

**FEDERAL HOUSING FINANCE BOARD**  
**Des Moines, IA**  
**2008 TS & TM Salary Structure**

**Base Salary**

Grade	Minimum	Maximum
1	\$19,000	\$26,000
2	\$21,000	\$30,000
3	\$23,000	\$34,000
4	\$26,000	\$38,000
5	\$29,000	\$42,000
6	\$33,000	\$47,000
7	\$37,000	\$53,000
8	\$42,000	\$60,000
9	\$47,000	\$70,000
11	\$54,000	\$90,000
12	\$65,000	\$104,000
13	\$77,000	\$120,000
14	\$90,000	\$139,000
15	\$104,000	\$159,000

**Adjusted Base Salary**

Includes 3.11% Comparability Rate

Grade	Minimum	Maximum
1	\$19,591	\$26,809
2	\$21,653	\$30,933
3	\$23,715	\$35,057
4	\$26,809	\$39,182
5	\$29,902	\$43,306
6	\$34,026	\$48,462
7	\$38,151	\$54,648
8	\$43,306	\$61,866
9	\$48,462	\$72,177
11	\$55,679	\$92,799
12	\$67,022	\$107,234
13	\$79,395	\$123,732
14	\$92,799	\$143,323
15	\$107,234	\$163,945