.39 | 120.54 | 24.97 | 172.20 | 13.78 | 131.74 | 17.22 | 51.66 | 68.88 | 86.10 | 86.10 | 258.31 |
| F | 45,635 | 1,755.19 | 21.9399 | 1.42 | 122.86 | 25.45 | 175.52 | 14.04 | 134.27 | 17.55 | 52.66 | 70.21 | 87.76 | 87.76 | 263.28 |
| G | 46,497 | 1,788.34 | 22.3543 | 1.45 | 125.18 | 25.93 | 178.83 | 14.31 | 136.81 | 17.88 | 53.65 | 71.53 | 89.42 | 89.42 | 268.25 |
| H | 47,359 | 1,821.50 | 22.7688 | 1.49 | 127.51 | 26.41 | 182.15 | 14.57 | 139.35 | 18.22 | 54.65 | 72.86 | 91.08 | 91.08 | 273.23 |
| I | 48,221 | 1,854.66 | 23.1832 | 1.52 | 129.83 | 26.89 | 185.47 | 14.84 | 141.88 | 18.55 | 55.64 | 74.19 | 92.73 | 92.73 | 278.20 |
| J | 49,083 | 1,887.81 | 23.5976 | 1.55 | 132.15 | 27.37 | 188.78 | 15.10 | 144.42 | 18.88 | 56.63 | 75.51 | 94.39 | 94.39 | 283.17 |
| K | 49,945 | 1,920.96 | 24.0120 | 1.58 | 134.47 | 27.85 | 192.10 | 15.37 | 146.95 | 19.21 | 57.63 | 76.84 | 96.05 | 96.05 | 288.14 |
| L | 50,807 | 1,954.11 | 24.4264 | 1.61 | 136.79 | 28.33 | 195.41 | 15.63 | 149.49 | 19.54 | 58.62 | 78.16 | 97.71 | 97.71 | 293.12 |
| M | 51,669 | 1,987.27 | 24.8409 | 1.65 | 139.11 | 28.82 | 198.73 | 15.90 | 152.03 | 19.87 | 59.62 | 79.49 | 99.36 | 99.36 | 298.09 |
| N | 52,531 | 2,020.42 | 25.2553 | 1.68 | 141.43 | 29.30 | 202.04 | 16.16 | 154.56 | 20.20 | 60.61 | 80.82 | 101.02 | 101.02 | 303.06 |
| O | 53,393 | 2,053.58 | 25.6697 | 1.71 | 143.75 | 29.78 | 205.36 | 16.43 | 157.10 | 20.54 | 61.61 | 82.14 | 102.68 | 102.68 | 308.04 |
| RC | 54,255 | 2,086.73 | 26.0841 | 1.73 | 146.07 | 30.26 | 208.67 | 16.69 | 159.63 | 20.87 | 62.60 | 83.47 | 104.34 | 104.34 | 313.01 |

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Effective March 15, 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 | | | | | | 3% Employee | 3% USPS | 5% Employee | 5% USPS | 15% Employee | |
| 9 D | 47,643 | 1,832.42 | 22.9053 | 1.49 | 128.27 | 26.57 | 183.24 | 14.66 | 140.18 | 18.32 | 54.97 | 73.30 | 91.62 | 91.62 | 274.86 |
| E | 48,288 | 1,857.23 | 23.2154 | 1.52 | 130.01 | 26.93 | 185.72 | 14.86 | 142.08 | 18.57 | 55.72 | 74.29 | 92.86 | 92.86 | 278.58 |
| F | 48,933 | 1,882.04 | 23.5255 | 1.54 | 131.74 | 27.29 | 188.20 | 15.06 | 143.98 | 18.82 | 56.46 | 75.28 | 94.10 | 94.10 | 282.31 |
| G | 49,578 | 1,906.85 | 23.8356 | 1.57 | 133.48 | 27.65 | 190.68 | 15.25 | 145.87 | 19.07 | 57.21 | 76.27 | 95.34 | 95.34 | 286.03 |
| H | 50,223 | 1,931.66 | 24.1457 | 1.59 | 135.22 | 28.01 | 193.17 | 15.45 | 147.77 | 19.32 | 57.95 | 77.27 | 96.58 | 96.58 | 289.75 |
| I | 50,868 | 1,956.46 | 24.4558 | 1.62 | 136.95 | 28.37 | 195.65 | 15.65 | 149.67 | 19.56 | 58.69 | 78.26 | 97.82 | 97.82 | 293.47 |
