

SALARY TABLE NO. 97-GS
1997 GENERAL SCHEDULE
INCORPORATING A 2.30% GENERAL INCREASE
Effective January 1997

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10	Within-Grade Increase Amounts
GS-1	\$12,669	\$13,091	\$13,512	\$13,932	\$14,355	\$14,602	\$15,017	\$15,436	\$15,454	\$15,844	VARIES
2	14,243	14,583	15,055	15,454	15,628	16,088	16,548	17,008	17,468	17,928	VARIES
3	15,542	16,060	16,578	17,096	17,614	18,132	18,650	19,168	19,686	20,204	\$518
4	17,447	18,029	18,611	19,193	19,775	20,357	20,939	21,521	22,103	22,685	\$582
5	19,520	20,171	20,822	21,473	22,124	22,775	23,426	24,077	24,728	25,379	\$651
6	21,758	22,483	23,208	23,933	24,658	25,383	26,108	26,833	27,558	28,283	\$725
7	24,178	24,984	25,790	26,596	27,402	28,208	29,014	29,820	30,626	31,432	\$806
8	26,777	27,670	28,563	29,456	30,349	31,242	32,135	33,028	33,921	34,814	\$893
9	29,577	30,563	31,549	32,535	33,521	34,507	35,493	36,479	37,465	38,451	\$986
10	32,571	33,657	34,743	35,829	36,915	38,001	39,087	40,173	41,259	42,345	\$1,086
11	35,786	36,979	38,172	39,365	40,558	41,751	42,944	44,137	45,330	46,523	\$1,193
12	42,890	44,320	45,750	47,180	48,610	50,040	51,470	52,900	54,330	55,760	\$1,430
13	51,003	52,703	54,403	56,103	57,803	59,503	61,203	62,903	64,603	66,303	\$1,700
14	60,270	62,279	64,288	66,297	68,306	70,315	72,324	74,333	76,342	78,351	\$2,009
15	70,894	73,257	75,620	77,983	80,346	82,709	85,072	87,435	89,798	92,161	\$2,363

SALARY TABLE NO. 97-ATL

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 5.65%
FOR THE LOCALITY PAY AREA OF ATLANTA, GA
(Net Increase: 2.80%)**

Effective January 1997

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,385	\$13,831	\$14,275	\$14,719	\$15,166	\$15,427	\$15,865	\$16,308	\$16,327	\$16,739
2	15,048	15,407	15,906	16,327	16,511	16,997	17,483	17,969	18,455	18,941
3	16,420	16,967	17,515	18,062	18,609	19,156	19,704	20,251	20,798	21,346
4	18,433	19,048	19,663	20,277	20,892	21,507	22,122	22,737	23,352	23,967
5	20,623	21,311	21,998	22,686	23,374	24,062	24,750	25,437	26,125	26,813
6	22,987	23,753	24,519	25,285	26,051	26,817	27,583	28,349	29,115	29,881
7	25,544	26,396	27,247	28,099	28,950	29,802	30,653	31,505	32,356	33,208
8	28,290	29,233	30,177	31,120	32,064	33,007	33,951	34,894	35,838	36,781
9	31,248	32,290	33,332	34,373	35,415	36,457	37,498	38,540	39,582	40,623
10	34,411	35,559	36,706	37,853	39,001	40,148	41,295	42,443	43,590	44,737
11	37,808	39,068	40,329	41,589	42,850	44,110	45,370	46,631	47,891	49,152
12	45,313	46,824	48,335	49,846	51,356	52,867	54,378	55,889	57,400	58,910
13	53,885	55,681	57,477	59,273	61,069	62,865	64,661	66,457	68,253	70,049
14	63,675	65,798	67,920	70,043	72,165	74,288	76,410	78,533	80,655	82,778
15	74,900	77,396	79,893	82,389	84,886	87,382	89,879	92,375	94,872	97,368

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-CIN

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 6.75%
FOR THE LOCALITY PAY AREA OF CINCINNATI-HAMILTON, OH-KY-IN
(Net Increase: 3.15%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,524	\$13,975	\$14,424	\$14,872	\$15,324	\$15,588	\$16,031	\$16,478	\$16,497	\$16,913
2	15,204	15,567	16,071	16,497	16,683	17,174	17,665	18,156	18,647	19,138
3	16,591	17,144	17,697	18,250	18,803	19,356	19,909	20,462	21,015	21,568
4	18,625	19,246	19,867	20,489	21,110	21,731	22,352	22,974	23,595	24,216
5	20,838	21,533	22,227	22,922	23,617	24,312	25,007	25,702	26,397	27,092
6	23,227	24,001	24,775	25,548	26,322	27,096	27,870	28,644	29,418	30,192
7	25,810	26,670	27,531	28,391	29,252	30,112	30,972	31,833	32,693	33,554
8	28,584	29,538	30,491	31,444	32,398	33,351	34,304	35,257	36,211	37,164
9	31,573	32,626	33,679	34,731	35,784	36,836	37,889	38,941	39,994	41,046
10	34,770	35,929	37,088	38,247	39,407	40,566	41,725	42,885	44,044	45,203
11	38,202	39,475	40,749	42,022	43,296	44,569	45,843	47,116	48,390	49,663
12	45,785	47,312	48,838	50,365	51,891	53,418	54,944	56,471	57,997	59,524
13	54,446	56,260	58,075	59,890	61,705	63,519	65,334	67,149	68,964	70,778
14	64,338	66,483	68,627	70,772	72,917	75,061	77,206	79,350	81,495	83,640
15	75,679	78,202	80,724	83,247	85,769	88,292	90,814	93,337	95,859	98,382

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NOS. 97-CLE

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 5.51%
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON, OH
(Net Increase: 3.12%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,367	\$13,812	\$14,257	\$14,700	\$15,146	\$15,407	\$15,844	\$16,287	\$16,306	\$16,717
2	15,028	15,387	15,885	16,306	16,489	16,974	17,460	17,945	18,430	18,916
3	16,398	16,945	17,491	18,038	18,585	19,131	19,678	20,224	20,771	21,317
4	18,408	19,022	19,636	20,251	20,865	21,479	22,093	22,707	23,321	23,935
5	20,596	21,282	21,969	22,656	23,343	24,030	24,717	25,404	26,091	26,777
6	22,957	23,722	24,487	25,252	26,017	26,782	27,547	28,311	29,076	29,841
7	25,510	26,361	27,211	28,061	28,912	29,762	30,613	31,463	32,313	33,164
8	28,252	29,195	30,137	31,079	32,021	32,963	33,906	34,848	35,790	36,732
9	31,207	32,247	33,287	34,328	35,368	36,408	37,449	38,489	39,529	40,570
10	34,366	35,512	36,657	37,803	38,949	40,095	41,241	42,387	43,532	44,678
11	37,758	39,017	40,275	41,534	42,793	44,051	45,310	46,569	47,828	49,086
12	45,253	46,762	48,271	49,780	51,288	52,797	54,306	55,815	57,324	58,832
13	53,813	55,607	57,401	59,194	60,988	62,782	64,575	66,369	68,163	69,956
14	63,591	65,711	67,830	69,950	72,070	74,189	76,309	78,429	80,548	82,668
15	74,800	77,293	79,787	82,280	84,773	87,266	89,759	92,253	94,746	97,239

