**ADVISORY:**    UNEMPLOYMENT INSURANCE PROGRAM LETTER NO.  4-08

**TO:**             STATE WORKFORCE AGENCIES

**FROM:**         EMILY STOVER DeROCCO /s/
                       Assistant Secretary

**SUBJECT:**     2008 Pay Adjustments for Annual Salary Rates for General Schedule (GS)
                       Federal Employees in the 31 Locality Pay Areas


1.  Purpose.   To ensure State Workforce Agencies are aware of the locality-based salary rates
    for certain Federal civilian employees.

2.  Background.  The locality-based comparability payment (known as locality pay) is
    authorized for GS employees in certain areas of the country.  There are 31 locality pay areas
    (excluding the rest of U.S. area).  The locality rates of pay were computed based on the
    annual rates shown on the 2008 General Schedule and reflect an across the board pay
    increase.  The locality rates of pay are considered for retirement pay, life insurance, premium
    pay, severance, and pay advances. They are also used to compute worker's compensation
    payments and lump-sum payments for accrued and accumulated annual leave. The locality
    pay increases become effective the first day of the first applicable pay period beginning on or
    after January 1, 2008.

    Information about the 2008 Annual Salary Rates is located on the Office of Personnel
    Management (OPM) Web site at: https://www.opm.gov/oca/08tables/index.asp.

3.  Instruction.  GS salary rates on the OPM website may be used by states for estimating
    monetary entitlement or in determining the amount of potentially disqualifying remuneration
    when Federal agencies do not provide timely responses to requests for information.  State
    Administrators are asked to provide this information to appropriate staff.

4.  Inquiries.  Direct questions to the appropriate Regional Office.