

| <b>Department of Defense<br/>National Security Personnel System</b> |  |
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| Schedule # 4  |  |
| Area  | Standard<br>Local Market<br>Supplement |
| Atlanta-Sandy Springs-Gainesville, GA-AL                            | 18.55%                                 |
| Boston-Worcester-Manchester, MA-NH-RI-ME                            | 23.98%                                 |
| Buffalo-Niagara-Cattaraugus, NY                                     | 16.39%                                 |
| Chicago-Naperville-Michigan City, IL-IN-WI                          | 24.47%                                 |
| Cincinnati-Middletown-Wilmington, OH-KY-IN                          | 18.28%                                 |
| Cleveland-Akron-Elyria, OH  | 18.16%                                 |
| Columbus-Marion-Chillicothe, OH                                     | 16.62%                                 |
| Dallas-Fort Worth, TX   | 19.95%                                 |
| Dayton-Springfield-Greenville, OH                                   | 15.90%                                 |
| Denver-Aurora-Boulder, CO   | 22.03%                                 |
| Detroit-Warren-Flint, MI  | 23.56%                                 |
| Hartford-West Hartford-Willimantic, CT-MA                           | 25.08%                                 |
| Houston-Baytown-Huntsville, TX                                      | 28.28%                                 |
| Huntsville-Decatur, AL  | 15.46%                                 |
| Indianapolis-Anderson-Columbus, IN                                  | 14.23%                                 |
| Los Angeles-Long Beach-Riverside, CA                                | 26.51%                                 |
| Miami-Fort Lauderdale-Pompano Beach, FL                             | 20.21%                                 |
| Milwaukee-Racine-Waukesha, WI                                       | 17.65%                                 |
| Minneapolis-St. Paul-St. Cloud, MN-WI                               | 20.36%                                 |
| New York-Newark-Bridgeport, NY-NJ-CT-PA                             | 27.96%                                 |
| Philadelphia-Camden-Vineland, PA-NJ-DE-MD                           | 21.25%                                 |
| Phoenix-Mesa-Scottsdale, AZ   | 16.08%                                 |
| Pittsburgh-New Castle, PA   | 15.86%                                 |

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| Portland-Vancouver-Beaverton, OR-WA                    | 19.71% |
| Raleigh-Durham-Cary, NC                                | 17.38% |
| Richmond, VA   | 16.10% |
| Sacramento--Arden-Arcade--Yuba City, CA-NV             | 21.53% |
| San Diego-Carlsbad-San Marcos, CA                      | 23.44% |
| San Jose-San Francisco-Oakland, CA                     | 34.35% |
| Seattle-Tacoma-Olympia, WA                             | 21.06% |
| Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA | 23.10% |
| Rest of U.S.   | 13.86% |

**AUTHORITY:** THESE LOCAL MARKET SUPPLEMENTS HAVE BEEN ESTABLISHED UNDER THE AUTHORITY OF PARAGRAPHS 9901.332 AND 9901.333 OF TITLE 5, CODE OF FEDERAL REGULATIONS.

ADJUSTED SALARY (BASE SALARY + LMS) MAY NOT EXCEED \$160,860 (PARAGRAPH 9901.332 OF TITLE 5, CODE OF FEDERAL REGULATIONS).

THESE LOCAL MARKET SUPPLEMENTS DO NOT APPLY TO EMPLOYEES IN THE PHYSICIAN/DENTIST (YG) PAY SCHEDULE, OR TO SUPERVISORS OR MANAGERS IN PAY BAND 4 OF THE SUPERVISOR/MANAGER (YJ) PAY SCHEDULE, MEDICAL CAREER GROUP.

**Effective Date: 4 January 2009**