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-DFW

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 6.40%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX
(Net Increase: 2.46%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,480	\$13,929	\$14,377	\$14,824	\$15,274	\$15,537	\$15,978	\$16,424	\$16,443	\$16,858
2	15,155	15,516	16,019	16,443	16,628	17,118	17,607	18,097	18,586	19,075
3	16,537	17,088	17,639	18,190	18,741	19,292	19,844	20,395	20,946	21,497
4	18,564	19,183	19,802	20,421	21,041	21,660	22,279	22,898	23,518	24,137
5	20,769	21,462	22,155	22,847	23,540	24,233	24,925	25,618	26,311	27,003
6	23,151	23,922	24,693	25,465	26,236	27,008	27,779	28,550	29,322	30,093
7	25,725	26,583	27,441	28,298	29,156	30,013	30,871	31,728	32,586	33,444
8	28,491	29,441	30,391	31,341	32,291	33,241	34,192	35,142	36,092	37,042
9	31,470	32,519	33,568	34,617	35,666	36,715	37,765	38,814	39,863	40,912
10	34,656	35,811	36,967	38,122	39,278	40,433	41,589	42,744	43,900	45,055
11	38,076	39,346	40,615	41,884	43,154	44,423	45,692	46,962	48,231	49,500
12	45,635	47,156	48,678	50,200	51,721	53,243	54,764	56,286	57,807	59,329
13	54,267	56,076	57,885	59,694	61,502	63,311	65,120	66,929	68,738	70,546
14	64,127	66,265	68,402	70,540	72,678	74,815	76,953	79,090	81,228	83,365
15	75,431	77,945	80,460	82,974	85,488	88,002	90,517	93,031	95,545	98,059

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-DEN

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 7.06%
FOR THE LOCALITY PAY AREA OF DENVER-BOULDER-GREELEY, CO
(NET INCREASE: 2.99%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,563	\$14,015	\$14,466	\$14,916	\$15,368	\$15,633	\$16,077	\$16,526	\$16,545	\$16,963
2	15,249	15,613	16,118	16,545	16,731	17,224	17,716	18,209	18,701	19,194
3	16,639	17,194	17,748	18,303	18,858	19,412	19,967	20,521	21,076	21,630
4	18,679	19,302	19,925	20,548	21,171	21,794	22,417	23,040	23,663	24,287
5	20,898	21,595	22,292	22,989	23,686	24,383	25,080	25,777	26,474	27,171
6	23,294	24,070	24,846	25,623	26,399	27,175	27,951	28,727	29,504	30,280
7	25,885	26,748	27,611	28,474	29,337	30,199	31,062	31,925	32,788	33,651
8	28,667	29,624	30,580	31,536	32,492	33,448	34,404	35,360	36,316	37,272
9	31,665	32,721	33,776	34,832	35,888	36,943	37,999	39,054	40,110	41,166
10	34,871	36,033	37,196	38,359	39,521	40,684	41,847	43,009	44,172	45,335
11	38,312	39,590	40,867	42,144	43,421	44,699	45,976	47,253	48,530	49,808
12	45,918	47,449	48,980	50,511	52,042	53,573	55,104	56,635	58,166	59,697
13	54,604	56,424	58,244	60,064	61,884	63,704	65,524	67,344	69,164	70,984
14	64,525	66,676	68,827	70,978	73,128	75,279	77,430	79,581	81,732	83,883
15	75,899	78,429	80,959	83,489	86,018	88,548	91,078	93,608	96,138	98,668

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-HOU

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 11.52%
FOR THE LOCALITY PAY AREA OF HOUSTON-GALVESTON-BRAZORIA, TX
(Net Increase: 4.28%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$14,128	\$14,599	\$15,069	\$15,537	\$16,009	\$16,284	\$16,747	\$17,214	\$17,234	\$17,669
2	15,884	16,263	16,789	17,234	17,428	17,941	18,454	18,967	19,480	19,993
3	17,332	17,910	18,488	19,065	19,643	20,221	20,798	21,376	21,954	22,532
4	19,457	20,106	20,755	21,404	22,053	22,702	23,351	24,000	24,649	25,298
5	21,769	22,495	23,221	23,947	24,673	25,399	26,125	26,851	27,577	28,303
6	24,265	25,073	25,882	26,690	27,499	28,307	29,116	29,924	30,733	31,541
7	26,963	27,862	28,761	29,660	30,559	31,458	32,356	33,255	34,154	35,053
8	29,862	30,858	31,853	32,849	33,845	34,841	35,837	36,833	37,829	38,825
9	32,984	34,084	35,183	36,283	37,383	38,482	39,582	40,681	41,781	42,881
10	36,323	37,534	38,745	39,957	41,168	42,379	43,590	44,801	46,012	47,223
11	39,909	41,239	42,569	43,900	45,230	46,561	47,891	49,222	50,552	51,882
12	47,831	49,426	51,020	52,615	54,210	55,805	57,399	58,994	60,589	62,184
13	56,879	58,774	60,670	62,566	64,462	66,358	68,254	70,149	72,045	73,941
14	67,213	69,454	71,694	73,934	76,175	78,415	80,656	82,896	85,137	87,377
15	79,061	81,696	84,331	86,967	89,602	92,237	94,872	97,508	100,143	102,778

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-IND

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 5.49%
FOR THE LOCALITY PAY AREA OF INDIANAPOLIS, IN
(Net Increase: 2.74%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	2	3	4	5	6	7	8	9	10	
GS-1	\$13,365	\$13,810	\$14,254	\$14,697	\$15,143	\$15,404	\$15,841	\$16,283	\$16,302	\$16,714
2	15,025	15,384	15,882	16,302	16,486	16,971	17,456	17,942	18,427	18,912
3	16,395	16,942	17,488	18,035	18,581	19,127	19,674	20,220	20,767	21,313
4	18,405	19,019	19,633	20,247	20,861	21,475	22,089	22,703	23,316	23,930
5	20,592	21,278	21,965	22,652	23,339	24,025	24,712	25,399	26,086	26,772
6	22,953	23,717	24,482	25,247	26,012	26,777	27,541	28,306	29,071	29,836
7	25,505	26,356	27,206	28,056	28,906	29,757	30,607	31,457	32,307	33,158
8	28,247	29,189	30,131	31,073	32,015	32,957	33,899	34,841	35,783	36,725
9	31,201	32,241	33,281	34,321	35,361	36,401	37,442	38,482	39,522	40,562
10	34,359	35,505	36,650	37,796	38,942	40,087	41,233	42,378	43,524	44,670
11	37,751	39,009	40,268	41,526	42,785	44,043	45,302	46,560	47,819	49,077
12	45,245	46,753	48,262	49,770	51,279	52,787	54,296	55,804	57,313	58,821
13	53,803	55,596	57,390	59,183	60,976	62,770	64,563	66,356	68,150	69,943
14	63,579	65,698	67,817	69,937	72,056	74,175	76,295	78,414	80,533	82,652
15	74,786	77,279	79,772	82,264	84,757	87,250	89,742	92,235	94,728	97,221

