

SALARY TABLE 2004-GS

INCORPORATING A 2.70% GENERAL INCREASE

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	\$ 7.49	\$ 7.74	\$ 7.99	\$ 8.23	\$ 8.48	\$ 8.63	\$ 8.87	\$ 9.12	\$ 9.13	\$ 9.36
	O	11.24	11.61	11.99	12.35	12.72	12.95	13.31	13.68	13.70	14.04
2	B	8.42	8.62	8.90	9.13	9.24	9.51	9.78	10.05	10.32	10.59
	O	12.63	12.93	13.35	13.70	13.86	14.27	14.67	15.08	15.48	15.89
3	B	9.18	9.49	9.80	10.10	10.41	10.72	11.02	11.33	11.63	11.94
	O	13.77	14.24	14.70	15.15	15.62	16.08	16.53	17.00	17.45	17.91
4	B	10.31	10.65	11.00	11.34	11.68	12.03	12.37	12.72	13.06	13.40
	O	15.47	15.98	16.50	17.01	17.52	18.05	18.56	19.08	19.59	20.10
5	B	11.54	11.92	12.31	12.69	13.07	13.46	13.84	14.23	14.61	15.00
	O	17.31	17.88	18.47	19.04	19.61	20.19	20.76	21.35	21.92	22.50
6	B	12.86	13.29	13.72	14.15	14.57	15.00	15.43	15.86	16.29	16.72
	O	19.29	19.94	20.58	21.23	21.86	22.50	23.15	23.79	24.44	25.08
7	B	14.29	14.77	15.24	15.72	16.19	16.67	17.15	17.62	18.10	18.58
	O	21.44	22.16	22.86	23.58	24.29	25.01	25.73	26.43	27.15	27.87
8	B	15.82	16.35	16.88	17.41	17.93	18.46	18.99	19.52	20.05	20.57
	O	23.73	24.53	25.32	26.12	26.90	27.69	28.49	28.88	28.88	28.88
9	B	17.48	18.06	18.64	19.23	19.81	20.39	20.97	21.56	22.14	22.72
	O	26.22	27.09	27.96	28.85	28.88	28.88	28.88	28.88	28.88	28.88
10	B	19.25	19.89	20.53	21.17	21.81	22.46	23.10	23.74	24.38	25.02
	O	28.88	28.88	28.88	28.88	28.88	28.88	28.88	28.88	28.88	28.88
11	B	21.15	21.85	22.56	23.26	23.97	24.67	25.38	26.08	26.79	27.49
	O	28.88	28.88	28.88	28.88	28.88	28.88	28.88	28.88	28.88	28.88
12	B	25.35	26.19	27.04	27.88	28.73	29.57	30.42	31.26	32.10	32.95
	O	28.88	28.88	28.88	28.88	28.88	29.57	30.42	31.26	32.10	32.95
13	B	30.14	31.15	32.15	33.16	34.16	35.17	36.17	37.17	38.18	39.18
	O	30.14	31.15	32.15	33.16	34.16	35.17	36.17	37.17	38.18	39.18
14	B	35.62	36.81	37.99	39.18	40.37	41.55	42.74	43.93	45.12	46.30
	O	35.62	36.81	37.99	39.18	40.37	41.55	42.74	43.93	45.12	46.30
15	B	41.90	43.29	44.69	46.09	47.48	48.88	50.28	51.67	53.07	54.47
	O	41.90	43.29	44.69	46.09	47.48	48.88	50.28	51.67	53.07	54.47

SALARY TABLE 2004-ATL

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.61%
FOR THE LOCALITY PAY AREA OF ATLANTA, GA**

(Total Increase 4.33%)

