

EMPLOYMENT AND TRAINING ADMINISTRATION ADVISORY SYSTEM U.S. DEPARTMENT OF LABOR Washington, D.C. 20210	CLASSIFICATION UI
	CORRESPONDENCE SYMBOL OWS/DUI 0
	DATE December 28, 2007

**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.

RESCISSIONS None	EXPIRATION DATE December 28, 2008
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