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-LA

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 9.46%
FOR THE LOCALITY PAY AREA OF LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA,
(INCLUDING SANTA BARBARA COUNTY AND ALL OF EDWARDS AIR FORCE BASE)
(Net Increase: 3.54%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	2	3	4	5	6	7	8	9	10	
GS-1	\$13,867	\$14,329	\$14,790	\$15,250	\$15,713	\$15,983	\$16,438	\$16,896	\$16,916	\$17,343
2	15,590	15,963	16,479	16,916	17,106	17,610	18,113	18,617	19,120	19,624
3	17,012	17,579	18,146	18,713	19,280	19,847	20,414	20,981	21,548	22,115
4	19,097	19,735	20,372	21,009	21,646	22,283	22,920	23,557	24,194	24,831
5	21,367	22,079	22,792	23,504	24,217	24,930	25,642	26,355	27,067	27,780
6	23,816	24,610	25,403	26,197	26,991	27,784	28,578	29,371	30,165	30,959
7	26,465	27,347	28,230	29,112	29,994	30,876	31,759	32,641	33,523	34,405
8	29,310	30,288	31,265	32,243	33,220	34,197	35,175	36,152	37,130	38,107
9	32,375	33,454	34,534	35,613	36,692	37,771	38,851	39,930	41,009	42,088
10	35,652	36,841	38,030	39,218	40,407	41,596	42,785	43,973	45,162	46,351
11	39,171	40,477	41,783	43,089	44,395	45,701	47,007	48,312	49,618	50,924
12	46,947	48,513	50,078	51,643	53,209	54,774	56,339	57,904	59,470	61,035
13	55,828	57,689	59,550	61,410	63,271	65,132	66,993	68,854	70,714	72,575
14	65,972	68,171	70,370	72,569	74,768	76,967	79,166	81,365	83,564	85,763
15	77,601	80,187	82,774	85,360	87,947	90,533	93,120	95,706	98,293	100,879

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE 97-MIL

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 5.58%
FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE, WI
(Net Increase: 3.72%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	2	3	4	5	6	7	8	9	10	
GS-1	\$13,376	\$13,821	\$14,266	\$14,709	\$15,156	\$15,417	\$15,855	\$16,297	\$16,316	\$16,728
2	\$15,038	\$15,397	\$15,895	\$16,316	\$16,500	\$16,986	\$17,471	\$17,957	\$18,443	\$18,928
3	\$16,409	\$16,956	\$17,503	\$18,050	\$18,597	\$19,144	\$19,691	\$20,238	\$20,784	\$21,331
4	\$18,421	\$19,035	\$19,649	\$20,264	\$20,878	\$21,493	\$22,107	\$22,722	\$23,336	\$23,951
5	\$20,609	\$21,297	\$21,984	\$22,671	\$23,359	\$24,046	\$24,733	\$25,420	\$26,108	\$26,795
6	\$22,972	\$23,738	\$24,503	\$25,268	\$26,034	\$26,799	\$27,565	\$28,330	\$29,096	\$29,861
7	\$25,527	\$26,378	\$27,229	\$28,080	\$28,931	\$29,782	\$30,633	\$31,484	\$32,335	\$33,186
8	\$28,271	\$29,214	\$30,157	\$31,100	\$32,042	\$32,985	\$33,928	\$34,871	\$35,814	\$36,757
9	\$31,227	\$32,268	\$33,309	\$34,350	\$35,391	\$36,432	\$37,474	\$38,515	\$39,556	\$40,597
10	\$34,388	\$35,535	\$36,682	\$37,828	\$38,975	\$40,121	\$41,268	\$42,415	\$43,561	\$44,708
11	\$37,783	\$39,042	\$40,302	\$41,562	\$42,821	\$44,081	\$45,340	\$46,600	\$47,859	\$49,119
12	\$45,283	\$46,793	\$48,303	\$49,813	\$51,322	\$52,832	\$54,342	\$55,852	\$57,362	\$58,871
13	\$53,849	\$55,644	\$57,439	\$59,234	\$61,028	\$62,823	\$64,618	\$66,413	\$68,208	\$70,003
14	\$63,633	\$65,754	\$67,875	\$69,996	\$72,117	\$74,239	\$76,360	\$78,481	\$80,602	\$82,723
15	\$74,850	\$77,345	\$79,840	\$82,334	\$84,829	\$87,324	\$89,819	\$92,314	\$94,809	\$97,304

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-NY

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 9.15%
FOR THE LOCALITY PAY AREA OF NEW YORK-NORTHERN
NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA
(Net Increase: 3.34%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,828	\$14,289	\$14,748	\$15,207	\$15,668	\$15,938	\$16,391	\$16,848	\$16,868	\$17,294
2	15,546	15,917	16,433	16,868	17,058	17,560	18,062	18,564	19,066	19,568
3	16,964	17,529	18,095	18,660	19,226	19,791	20,356	20,922	21,487	22,053
4	19,043	19,679	20,314	20,949	21,584	22,220	22,855	23,490	24,125	24,761
5	21,306	22,017	22,727	23,438	24,148	24,859	25,569	26,280	26,991	27,701
6	23,749	24,540	25,332	26,123	26,914	27,706	28,497	29,288	30,080	30,871
7	26,390	27,270	28,150	29,030	29,909	30,789	31,669	32,549	33,428	34,308
8	29,227	30,202	31,177	32,151	33,126	34,101	35,075	36,050	37,025	37,999
9	32,283	33,360	34,436	35,512	36,588	37,664	38,741	39,817	40,893	41,969
10	35,551	36,737	37,922	39,107	40,293	41,478	42,663	43,849	45,034	46,220
11	39,060	40,363	41,665	42,967	44,269	45,571	46,873	48,176	49,478	50,780
12	46,814	48,375	49,936	51,497	53,058	54,619	56,180	57,740	59,301	60,862
13	55,670	57,525	59,381	61,236	63,092	64,948	66,803	68,659	70,514	72,370
14	65,785	67,978	70,170	72,363	74,556	76,749	78,942	81,134	83,327	85,520
15	77,381	79,960	82,539	85,118	87,698	90,277	92,856	95,435	98,015	100,594

