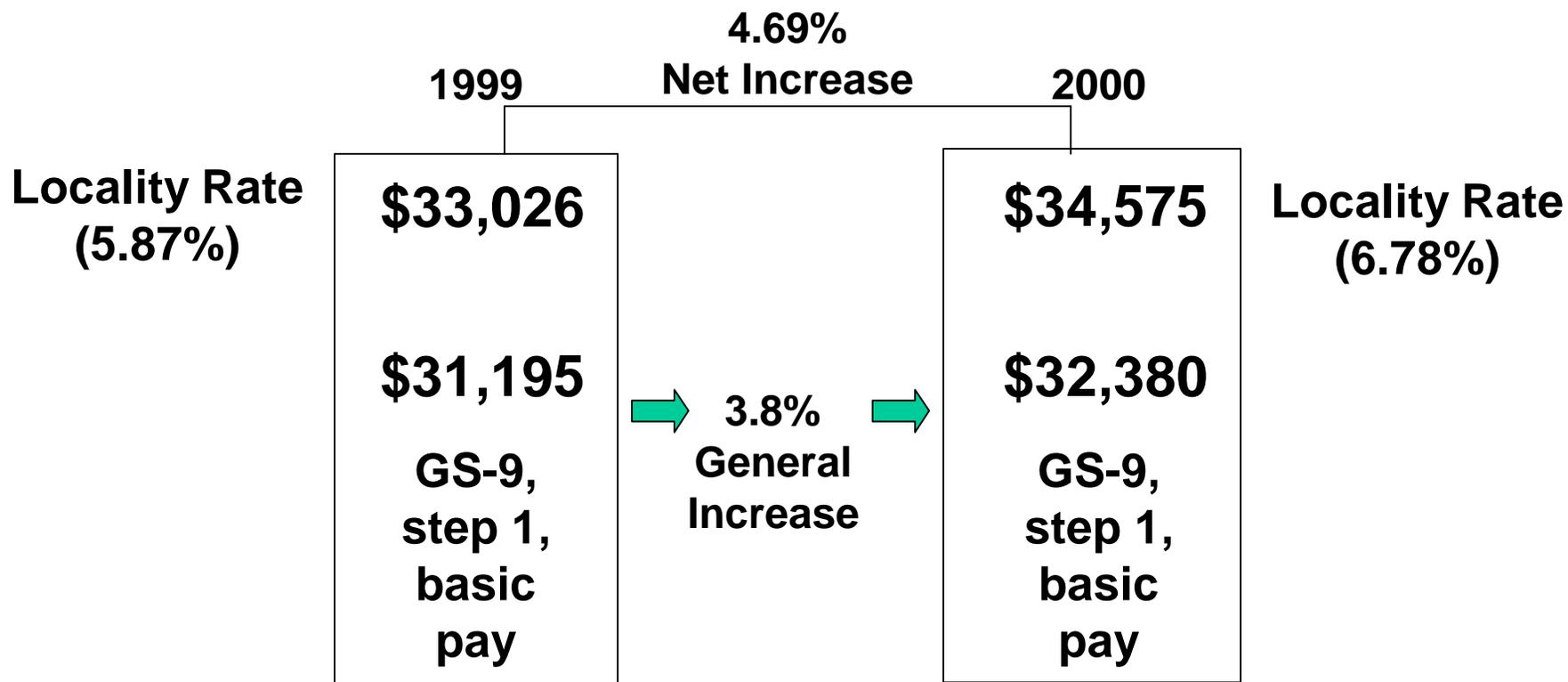


General Schedule Pay Adjustments January 2000 (Rest of U.S. Area)



To calculate the 2000 locality rate of pay for an employee at step 1:

(1) Increase the 1999 basic rate by the 3.8 percent general increase;

(2) Increase the 2000 basic rate by the locality pay percentage for 2000 (6.78 percent).