| J | 51,513 | 1,981.27 | 24.7659 | 1.64 | 138.69 | 28.73 | 198.13 | 15.85 | 151.57 | 19.81 | 59.44 | 79.25 | 99.06 | 99.06 | 297.19 |
| K | 52,158 | 2,006.08 | 25.0760 | 1.66 | 140.43 | 29.09 | 200.61 | 16.05 | 153.47 | 20.06 | 60.18 | 80.24 | 100.30 | 100.30 | 300.91 |
| L | 52,803 | 2,030.89 | 25.3861 | 1.69 | 142.16 | 29.45 | 203.09 | 16.25 | 155.36 | 20.31 | 60.93 | 81.24 | 101.54 | 101.54 | 304.63 |
| M | 53,448 | 2,055.70 | 25.6962 | 1.71 | 143.90 | 29.81 | 205.57 | 16.45 | 157.26 | 20.56 | 61.67 | 82.23 | 102.78 | 102.78 | 308.35 |
| N | 54,093 | 2,080.50 | 26.0063 | 1.74 | 145.64 | 30.17 | 208.05 | 16.64 | 159.16 | 20.81 | 62.42 | 83.22 | 104.03 | 104.03 | 312.08 |
| O | 54,738 | 2,105.30 | 26.3163 | 1.76 | 147.37 | 30.53 | 210.53 | 16.84 | 161.06 | 21.05 | 63.16 | 84.21 | 105.27 | 105.27 | 315.80 |
| P | 55,383 | 2,130.11 | 26.6264 | 1.79 | 149.11 | 30.89 | 213.01 | 17.04 | 162.95 | 21.30 | 63.90 | 85.20 | 106.51 | 106.51 | 319.52 |
| RC | 56,028 | 2,154.92 | 26.9365 | 1.81 | 150.84 | 31.25 | 215.49 | 17.24 | 164.85 | 21.55 | 64.65 | 86.20 | 107.75 | 107.75 | 323.24 |

Salary and Rates
Effective March 15, 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 |
| 10 D | 50,821 | 1,954.66 | 24.4332 | 1.62 | 136.83 | 28.34 | 195.47 | 15.64 | 149.53 | 19.55 | 58.64 | 78.19 | 97.73 | 97.73 | 293.20 |
| E | 51,588 | 1,984.15 | 24.8019 | 1.65 | 138.89 | 28.77 | 198.42 | 15.87 | 151.79 | 19.84 | 59.52 | 79.37 | 99.21 | 99.21 | 297.62 |
| F | 52,355 | 2,013.66 | 25.1707 | 1.68 | 140.96 | 29.20 | 201.37 | 16.11 | 154.04 | 20.14 | 60.41 | 80.55 | 100.68 | 100.68 | 302.05 |
| G | 53,122 | 2,043.15 | 25.5394 | 1.70 | 143.02 | 29.63 | 204.32 | 16.35 | 156.30 | 20.43 | 61.29 | 81.73 | 102.16 | 102.16 | 306.47 |
| H | 53,889 | 2,072.66 | 25.9082 | 1.73 | 145.09 | 30.05 | 207.27 | 16.58 | 158.56 | 20.73 | 62.18 | 82.91 | 103.63 | 103.63 | 310.90 |
| I | 54,656 | 2,102.15 | 26.2769 | 1.76 | 147.15 | 30.48 | 210.22 | 16.82 | 160.81 | 21.02 | 63.06 | 84.09 | 105.11 | 105.11 | 315.32 |
| J | 55,423 | 2,131.66 | 26.6457 | 1.80 | 149.22 | 30.91 | 213.17 | 17.05 | 163.07 | 21.32 | 63.95 | 85.27 | 106.58 | 106.58 | 319.75 |
| K | 56,190 | 2,161.15 | 27.0144 | 1.83 | 151.28 | 31.34 | 216.12 | 17.29 | 165.33 | 21.61 | 64.83 | 86.45 | 108.06 | 108.06 | 324.17 |
| L | 56,957 | 2,190.66 | 27.3832 | 1.86 | 153.35 | 31.76 | 219.07 | 17.53 | 167.59 | 21.91 | 65.72 | 87.63 | 109.53 | 109.53 | 328.60 |
| M | 57,724 | 2,220.15 | 27.7519 | 1.88 | 155.41 | 32.19 | 222.02 | 17.76 | 169.84 | 22.20 | 66.60 | 88.81 | 111.01 | 111.01 | 333.02 |
| N | 58,491 | 2,249.66 | 28.1207 | 1.91 | 157.48 | 32.62 | 224.97 | 18.00 | 172.10 | 22.50 | 67.49 | 89.99 | 112.48 | 112.48 | 337.45 |