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-PIT

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 5.07%
FOR THE LOCALITY PAY AREA OF PITTSBURGH, PA
(NET INCREASE: 3.22%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	2	3	4	5	6	7	8	9	10	
GS-1	\$13,311	\$13,755	\$14,197	\$14,638	\$15,083	\$15,342	\$15,778	\$16,219	\$16,238	\$16,647
2	14,965	15,322	15,818	16,238	16,420	16,904	17,387	17,870	18,354	18,837
3	16,330	16,874	17,419	17,963	18,507	19,051	19,596	20,140	20,684	21,228
4	18,332	18,943	19,555	20,166	20,778	21,389	22,001	22,612	23,224	23,835
5	20,510	21,194	21,878	22,562	23,246	23,930	24,614	25,298	25,982	26,666
6	22,861	23,623	24,385	25,146	25,908	26,670	27,432	28,193	28,955	29,717
7	25,404	26,251	27,098	27,944	28,791	29,638	30,485	31,332	32,179	33,026
8	28,135	29,073	30,011	30,949	31,888	32,826	33,764	34,703	35,641	36,579
9	31,077	32,113	33,149	34,185	35,221	36,257	37,292	38,328	39,364	40,400
10	34,222	35,363	36,504	37,646	38,787	39,928	41,069	42,210	43,351	44,492
11	37,600	38,854	40,107	41,361	42,614	43,868	45,121	46,375	47,628	48,882
12	45,065	46,567	48,070	49,572	51,075	52,577	54,080	55,582	57,085	58,587
13	53,589	55,375	57,161	58,947	60,734	62,520	64,306	66,092	67,878	69,665
14	63,326	65,437	67,547	69,658	71,769	73,880	75,991	78,102	80,213	82,323
15	74,488	76,971	79,454	81,937	84,420	86,902	89,385	91,868	94,351	96,834

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-RCH

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 5.27%
FOR THE LOCALITY PAY AREA OF RICHMOND-PETERSBURG, VA
(Net Increase: 3.14%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,337	\$13,781	\$14,224	\$14,666	\$15,112	\$15,372	\$15,808	\$16,249	\$16,268	\$16,679
2	14,994	15,352	15,848	16,268	16,452	16,936	17,420	17,904	18,389	18,873
3	16,361	16,906	17,452	17,997	18,542	19,088	19,633	20,178	20,723	21,269
4	18,366	18,979	19,592	20,204	20,817	21,430	22,042	22,655	23,268	23,880
5	20,549	21,234	21,919	22,605	23,290	23,975	24,661	25,346	26,031	26,716
6	22,905	23,668	24,431	25,194	25,957	26,721	27,484	28,247	29,010	29,774
7	25,452	26,301	27,149	27,998	28,846	29,695	30,543	31,392	32,240	33,088
8	28,188	29,128	30,068	31,008	31,948	32,888	33,829	34,769	35,709	36,649
9	31,136	32,174	33,212	34,250	35,288	36,326	37,363	38,401	39,439	40,477
10	34,287	35,431	36,574	37,717	38,860	40,004	41,147	42,290	43,433	44,577
11	37,672	38,928	40,184	41,440	42,695	43,951	45,207	46,463	47,719	48,975
12	45,150	46,656	48,161	49,666	51,172	52,677	54,182	55,688	57,193	58,699
13	53,691	55,480	57,270	59,060	60,849	62,639	64,428	66,218	68,008	69,797
14	63,446	65,561	67,676	69,791	71,906	74,021	76,135	78,250	80,365	82,480
15	74,630	77,118	79,605	82,093	84,580	87,068	89,555	92,043	94,530	97,018

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-STL

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 5.18%
FOR THE LOCALITY PAY AREA OF ST. LOUIS, MO-IL
(Net Increase: 2.75%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,325	\$13,769	\$14,212	\$14,654	\$15,099	\$15,358	\$15,795	\$16,236	\$16,255	\$16,665
2	14,981	15,338	15,835	16,255	16,438	16,921	17,405	17,889	18,373	18,857
3	16,347	16,892	17,437	17,982	18,526	19,071	19,616	20,161	20,706	21,251
4	18,351	18,963	19,575	20,187	20,799	21,411	22,024	22,636	23,248	23,860
5	20,531	21,216	21,901	22,585	23,270	23,955	24,639	25,324	26,009	26,694
6	22,885	23,648	24,410	25,173	25,935	26,698	27,460	28,223	28,986	29,748
7	25,430	26,278	27,126	27,974	28,821	29,669	30,517	31,365	32,212	33,060
8	28,164	29,103	30,043	30,982	31,921	32,860	33,800	34,739	35,678	36,617
9	31,109	32,146	33,183	34,220	35,257	36,294	37,332	38,369	39,406	40,443
10	34,258	35,400	36,543	37,685	38,827	39,969	41,112	42,254	43,396	44,538
11	37,640	38,895	40,149	41,404	42,659	43,914	45,168	46,423	47,678	48,933
12	45,112	46,616	48,120	49,624	51,128	52,632	54,136	55,640	57,144	58,648
13	53,645	55,433	57,221	59,009	60,797	62,585	64,373	66,161	67,949	69,737
14	63,392	65,505	67,618	69,731	71,844	73,957	76,070	78,183	80,297	82,410
15	74,566	77,052	79,537	82,023	84,508	86,993	89,479	91,964	94,450	96,935

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-SF

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 10.66%
FOR THE LOCALITY PAY AREA OF SAN FRANCISCO-OAKLAND-SAN JOSE, CA
(Net Increase: 3.89%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	2	3	4	5	6	7	8	9	10	
GS-1	\$14,020	\$14,487	\$14,952	\$15,417	\$15,885	\$16,159	\$16,618	\$17,081	\$17,101	\$17,533
2	15,761	16,138	16,660	17,101	17,294	17,803	18,312	18,821	19,330	19,839
3	17,199	17,772	18,345	18,918	19,492	20,065	20,638	21,211	21,785	22,358
4	19,307	19,951	20,595	21,239	21,883	22,527	23,171	23,815	24,459	25,103
5	21,601	22,321	23,042	23,762	24,482	25,203	25,923	26,644	27,364	28,084
6	24,077	24,880	25,682	26,484	27,287	28,089	28,891	29,693	30,496	31,298
7	26,755	27,647	28,539	29,431	30,323	31,215	32,107	32,999	33,891	34,783
8	29,631	30,620	31,608	32,596	33,584	34,572	35,561	36,549	37,537	38,525
9	32,730	33,821	34,912	36,003	37,094	38,185	39,277	40,368	41,459	42,550
10	36,043	37,245	38,447	39,648	40,850	42,052	43,254	44,455	45,657	46,859
11	39,601	40,921	42,241	43,561	44,881	46,202	47,522	48,842	50,162	51,482
12	47,462	49,045	50,627	52,209	53,792	55,374	56,957	58,539	60,122	61,704
13	56,440	58,321	60,202	62,084	63,965	65,846	67,727	69,608	71,490	73,371
14	66,695	68,918	71,141	73,364	75,587	77,811	80,034	82,257	84,480	86,703
15	78,451	81,066	83,681	86,296	88,911	91,526	94,141	96,756	99,370	101,985

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-RUS

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 4.81%
FOR THE LOCALITY PAY AREA OF REST OF U.S.**

(Net Increase: 2.97%)

