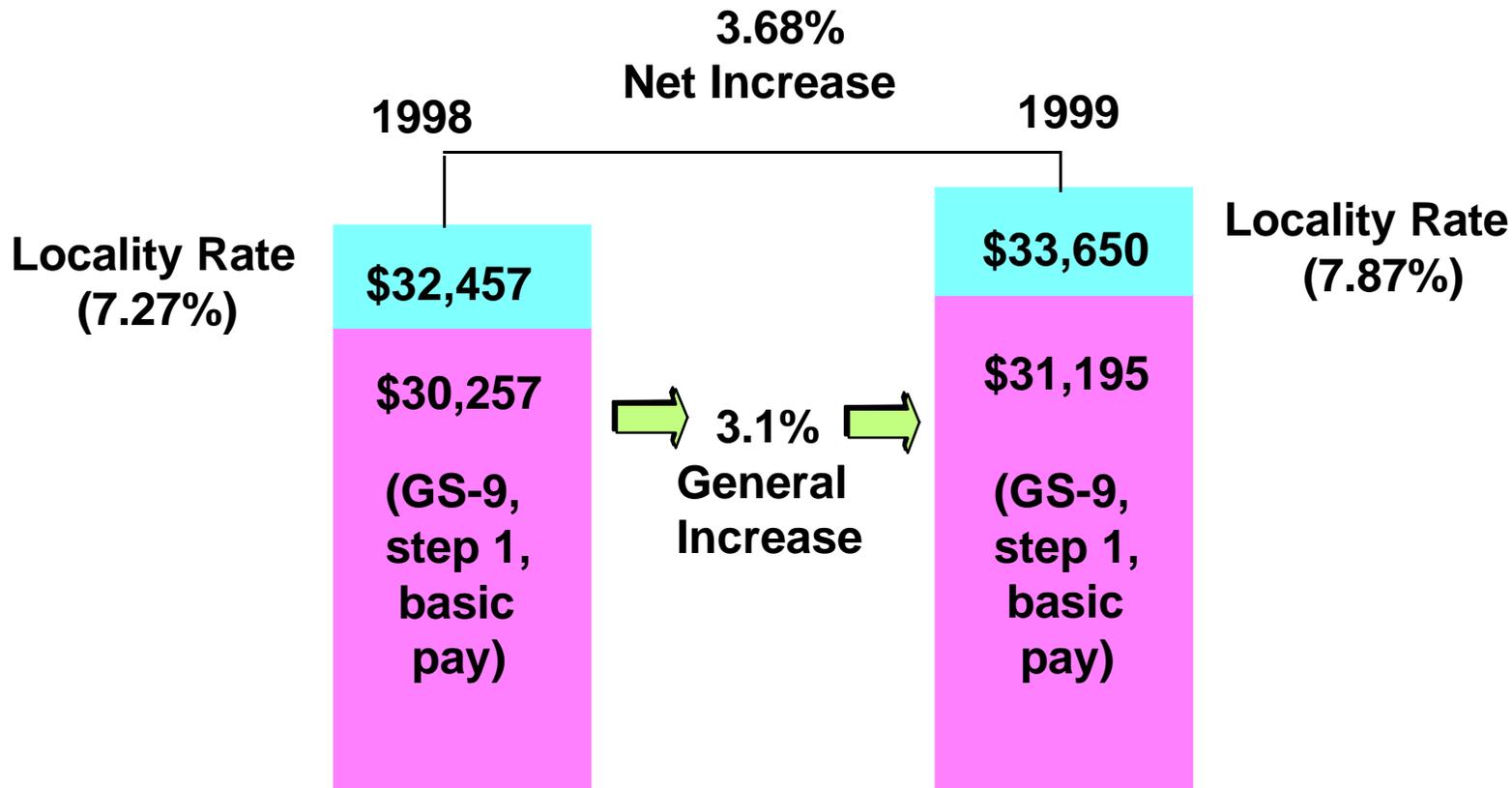


GENERAL SCHEDULE PAY ADJUSTMENTS

JANUARY 1999

(Washington-Baltimore Area)



To calculate the 1999 locality rate of pay for an employee at step 1:

- (1) Increase 1998 basic rate by the 3.1 percent general increase.
- (2) Increase 1999 basic rate by the locality pay percentage for 1999 (7.87 percent).