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	\$ 8.43	\$ 8.71	\$ 8.99	\$ 9.27	\$ 9.55	\$ 9.72	\$ 9.99	\$ 10.27	\$ 10.28	\$ 10.54
	O	12.65	13.07	13.49	13.91	14.33	14.58	14.99	15.41	15.42	15.81
2	B	9.48	9.70	10.02	10.28	10.40	10.71	11.01	11.32	11.62	11.93
	O	14.22	14.55	15.03	15.42	15.60	16.07	16.52	16.98	17.43	17.90
3	B	10.34	10.69	11.03	11.38	11.72	12.07	12.41	12.76	13.10	13.45
	O	15.51	16.04	16.55	17.07	17.58	18.11	18.62	19.14	19.65	20.18
4	B	11.61	12.00	12.38	12.77	13.16	13.54	13.93	14.32	14.71	15.09
	O	17.42	18.00	18.57	19.16	19.74	20.31	20.90	21.48	22.07	22.64
5	B	12.99	13.42	13.86	14.29	14.72	15.16	15.59	16.02	16.46	16.89
	O	19.49	20.13	20.79	21.44	22.08	22.74	23.39	24.03	24.69	25.34
6	B	14.48	14.96	15.45	15.93	16.41	16.89	17.38	17.86	18.34	18.83
	O	21.72	22.44	23.18	23.90	24.62	25.34	26.07	26.79	27.51	28.25
7	B	16.09	16.63	17.16	17.70	18.24	18.77	19.31	19.85	20.38	20.92
	O	24.14	24.95	25.74	26.55	27.36	28.16	28.97	29.78	30.57	31.38
8	B	17.82	18.41	19.01	19.60	20.20	20.79	21.38	21.98	22.57	23.17
	O	26.73	27.62	28.52	29.40	30.30	31.19	32.07	32.52	32.52	32.52
9	B	19.68	20.34	21.00	21.65	22.31	22.96	23.62	24.28	24.93	25.59
	O	29.52	30.51	31.50	32.48	32.52	32.52	32.52	32.52	32.52	32.52
10	B	21.68	22.40	23.12	23.84	24.57	25.29	26.01	26.73	27.46	28.18
	O	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52
11	B	23.82	24.61	25.40	26.20	26.99	27.78	28.58	29.37	30.16	30.96
	O	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52
12	B	28.54	29.49	30.45	31.40	32.35	33.30	34.25	35.20	36.15	37.10
	O	32.52	32.52	32.52	32.52	32.52	33.30	34.25	35.20	36.15	37.10
13	B	33.94	35.07	36.21	37.34	38.47	39.60	40.73	41.86	42.99	44.13
	O	33.94	35.07	36.21	37.34	38.47	39.60	40.73	41.86	42.99	44.13
14	B	40.11	41.45	42.78	44.12	45.46	46.79	48.13	49.47	50.81	52.14
	O	40.11	41.45	42.78	44.12	45.46	46.79	48.13	49.47	50.81	52.14
15	B	47.18	48.75	50.33	51.90	53.47	55.04	56.62	58.19	59.76	61.34
	O	47.18	48.75	50.33	51.90	53.47	55.04	56.62	58.19	59.76	61.34

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

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.

SALARY TABLE 2004-CHI

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.26%
FOR THE LOCALITY PAY AREA OF CHICAGO-GARY-KENOSHA, IL-IN-WI
(Total Increase 4.57%)
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	\$ 8.85	\$ 9.15	\$ 9.44	\$ 9.74	\$ 10.03	\$ 10.20	\$ 10.49	\$ 10.79	\$ 10.80	\$ 11.07
	O	13.28	13.73	14.16	14.61	15.05	15.30	15.74	16.19	16.20	16.61
2	B	9.95	10.19	10.52	10.80	10.92	11.24	11.56	11.89	12.21	12.53
	O	14.93	15.29	15.78	16.20	16.38	16.86	17.34	17.84	18.32	18.80
3	B	10.86	11.22	11.59	11.95	12.31	12.67	13.03	13.40	13.76	14.12
	O	16.29	16.83	17.39	17.93	18.47	19.01	19.55	20.10	20.64	21.18
4	B	12.19	12.60	13.01	13.41	13.82	14.22	14.63	15.04	15.44	15.85
	O	18.29	18.90	19.52	20.12	20.73	21.33	21.95	22.56	23.16	23.78
5	B	13.64	14.10	14.55	15.01	15.46	15.92	16.37	16.83	17.28	17.74
	O	20.46	21.15	21.83	22.52	23.19	23.88	24.56	25.25	25.92	26.61
6	B	15.21	15.71	16.22	16.73	17.24	17.74	18.25	18.76	19.26	19.77
	O	22.82	23.57	24.33	25.10	25.86	26.61	27.38	28.14	28.89	29.66
7	B	16.90	17.46	18.02	18.59	19.15	19.71	20.28	20.84	21.40	21.97
	O	25.35	26.19	27.03	27.89	28.73	29.57	30.42	31.26	32.10	32.96
8	B	18.71	19.34	19.96	20.59	21.21	21.83	22.46	23.08	23.71	24.33
	O	28.07	29.01	29.94	30.89	31.82	32.75	33.69	34.14	34.14	34.14
9	B	20.67	21.36	22.05	22.74	23.43	24.12	24.80	25.49	26.18	26.87
	O	31.01	32.04	33.08	34.11	34.14	34.14	34.14	34.14	34.14	34.14
10	B	22.76	23.52	24.28	25.04	25.80	26.56	27.32	28.07	28.83	29.59
	O	34.14	34.14	34.14	34.14	34.14	34.14	34.14	34.14	34.14	34.14
11	B	25.01	25.84	26.68	27.51	28.34	29.18	30.01	30.84	31.68	32.51
	O	34.14	34.14	34.14	34.14	34.14	34.14	34.14	34.14	34.14	34.14
12	B	29.98	30.97	31.97	32.97	33.97	34.97	35.97	36.97	37.97	38.97
	O	34.14	34.14	34.14	34.14	34.14	34.97	35.97	36.97	37.97	38.97
13	B	35.64	36.83	38.02	39.21	40.40	41.59	42.77	43.96	45.15	46.34
	O	35.64	36.83	38.02	39.21	40.40	41.59	42.77	43.96	45.15	46.34
14	B	42.12	43.53	44.93	46.33	47.74	49.14	50.55	51.95	53.36	54.76
	O	42.12	43.53	44.93	46.33	47.74	49.14	50.55	51.95	53.36	54.76
15	B	49.55	51.20	52.85	54.50	56.15	57.81	59.46	61.11	62.76	64.41
	O	49.55	51.20	52.85	54.50	56.15	57.81	59.46	61.11	62.76	64.41