Effective January 1997

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,278	\$13,721	\$14,162	\$14,602	\$15,045	\$15,304	\$15,739	\$16,178	\$16,197	\$16,606
2	14,928	15,284	15,779	16,197	16,380	16,862	17,344	17,826	18,308	18,790
3	16,290	16,832	17,375	17,918	18,461	19,004	19,547	20,090	20,633	21,176
4	18,286	18,896	19,506	20,116	20,726	21,336	21,946	22,556	23,166	23,776
5	20,459	21,141	21,824	22,506	23,188	23,870	24,553	25,235	25,917	26,600
6	22,805	23,564	24,324	25,084	25,844	26,604	27,364	28,124	28,884	29,643
7	25,341	26,186	27,030	27,875	28,720	29,565	30,410	31,254	32,099	32,944
8	28,065	29,001	29,937	30,873	31,809	32,745	33,681	34,617	35,553	36,489
9	31,000	32,033	33,067	34,100	35,133	36,167	37,200	38,234	39,267	40,300
10	34,138	35,276	36,414	37,552	38,691	39,829	40,967	42,105	43,244	44,382
11	37,507	38,758	40,008	41,258	42,509	43,759	45,010	46,260	47,510	48,761
12	44,953	46,452	47,951	49,449	50,948	52,447	53,946	55,444	56,943	58,442
13	53,456	55,238	57,020	58,802	60,583	62,365	64,147	65,929	67,710	69,492
14	63,169	65,275	67,380	69,486	71,592	73,697	75,803	77,908	80,014	82,120
15	74,304	76,781	79,257	81,734	84,211	86,687	89,164	91,641	94,117	96,594

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-SEA

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 6.62%
FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA-BREMERTON, WA
(Net Increase: 2.47%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	2	3	4	5	6	7	8	9	10	
GS-1	\$13,508	\$13,958	\$14,406	\$14,854	\$15,305	\$15,569	\$16,011	\$16,458	\$16,477	\$16,893
2	15,186	15,548	16,052	16,477	16,663	17,153	17,643	18,134	18,624	19,115
3	16,571	17,123	17,675	18,228	18,780	19,332	19,885	20,437	20,989	21,542
4	18,602	19,223	19,843	20,464	21,084	21,705	22,325	22,946	23,566	24,187
5	20,812	21,506	22,200	22,895	23,589	24,283	24,977	25,671	26,365	27,059
6	23,198	23,971	24,744	25,517	26,290	27,063	27,836	28,609	29,382	30,155
7	25,779	26,638	27,497	28,357	29,216	30,075	30,935	31,794	32,653	33,513
8	28,550	29,502	30,454	31,406	32,358	33,310	34,262	35,214	36,167	37,119
9	31,535	32,586	33,638	34,689	35,740	36,791	37,843	38,894	39,945	40,996
10	34,727	35,885	37,043	38,201	39,359	40,517	41,675	42,832	43,990	45,148
11	38,155	39,427	40,699	41,971	43,243	44,515	45,787	47,059	48,331	49,603
12	45,729	47,254	48,779	50,303	51,828	53,353	54,877	56,402	57,927	59,451
13	54,379	56,192	58,004	59,817	61,630	63,442	65,255	67,067	68,880	70,692
14	64,260	66,402	68,544	70,686	72,828	74,970	77,112	79,254	81,396	83,538
15	75,587	78,107	80,626	83,145	85,665	88,184	90,704	93,223	95,743	98,262

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-SD

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 7.07%
FOR THE LOCALITY PAY AREA OF SAN DIEGO, CA
(Net Increase: 2.60%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	2	3	4	5	6	7	8	9	10	
GS-1	\$13,565	\$14,017	\$14,467	\$14,917	\$15,370	\$15,634	\$16,079	\$16,527	\$16,547	\$16,964
2	15,250	15,614	16,119	16,547	16,733	17,225	17,718	18,210	18,703	19,196
3	16,641	17,195	17,750	18,305	18,859	19,414	19,969	20,523	21,078	21,632
4	18,681	19,304	19,927	20,550	21,173	21,796	22,419	23,043	23,666	24,289
5	20,900	21,597	22,294	22,991	23,688	24,385	25,082	25,779	26,476	27,173
6	23,296	24,073	24,849	25,625	26,401	27,178	27,954	28,730	29,506	30,283
7	25,887	26,750	27,613	28,476	29,339	30,202	31,065	31,928	32,791	33,654
8	28,670	29,626	30,582	31,539	32,495	33,451	34,407	35,363	36,319	37,275
9	31,668	32,724	33,780	34,835	35,891	36,947	38,002	39,058	40,114	41,169
10	34,874	36,037	37,199	38,362	39,525	40,688	41,850	43,013	44,176	45,339
11	38,316	39,593	40,871	42,148	43,425	44,703	45,980	47,257	48,535	49,812
12	45,922	47,453	48,985	50,516	52,047	53,578	55,109	56,640	58,171	59,702
13	54,609	56,429	58,249	60,069	61,890	63,710	65,530	67,350	69,170	70,991
14	64,531	66,682	68,833	70,984	73,135	75,286	77,437	79,588	81,739	83,890
15	75,906	78,436	80,966	83,496	86,026	88,557	91,087	93,617	96,147	98,677

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-SAC

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 6.56%
FOR THE LOCALITY PAY AREA OF SACRAMENTO-YOLO, CA
(Net Increase: 3.03%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,500	\$13,950	\$14,398	\$14,846	\$15,297	\$15,560	\$16,002	\$16,449	\$16,468	\$16,883
2	15,177	15,540	16,043	16,468	16,653	17,143	17,634	18,124	18,614	19,104
3	16,562	17,114	17,666	18,217	18,769	19,321	19,873	20,425	20,977	21,529
4	18,592	19,212	19,832	20,452	21,072	21,692	22,313	22,933	23,553	24,173
5	20,801	21,494	22,188	22,882	23,575	24,269	24,963	25,656	26,350	27,044
6	23,185	23,958	24,730	25,503	26,276	27,048	27,821	28,593	29,366	30,138
7	25,764	26,623	27,482	28,341	29,200	30,058	30,917	31,776	32,635	33,494
8	28,534	29,485	30,437	31,388	32,340	33,291	34,243	35,195	36,146	37,098
9	31,517	32,568	33,619	34,669	35,720	36,771	37,821	38,872	39,923	40,973
10	34,708	35,865	37,022	38,179	39,337	40,494	41,651	42,808	43,966	45,123
11	38,134	39,405	40,676	41,947	43,219	44,490	45,761	47,032	48,304	49,575
12	45,704	47,227	48,751	50,275	51,799	53,323	54,846	56,370	57,894	59,418
13	54,349	56,160	57,972	59,783	61,595	63,406	65,218	67,029	68,841	70,652
14	64,224	66,365	68,505	70,646	72,787	74,928	77,068	79,209	81,350	83,491
15	75,545	78,063	80,581	83,099	85,617	88,135	90,653	93,171	95,689	98,207