| O | 59,258 | 2,279.15 | 28.4894 | 1.94 | 159.54 | 33.05 | 227.92 | 18.23 | 174.36 | 22.79 | 68.37 | 91.17 | 113.96 | 113.96 | 341.87 |
| P | 60,025 | 2,308.66 | 28.8582 | 1.97 | 161.61 | 33.48 | 230.87 | 18.47 | 176.61 | 23.09 | 69.26 | 92.35 | 115.43 | 115.43 | 346.30 |
| RC | 60,792 | 2,338.15 | 29.2269 | 1.99 | 163.67 | 33.90 | 233.82 | 18.71 | 178.87 | 23.38 | 70.14 | 93.53 | 116.91 | 116.91 | 350.72 |

Salary and Rates
Effective March 15, 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 |
| 11 D | 51,996 | 1,999.85 | 24.9981 | 1.66 | 139.99 | 29.00 | 199.98 | 16.00 | 152.99 | 20.00 | 60.00 | 79.99 | 99.99 | 99.99 | 299.98 |
| E | 52,810 | 2,031.15 | 25.3894 | 1.69 | 142.18 | 29.45 | 203.12 | 16.25 | 155.38 | 20.31 | 60.93 | 81.25 | 101.56 | 101.56 | 304.67 |
| F | 53,624 | 2,062.46 | 25.7808 | 1.72 | 144.37 | 29.91 | 206.25 | 16.50 | 157.78 | 20.62 | 61.87 | 82.50 | 103.12 | 103.12 | 309.37 |
| G | 54,438 | 2,093.77 | 26.1721 | 1.75 | 146.56 | 30.36 | 209.38 | 16.75 | 160.17 | 20.94 | 62.81 | 83.75 | 104.69 | 104.69 | 314.07 |
| H | 55,252 | 2,125.08 | 26.5635 | 1.79 | 148.76 | 30.81 | 212.51 | 17.00 | 162.57 | 21.25 | 63.75 | 85.00 | 106.25 | 106.25 | 318.76 |
| I | 56,066 | 2,156.38 | 26.9548 | 1.82 | 150.95 | 31.27 | 215.64 | 17.25 | 164.96 | 21.56 | 64.69 | 86.26 | 107.82 | 107.82 | 323.46 |
| J | 56,880 | 2,187.70 | 27.3462 | 1.85 | 153.14 | 31.72 | 218.77 | 17.50 | 167.36 | 21.88 | 65.63 | 87.51 | 109.38 | 109.38 | 328.15 |
| K | 57,694 | 2,219.00 | 27.7375 | 1.88 | 155.33 | 32.18 | 221.90 | 17.75 | 169.75 | 22.19 | 66.57 | 88.76 | 110.95 | 110.95 | 332.85 |
| L | 58,508 | 2,250.30 | 28.1288 | 1.91 | 157.52 | 32.63 | 225.03 | 18.00 | 172.15 | 22.50 | 67.51 | 90.01 | 112.52 | 112.52 | 337.55 |
| M | 59,322 | 2,281.62 | 28.5202 | 1.94 | 159.71 | 33.08 | 228.16 | 18.25 | 174.54 | 22.82 | 68.45 | 91.26 | 114.08 | 114.08 | 342.24 |
| N | 60,136 | 2,312.92 | 28.9115 | 1.97 | 161.90 | 33.54 | 231.29 | 18.50 | 176.94 | 23.13 | 69.39 | 92.52 | 115.65 | 115.65 | 346.94 |
| O | 60,950 | 2,344.23 | 29.3029 | 2.00 | 164.10 | 33.99 | 234.42 | 18.75 | 179.33 | 23.44 | 70.33 | 93.77 | 117.21 | 117.21 | 351.63 |
| P | 61,764 | 2,375.54 | 29.6942 | 2.03 | 166.29 | 34.45 | 237.55 | 19.00 | 181.73 | 23.76 | 71.27 | 95.02 | 118.78 | 118.78 | 356.33 |
| RC | 62,578 | 2,406.85 | 30.0856 | 2.06 | 168.48 | 34.90 | 240.68 | 19.25 | 184.12 | 24.07 | 72.21 | 96.27 | 120.34 | 120.34 | 361.03 |

**Part-time Rates
Effective March 15, 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 | 15.98 | 16.49 | 16.99 | 17.49 | 17.99 | 18.50 | 19.00 | 19.50 | 20.00 | 20.51 | 21.01 | 21.51 | 22.01 | 22.52 | 23.02 | 23.52 | 24.09 | | 24.59 | |