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

SALARY TABLE 2004-CIN

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.07%
FOR THE LOCALITY PAY AREA OF CINCINNATI-HAMILTON, OH-KY-IN**

(Total Increase 4.18%)

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	\$ 8.62	\$ 8.90	\$ 9.19	\$ 9.47	\$ 9.76	\$ 9.93	\$ 10.21	\$ 10.50	\$ 10.51	\$ 10.78
	O	12.93	13.35	13.79	14.21	14.64	14.90	15.32	15.75	15.77	16.17
2	B	9.69	9.92	10.24	10.51	10.63	10.94	11.25	11.56	11.88	12.19
	O	14.54	14.88	15.36	15.77	15.95	16.41	16.88	17.34	17.82	18.29
3	B	10.57	10.92	11.27	11.63	11.98	12.33	12.68	13.03	13.39	13.74
	O	15.86	16.38	16.91	17.45	17.97	18.50	19.02	19.55	20.09	20.61
4	B	11.86	12.26	12.66	13.05	13.45	13.84	14.24	14.63	15.03	15.42
	O	17.79	18.39	18.99	19.58	20.18	20.76	21.36	21.95	22.55	23.13
5	B	13.27	13.72	14.16	14.60	15.05	15.49	15.93	16.37	16.82	17.26
	O	19.91	20.58	21.24	21.90	22.58	23.24	23.90	24.56	25.23	25.89
6	B	14.80	15.29	15.78	16.28	16.77	17.26	17.76	18.25	18.74	19.24
	O	22.20	22.94	23.67	24.42	25.16	25.89	26.64	27.38	28.11	28.86
7	B	16.44	16.99	17.54	18.09	18.63	19.18	19.73	20.28	20.83	21.37
	O	24.66	25.49	26.31	27.14	27.95	28.77	29.60	30.42	31.25	32.06
8	B	18.21	18.82	19.42	20.03	20.64	21.24	21.85	22.46	23.07	23.67
	O	27.32	28.23	29.13	30.05	30.96	31.86	32.78	33.23	33.23	33.23
9	B	20.11	20.78	21.45	22.12	22.79	23.46	24.14	24.81	25.48	26.15
	O	30.17	31.17	32.18	33.18	33.23	33.23	33.23	33.23	33.23	33.23
10	B	22.15	22.89	23.63	24.36	25.10	25.84	26.58	27.32	28.06	28.79
	O	33.23	33.23	33.23	33.23	33.23	33.23	33.23	33.23	33.23	33.23
11	B	24.33	25.15	25.96	26.77	27.58	28.39	29.20	30.01	30.82	31.63
	O	33.23	33.23	33.23	33.23	33.23	33.23	33.23	33.23	33.23	33.23
12	B	29.17	30.14	31.11	32.08	33.06	34.03	35.00	35.97	36.94	37.92
	O	33.23	33.23	33.23	33.23	33.23	34.03	35.00	35.97	36.94	37.92
13	B	34.68	35.84	37.00	38.15	39.31	40.46	41.62	42.78	43.93	45.09
	O	34.68	35.84	37.00	38.15	39.31	40.46	41.62	42.78	43.93	45.09
14	B	40.99	42.35	43.72	45.08	46.45	47.82	49.18	50.55	51.92	53.28
	O	40.99	42.35	43.72	45.08	46.45	47.82	49.18	50.55	51.92	53.28
15	B	48.21	49.82	51.43	53.03	54.64	56.25	57.85	59.46	61.07	62.68
	O	48.21	49.82	51.43	53.03	54.64	56.25	57.85	59.46	61.07	62.68