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-POR

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 6.13%
FOR THE LOCALITY PAY AREA OF PORTLAND-SALEM, OR-WA
(Net Increase: 3.20%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	2	3	4	5	6	7	8	9	10	
GS-1	\$13,446	\$13,893	\$14,340	\$14,786	\$15,235	\$15,497	\$15,938	\$16,382	\$16,401	\$16,815
2	15,116	15,477	15,978	16,401	16,586	17,074	17,562	18,051	18,539	19,027
3	16,495	17,044	17,594	18,144	18,694	19,243	19,793	20,343	20,893	21,443
4	18,517	19,134	19,752	20,370	20,987	21,605	22,223	22,840	23,458	24,076
5	20,717	21,407	22,098	22,789	23,480	24,171	24,862	25,553	26,244	26,935
6	23,092	23,861	24,631	25,400	26,170	26,939	27,708	28,478	29,247	30,017
7	25,660	26,516	27,371	28,226	29,082	29,937	30,793	31,648	32,503	33,359
8	28,418	29,366	30,314	31,262	32,209	33,157	34,105	35,053	36,000	36,948
9	31,390	32,437	33,483	34,529	35,576	36,622	37,669	38,715	39,762	40,808
10	34,568	35,720	36,873	38,025	39,178	40,330	41,483	42,636	43,788	44,941
11	37,980	39,246	40,512	41,778	43,044	44,310	45,576	46,843	48,109	49,375
12	45,519	47,037	48,554	50,072	51,590	53,107	54,625	56,143	57,660	59,178
13	54,129	55,934	57,738	59,542	61,346	63,151	64,955	66,759	68,563	70,367
14	63,965	66,097	68,229	70,361	72,493	74,625	76,757	78,890	81,022	83,154
15	75,240	77,748	80,256	82,763	85,271	87,779	90,287	92,795	95,303	97,810

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-PHL

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 7.28%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD
(Net Increase: 2.66%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,591	\$14,044	\$14,496	\$14,946	\$15,400	\$15,665	\$16,110	\$16,560	\$16,579	\$16,997
2	15,280	15,645	16,151	16,579	16,766	17,259	17,753	18,246	18,740	19,233
3	16,673	17,229	17,785	18,341	18,896	19,452	20,008	20,563	21,119	21,675
4	18,717	19,342	19,966	20,590	21,215	21,839	22,463	23,088	23,712	24,336
5	20,941	21,639	22,338	23,036	23,735	24,433	25,131	25,830	26,528	27,227
6	23,342	24,120	24,898	25,675	26,453	27,231	28,009	28,786	29,564	30,342
7	25,938	26,803	27,668	28,532	29,397	30,262	31,126	31,991	32,856	33,720
8	28,726	29,684	30,642	31,600	32,558	33,516	34,474	35,432	36,390	37,348
9	31,730	32,788	33,846	34,904	35,961	37,019	38,077	39,135	40,192	41,250
10	34,942	36,107	37,272	38,437	39,602	40,767	41,933	43,098	44,263	45,428
11	38,391	39,671	40,951	42,231	43,511	44,790	46,070	47,350	48,630	49,910
12	46,012	47,546	49,081	50,615	52,149	53,683	55,217	56,751	58,285	59,819
13	54,716	56,540	58,364	60,187	62,011	63,835	65,659	67,482	69,306	71,130
14	64,658	66,813	68,968	71,123	73,279	75,434	77,589	79,744	81,900	84,055
15	76,055	78,590	81,125	83,660	86,195	88,730	91,265	93,800	96,335	98,870

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE 97-MSP

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 6.53%
FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL, MN-WI.
(Net Increase: 4.66%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,496	\$13,946	\$14,394	\$14,842	\$15,292	\$15,556	\$15,998	\$16,444	\$16,463	\$16,879
2	15,173	15,535	16,038	16,463	16,649	17,139	17,629	18,119	18,609	19,099
3	16,557	17,109	17,661	18,212	18,764	19,316	19,868	20,420	20,971	21,523
4	18,586	19,206	19,826	20,446	21,066	21,686	22,306	22,926	23,546	24,166
5	20,795	21,488	22,182	22,875	23,569	24,262	24,956	25,649	26,343	27,036
6	23,179	23,951	24,723	25,496	26,268	27,041	27,813	28,585	29,358	30,130
7	25,757	26,615	27,474	28,333	29,191	30,050	30,909	31,767	32,626	33,485
8	28,526	29,477	30,428	31,379	32,331	33,282	34,233	35,185	36,136	37,087
9	31,508	32,559	33,609	34,660	35,710	36,760	37,811	38,861	39,911	40,962
10	34,698	35,855	37,012	38,169	39,326	40,482	41,639	42,796	43,953	45,110
11	38,123	39,394	40,665	41,936	43,206	44,477	45,748	47,019	48,290	49,561
12	45,691	47,214	48,737	50,261	51,784	53,308	54,831	56,354	57,878	59,401
13	54,333	56,145	57,956	59,767	61,578	63,389	65,200	67,011	68,822	70,633
14	64,206	66,346	68,486	70,626	72,766	74,907	77,047	79,187	81,327	83,467
15	75,523	78,041	80,558	83,075	85,593	88,110	90,627	93,145	95,662	98,179

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-MFL

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 6.74%
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE, FL
(Net Increase: 3.07%)**

Effective January 1997
ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,523	\$13,973	\$14,423	\$14,871	\$15,323	\$15,586	\$16,029	\$16,476	\$16,496	\$16,912
2	15,203	15,566	16,070	16,496	16,681	17,172	17,663	18,154	18,645	19,136
3	16,590	17,142	17,695	18,248	18,801	19,354	19,907	20,460	21,013	21,566
4	18,623	19,244	19,865	20,487	21,108	21,729	22,350	22,972	23,593	24,214
5	20,836	21,531	22,225	22,920	23,615	24,310	25,005	25,700	26,395	27,090
6	23,224	23,998	24,772	25,546	26,320	27,094	27,868	28,642	29,415	30,189
7	25,808	26,668	27,528	28,389	29,249	30,109	30,970	31,830	32,690	33,551
8	28,582	29,535	30,488	31,441	32,395	33,348	34,301	35,254	36,207	37,160
9	31,570	32,623	33,675	34,728	35,780	36,833	37,885	38,938	39,990	41,043
10	34,766	35,925	37,085	38,244	39,403	40,562	41,721	42,881	44,040	45,199
11	38,198	39,471	40,745	42,018	43,292	44,565	45,838	47,112	48,385	49,659
12	45,781	47,307	48,834	50,360	51,886	53,413	54,939	56,465	57,992	59,518
13	54,441	56,255	58,070	59,884	61,699	63,514	65,328	67,143	68,957	70,772
14	64,332	66,477	68,621	70,765	72,910	75,054	77,199	79,343	81,487	83,632
15	75,672	78,195	80,717	83,239	85,761	88,284	90,806	93,328	95,850	98,373

