

**SALARY TABLE 2004-BOS**  
**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.99%**  
**FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT-RI**  
**(INCLUDING THE STATE OF RHODE ISLAND AND ALL OF BRISTOL COUNTY, MA)**  
**(Total Increase 4.48%)**  
**Effective January 2004**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

GRADE	B/O	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	B	\$ 8.76	\$ 9.05	\$ 9.34	\$ 9.63	\$ 9.92	\$ 10.10	\$ 10.38	\$ 10.67	\$ 10.68	\$ 10.95
	O	13.14	13.58	14.01	14.45	14.88	15.15	15.57	16.01	16.02	16.43
2	B	9.85	10.08	10.41	10.68	10.80	11.12	11.44	11.76	12.08	12.39
	O	14.78	15.12	15.62	16.02	16.20	16.68	17.16	17.64	18.12	18.59
3	B	10.75	11.10	11.46	11.82	12.18	12.54	12.89	13.25	13.61	13.97
	O	16.13	16.65	17.19	17.73	18.27	18.81	19.34	19.88	20.42	20.96
4	B	12.06	12.46	12.87	13.27	13.67	14.07	14.47	14.88	15.28	15.68
	O	18.09	18.69	19.31	19.91	20.51	21.11	21.71	22.32	22.92	23.52
5	B	13.50	13.95	14.40	14.85	15.30	15.75	16.20	16.65	17.10	17.55
	O	20.25	20.93	21.60	22.28	22.95	23.63	24.30	24.98	25.65	26.33
6	B	15.04	15.54	16.05	16.55	17.05	17.55	18.05	18.56	19.06	19.56
	O	22.56	23.31	24.08	24.83	25.58	26.33	27.08	27.84	28.59	29.34
7	B	16.72	17.27	17.83	18.39	18.95	19.50	20.06	20.62	21.17	21.73
	O	25.08	25.91	26.75	27.59	28.43	29.25	30.09	30.93	31.76	32.60
8	B	18.51	19.13	19.75	20.36	20.98	21.60	22.22	22.83	23.45	24.07
	O	27.77	28.70	29.63	30.54	31.47	32.40	33.33	33.78	33.78	33.78
9	B	20.45	21.13	21.81	22.49	23.17	23.86	24.54	25.22	25.90	26.58
	O	30.68	31.70	32.72	33.74	33.78	33.78	33.78	33.78	33.78	33.78
10	B	22.52	23.27	24.02	24.77	25.52	26.27	27.02	27.77	28.52	29.27
	O	33.78	33.78	33.78	33.78	33.78	33.78	33.78	33.78	33.78	33.78
11	B	24.74	25.57	26.39	27.21	28.04	28.86	29.69	30.51	31.34	32.16
	O	33.78	33.78	33.78	33.78	33.78	33.78	33.78	33.78	33.78	33.78
12	B	29.65	30.64	31.63	32.62	33.61	34.59	35.58	36.57	37.56	38.55
	O	33.78	33.78	33.78	33.78	33.78	34.59	35.58	36.57	37.56	38.55
13	B	35.26	36.44	37.61	38.79	39.96	41.14	42.32	43.49	44.67	45.84
	O	35.26	36.44	37.61	38.79	39.96	41.14	42.32	43.49	44.67	45.84
14	B	41.67	43.06	44.45	45.84	47.23	48.62	50.00	51.39	52.78	54.17
	O	41.67	43.06	44.45	45.84	47.23	48.62	50.00	51.39	52.78	54.17
15	B	49.02	50.65	52.28	53.92	55.55	57.19	58.82	60.45	62.09	63.72
	O	49.02	50.65	52.28	53.92	55.55	57.19	58.82	60.45	62.09	63.72

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2004" cover sheet.