| | 4 | 16.57 | 17.07 | 17.57 | 18.06 | 18.56 | 19.06 | 19.56 | 20.05 | 20.55 | 21.05 | 21.55 | 22.04 | 22.54 | 23.04 | 23.54 | 24.03 | 24.53 | | 25.03 | |
| | 5 | | | 18.45 | 18.92 | 19.39 | 19.86 | 20.32 | 20.79 | 21.26 | 21.73 | 22.20 | 22.67 | 23.14 | 23.60 | 24.07 | 24.54 | 25.01 | | 25.48 | |
| | 6 | | | 19.32 | 19.77 | 20.21 | 20.65 | 21.09 | 21.54 | 21.98 | 22.42 | 22.87 | 23.31 | 23.75 | 24.20 | 24.64 | 25.08 | 25.52 | | 25.97 | |
| | 7 | | | 20.24 | 20.66 | 21.08 | 21.50 | 21.92 | 22.33 | 22.75 | 23.17 | 23.59 | 24.01 | 24.42 | 24.84 | 25.26 | 25.68 | 26.10 | | 26.51 | |
| | 8 | | | 20.66 | 21.09 | 21.52 | 21.96 | 22.39 | 22.82 | 23.25 | 23.68 | 24.11 | 24.54 | 24.97 | 25.40 | 25.83 | 26.27 | 26.70 | | 27.13 | |
| | 9 | | | | | | | 23.82 | 24.14 | 24.47 | 24.79 | 25.11 | 25.43 | 25.76 | 26.08 | 26.40 | 26.72 | 27.05 | 27.37 | 27.69 | 28.01 |
| | 10 | | | | | | | 25.41 | 25.79 | 26.18 | 26.56 | 26.94 | 27.33 | 27.71 | 28.10 | 28.48 | 28.86 | 29.25 | 29.63 | 30.01 | 30.40 |
| | 11 | | | | | | | 26.00 | 26.41 | 26.81 | 27.22 | 27.63 | 28.03 | 28.44 | 28.85 | 29.25 | 29.66 | 30.07 | 30.48 | 30.88 | 31.29 |

| 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 | 15.37 | 15.85 | 16.33 | 16.82 | 17.30 | 17.78 | 18.27 | 18.75 | 19.23 | 19.72 | 20.20 | 20.68 | 21.17 | 21.65 | 22.13 | 22.62 | 23.16 | | 23.64 | |
| | 4 | 15.93 | 16.41 | 16.89 | 17.37 | 17.85 | 18.33 | 18.80 | 19.28 | 19.76 | 20.24 | 20.72 | 21.20 | 21.68 | 22.15 | 22.63 | 23.11 | 23.59 | | 24.07 | |
| | 5 | | | 17.74 | 18.19 | 18.64 | 19.09 | 19.54 | 19.99 | 20.44 | 20.89 | 21.34 | 21.79 | 22.25 | 22.70 | 23.15 | 23.60 | 24.05 | | 24.50 | |
| | 6 | | | 18.58 | 19.01 | 19.43 | 19.86 | 20.28 | 20.71 | 21.14 | 21.56 | 21.99 | 22.41 | 22.84 | 23.26 | 23.69 | 24.12 | 24.54 | | 24.97 | |
| | 7 | | | 19.46 | 19.87 | 20.27 | 20.67 | 21.07 | 21.47 | 21.88 | 22.28 | 22.68 | 23.08 | 23.48 | 23.89 | 24.29 | 24.69 | 25.09 | | 25.49 | |
| | 8 | | | 19.87 | 20.28 | 20.70 | 21.11 | 21.53 | 21.94 | 22.35 | 22.77 | 23.18 | 23.60 | 24.01 | 24.43 | 24.84 | 25.26 | 25.67 | | 26.08 | |
| | 9 | | | | | | | 22.91 | 23.22 | 23.53 | 23.84 | 24.15 | 24.46 | 24.77 | 25.08 | 25.39 | 25.70 | 26.01 | 26.32 | 26.63 | 26.94 |
| | 10 | | | | | | | 24.43 | 24.80 | 25.17 | 25.54 | 25.91 | 26.28 | 26.65 | 27.01 | 27.38 | 27.75 | 28.12 | 28.49 | 28.86 | 29.23 |
| | 11 | | | | | | | 25.00 | 25.39 | 25.78 | 26.17 | 26.56 | 26.95 | 27.35 | 27.74 | 28.13 | 28.52 | 28.91 | 29.30 | 29.69 | 30.09 |

| Transitional Employee Rates Effective March 15, 2008 | |
|---|--------------|
| Grade | Rate |
| 5 | 13.12 |
| 6 | 13.94 |