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-KC

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 5.10%
FOR THE LOCALITY PAY AREA OF KANSAS CITY, MO-KS
(Net Increase: 3.01%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,315	\$13,759	\$14,201	\$14,643	\$15,087	\$15,347	\$15,783	\$16,223	\$16,242	\$16,652
2	14,969	15,327	15,823	16,242	16,425	16,908	17,392	17,875	18,359	18,842
3	16,335	16,879	17,423	17,968	18,512	19,057	19,601	20,146	20,690	21,234
4	18,337	18,948	19,560	20,172	20,784	21,395	22,007	22,619	23,230	23,842
5	20,516	21,200	21,884	22,568	23,252	23,937	24,621	25,305	25,989	26,673
6	22,868	23,630	24,392	25,154	25,916	26,678	27,440	28,201	28,963	29,725
7	25,411	26,258	27,105	27,952	28,800	29,647	30,494	31,341	32,188	33,035
8	28,143	29,081	30,020	30,958	31,897	32,835	33,774	34,712	35,651	36,590
9	31,085	32,122	33,158	34,194	35,231	36,267	37,303	38,339	39,376	40,412
10	34,232	35,374	36,515	37,656	38,798	39,939	41,080	42,222	43,363	44,505
11	37,611	38,865	40,119	41,373	42,626	43,880	45,134	46,388	47,642	48,896
12	45,077	46,580	48,083	49,586	51,089	52,592	54,095	55,598	57,101	58,604
13	53,604	55,391	57,178	58,964	60,751	62,538	64,324	66,111	67,898	69,684
14	63,344	65,455	67,567	69,678	71,790	73,901	76,013	78,124	80,235	82,347
15	74,510	76,993	79,477	81,960	84,444	86,927	89,411	91,894	94,378	96,861

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-HNT

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 5.18%
FOR THE LOCALITY PAY AREA OF HUNTSVILLE, AL
(Net Increase: 2.63%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,325	\$13,769	\$14,212	\$14,654	\$15,099	\$15,358	\$15,795	\$16,236	\$16,255	\$16,665
2	14,981	15,338	15,835	16,255	16,438	16,921	17,405	17,889	18,373	18,857
3	16,347	16,892	17,437	17,982	18,526	19,071	19,616	20,161	20,706	21,251
4	18,351	18,963	19,575	20,187	20,799	21,411	22,024	22,636	23,248	23,860
5	20,531	21,216	21,901	22,585	23,270	23,955	24,639	25,324	26,009	26,694
6	22,885	23,648	24,410	25,173	25,935	26,698	27,460	28,223	28,986	29,748
7	25,430	26,278	27,126	27,974	28,821	29,669	30,517	31,365	32,212	33,060
8	28,164	29,103	30,043	30,982	31,921	32,860	33,800	34,739	35,678	36,617
9	31,109	32,146	33,183	34,220	35,257	36,294	37,332	38,369	39,406	40,443
10	34,258	35,400	36,543	37,685	38,827	39,969	41,112	42,254	43,396	44,538
11	37,640	38,895	40,149	41,404	42,659	43,914	45,168	46,423	47,678	48,933
12	45,112	46,616	48,120	49,624	51,128	52,632	54,136	55,640	57,144	58,648
13	53,645	55,433	57,221	59,009	60,797	62,585	64,373	66,161	67,949	69,737
14	63,392	65,505	67,618	69,731	71,844	73,957	76,070	78,183	80,297	82,410
15	74,566	77,052	79,537	82,023	84,508	86,993	89,479	91,964	94,450	96,935

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-DET

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 8.14%
FOR THE LOCALITY PAY AREA OF DETROIT-ANN ARBOR-FLINT, MI
(Net Increase: 3.14%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,700	\$14,157	\$14,612	\$15,066	\$15,523	\$15,791	\$16,239	\$16,692	\$16,712	\$17,134
2	15,402	15,770	16,280	16,712	16,900	17,398	17,895	18,392	18,890	19,387
3	16,807	17,367	17,927	18,488	19,048	19,608	20,168	20,728	21,288	21,849
4	18,867	19,497	20,126	20,755	21,385	22,014	22,643	23,273	23,902	24,532
5	21,109	21,813	22,517	23,221	23,925	24,629	25,333	26,037	26,741	27,445
6	23,529	24,313	25,097	25,881	26,665	27,449	28,233	29,017	29,801	30,585
7	26,146	27,018	27,889	28,761	29,633	30,504	31,376	32,247	33,119	33,991
8	28,957	29,922	30,888	31,854	32,819	33,785	34,751	35,716	36,682	37,648
9	31,985	33,051	34,117	35,183	36,250	37,316	38,382	39,448	40,515	41,581
10	35,222	36,397	37,571	38,745	39,920	41,094	42,269	43,443	44,617	45,792
11	38,699	39,989	41,279	42,569	43,859	45,150	46,440	47,730	49,020	50,310
12	46,381	47,928	49,474	51,020	52,567	54,113	55,660	57,206	58,752	60,299
13	55,155	56,993	58,831	60,670	62,508	64,347	66,185	68,023	69,862	71,700
14	65,176	67,349	69,521	71,694	73,866	76,039	78,211	80,384	82,556	84,729
15	76,665	79,220	81,775	84,331	86,886	89,442	91,997	94,552	97,108	99,663

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-DAY

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 5.66%
FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD, OH
(NET INCREASE: 2.24%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,386	\$13,832	\$14,277	\$14,721	\$15,167	\$15,428	\$15,867	\$16,310	\$16,329	\$16,741
2	15,049	15,408	15,907	16,329	16,513	16,999	17,485	17,971	18,457	18,943
3	16,422	16,969	17,516	18,064	18,611	19,158	19,706	20,253	20,800	21,348
4	18,435	19,049	19,664	20,279	20,894	21,509	22,124	22,739	23,354	23,969
5	20,625	21,313	22,001	22,688	23,376	24,064	24,752	25,440	26,128	26,815
6	22,990	23,756	24,522	25,288	26,054	26,820	27,586	28,352	29,118	29,884
7	25,546	26,398	27,250	28,101	28,953	29,805	30,656	31,508	32,359	33,211
8	28,293	29,236	30,180	31,123	32,067	33,010	33,954	34,897	35,841	36,784
9	31,251	32,293	33,335	34,376	35,418	36,460	37,502	38,544	39,586	40,627
10	34,415	35,562	36,709	37,857	39,004	40,152	41,299	42,447	43,594	44,742
11	37,811	39,072	40,333	41,593	42,854	44,114	45,375	46,635	47,896	49,156
12	45,318	46,829	48,339	49,850	51,361	52,872	54,383	55,894	57,405	58,916
13	53,890	55,686	57,482	59,278	61,075	62,871	64,667	66,463	68,260	70,056
14	63,681	65,804	67,927	70,049	72,172	74,295	76,418	78,540	80,663	82,786
15	74,907	77,403	79,900	82,397	84,894	87,390	89,887	92,384	94,881	97,377

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-COL

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 6.62%
FOR THE LOCALITY PAY AREA OF COLUMBUS, OH
(Net Increase: 3.05%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,508	\$13,958	\$14,406	\$14,854	\$15,305	\$15,569	\$16,011	\$16,458	\$16,477	\$16,893
2	15,186	15,548	16,052	16,477	16,663	17,153	17,643	18,134	18,624	19,115
3	16,571	17,123	17,675	18,228	18,780	19,332	19,885	20,437	20,989	21,542
4	18,602	19,223	19,843	20,464	21,084	21,705	22,325	22,946	23,566	24,187
5	20,812	21,506	22,200	22,895	23,589	24,283	24,977	25,671	26,365	27,059
6	23,198	23,971	24,744	25,517	26,290	27,063	27,836	28,609	29,382	30,155
7	25,779	26,638	27,497	28,357	29,216	30,075	30,935	31,794	32,653	33,513
8	28,550	29,502	30,454	31,406	32,358	33,310	34,262	35,214	36,167	37,119
9	31,535	32,586	33,638	34,689	35,740	36,791	37,843	38,894	39,945	40,996
10	34,727	35,885	37,043	38,201	39,359	40,517	41,675	42,832	43,990	45,148
11	38,155	39,427	40,699	41,971	43,243	44,515	45,787	47,059	48,331	49,603
12	45,729	47,254	48,779	50,303	51,828	53,353	54,877	56,402	57,927	59,451
13	54,379	56,192	58,004	59,817	61,630	63,442	65,255	67,067	68,880	70,692
14	64,260	66,402	68,544	70,686	72,828	74,970	77,112	79,254	81,396	83,538
15	75,587	78,107	80,626	83,145	85,665	88,184	90,704	93,223	95,743	98,262

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-CHI

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 8.13%
FOR THE LOCALITY PAY AREA OF CHICAGO-GARY-KENOSHA, IL-IN-WI
(NET INCREASE: 2.78%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	1	2	3	4	5	6	7	8	9	10
GS-1	\$13,699	\$14,155	\$14,611	\$15,065	\$15,522	\$15,789	\$16,238	\$16,691	\$16,710	\$17,132
2	15,401	15,769	16,279	16,710	16,899	17,396	17,893	18,391	18,888	19,386
3	16,806	17,366	17,926	18,486	19,046	19,606	20,166	20,726	21,286	21,847
4	18,865	19,495	20,124	20,753	21,383	22,012	22,641	23,271	23,900	24,529
5	21,107	21,811	22,515	23,219	23,923	24,627	25,331	26,034	26,738	27,442
6	23,527	24,311	25,095	25,879	26,663	27,447	28,231	29,015	29,798	30,582
7	26,144	27,015	27,887	28,758	29,630	30,501	31,373	32,244	33,116	33,987
8	28,954	29,920	30,885	31,851	32,816	33,782	34,748	35,713	36,679	37,644
9	31,982	33,048	34,114	35,180	36,246	37,312	38,379	39,445	40,511	41,577
10	35,219	36,393	37,568	38,742	39,916	41,090	42,265	43,439	44,613	45,788
11	38,695	39,985	41,275	42,565	43,855	45,145	46,435	47,725	49,015	50,305
12	46,377	47,923	49,469	51,016	52,562	54,108	55,655	57,201	58,747	60,293
13	55,150	56,988	58,826	60,664	62,502	64,341	66,179	68,017	69,855	71,693
14	65,170	67,342	69,515	71,687	73,859	76,032	78,204	80,376	82,549	84,721
15	76,658	79,213	81,768	84,323	86,878	89,433	91,988	94,543	97,099	99,654

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-BOS

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 7.97%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT
(Net Increase: 2.58%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	2	3	4	5	6	7	8	9	10	
GS-1	\$13,679	\$14,134	\$14,589	\$15,042	\$15,499	\$15,766	\$16,214	\$16,666	\$16,686	\$17,107
2	15,378	15,745	16,255	16,686	16,874	17,370	17,867	18,364	18,860	19,357
3	16,781	17,340	17,899	18,459	19,018	19,577	20,136	20,696	21,255	21,814
4	18,838	19,466	20,094	20,723	21,351	21,979	22,608	23,236	23,865	24,493
5	21,076	21,779	22,482	23,184	23,887	24,590	25,293	25,996	26,699	27,402
6	23,492	24,275	25,058	25,840	26,623	27,406	28,189	28,972	29,754	30,537
7	26,105	26,975	27,845	28,716	29,586	30,456	31,326	32,197	33,067	33,937
8	28,911	29,875	30,839	31,804	32,768	33,732	34,696	35,660	36,625	37,589
9	31,934	32,999	34,063	35,128	36,193	37,257	38,322	39,386	40,451	41,516
10	35,167	36,339	37,512	38,685	39,857	41,030	42,202	43,375	44,547	45,720
11	38,638	39,926	41,214	42,502	43,790	45,079	46,367	47,655	48,943	50,231
12	46,308	47,852	49,396	50,940	52,484	54,028	55,572	57,116	58,660	60,204
13	55,068	56,903	58,739	60,574	62,410	64,245	66,081	67,916	69,752	71,587
14	65,074	67,243	69,412	71,581	73,750	75,919	78,088	80,257	82,426	84,596
15	76,544	79,096	81,647	84,198	86,750	89,301	91,852	94,404	96,955	99,506

NOTE: Locality rates of pay are considered basic pay only for certain purposes-see "1997 Salary Tables" cover sheet.

SALARY TABLE NO. 97-DCB

**INCORPORATING THE 2.30% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 7.11%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE, DC-MD-VA-WV
(Net Increase: 3.33%)**

Effective January 1997

ANNUAL Rates by Grade and Step

	2	3	4	5	6	7	8	9	10	
GS-1	\$13,570	\$14,022	\$14,473	\$14,923	\$15,376	\$15,640	\$16,085	\$16,533	\$16,553	\$16,971
2	15,256	15,620	16,125	16,553	16,739	17,232	17,725	18,217	18,710	19,203
3	16,647	17,202	17,757	18,312	18,866	19,421	19,976	20,531	21,086	21,641
4	18,687	19,311	19,934	20,558	21,181	21,804	22,428	23,051	23,675	24,298
5	20,908	21,605	22,302	23,000	23,697	24,394	25,092	25,789	26,486	27,183
6	23,305	24,082	24,858	25,635	26,411	27,188	27,964	28,741	29,517	30,294
7	25,897	26,760	27,624	28,487	29,350	30,214	31,077	31,940	32,804	33,667
8	28,681	29,637	30,594	31,550	32,507	33,463	34,420	35,376	36,333	37,289
9	31,680	32,736	33,792	34,848	35,904	36,960	38,017	39,073	40,129	41,185
10	34,887	36,050	37,213	38,376	39,540	40,703	41,866	43,029	44,193	45,356
11	38,330	39,608	40,886	42,164	43,442	44,719	45,997	47,275	48,553	49,831
12	45,939	47,471	49,003	50,534	52,066	53,598	55,130	56,661	58,193	59,725
13	54,629	56,450	58,271	60,092	61,913	63,734	65,555	67,375	69,196	71,017
14	64,555	66,707	68,859	71,011	73,163	75,314	77,466	79,618	81,770	83,922
15	75,935	78,466	80,997	83,528	86,059	88,590	91,121	93,652	96,183	98,714

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see "1997 Salary Tables" cover sheet.