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

SALARY TABLE 2004-CLE

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.14%
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON, OH**

(Total Increase 4.21%)

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	\$ 8.47	\$ 8.75	\$ 9.03	\$ 9.32	\$ 9.60	\$ 9.76	\$ 10.04	\$ 10.32	\$ 10.33	\$ 10.59
	O	12.71	13.13	13.55	13.98	14.40	14.64	15.06	15.48	15.50	15.89
2	B	9.52	9.75	10.07	10.33	10.45	10.76	11.06	11.37	11.68	11.99
	O	14.28	14.63	15.11	15.50	15.68	16.14	16.59	17.06	17.52	17.99
3	B	10.39	10.74	11.08	11.43	11.78	12.12	12.47	12.82	13.16	13.51
	O	15.59	16.11	16.62	17.15	17.67	18.18	18.71	19.23	19.74	20.27
4	B	11.67	12.05	12.44	12.83	13.22	13.61	14.00	14.39	14.77	15.16
	O	17.51	18.08	18.66	19.25	19.83	20.42	21.00	21.59	22.16	22.74
5	B	13.05	13.49	13.92	14.36	14.79	15.23	15.66	16.10	16.53	16.97
	O	19.58	20.24	20.88	21.54	22.19	22.85	23.49	24.15	24.80	25.46
6	B	14.55	15.03	15.52	16.00	16.49	16.97	17.46	17.94	18.43	18.92
	O	21.83	22.55	23.28	24.00	24.74	25.46	26.19	26.91	27.65	28.38
7	B	16.17	16.71	17.24	17.78	18.32	18.86	19.40	19.94	20.48	21.02
	O	24.26	25.07	25.86	26.67	27.48	28.29	29.10	29.91	30.72	31.53
8	B	17.90	18.50	19.10	19.69	20.29	20.89	21.49	22.08	22.68	23.28
	O	26.85	27.75	28.65	29.54	30.44	31.34	32.24	32.67	32.67	32.67
9	B	19.78	20.43	21.09	21.75	22.41	23.07	23.73	24.39	25.05	25.71
	O	29.67	30.65	31.64	32.63	32.67	32.67	32.67	32.67	32.67	32.67
10	B	21.78	22.50	23.23	23.95	24.68	25.41	26.13	26.86	27.58	28.31
	O	32.67	32.67	32.67	32.67	32.67	32.67	32.67	32.67	32.67	32.67
11	B	23.93	24.72	25.52	26.32	27.12	27.91	28.71	29.51	30.31	31.10
	O	32.67	32.67	32.67	32.67	32.67	32.67	32.67	32.67	32.67	32.67
12	B	28.68	29.63	30.59	31.54	32.50	33.46	34.41	35.37	36.32	37.28
	O	32.67	32.67	32.67	32.67	32.67	33.46	34.41	35.37	36.32	37.28
13	B	34.10	35.24	36.38	37.51	38.65	39.79	40.92	42.06	43.20	44.33
	O	34.10	35.24	36.38	37.51	38.65	39.79	40.92	42.06	43.20	44.33
14	B	40.30	41.64	42.99	44.33	45.67	47.02	48.36	49.70	51.05	52.39
	O	40.30	41.64	42.99	44.33	45.67	47.02	48.36	49.70	51.05	52.39
15	B	47.40	48.98	50.56	52.14	53.72	55.30	56.88	58.46	60.04	61.62
	O	47.40	48.98	50.56	52.14	53.72	55.30	56.88	58.46	60.04	61.62

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

SALARY TABLE 2004-COL

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.14%
FOR THE LOCALITY PAY AREA OF COLUMBUS, OH**

(Total Increase 3.95%)

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	\$ 8.47	\$ 8.75	\$ 9.03	\$ 9.32	\$ 9.60	\$ 9.76	\$ 10.04	\$ 10.32	\$ 10.33	\$ 10.59
	O	12.71	13.13	13.55	13.98	14.40	14.64	15.06	15.48	15.50	15.89
2	B	9.52	9.75	10.07	10.33	10.45	10.76	11.06	11.37	11.68	11.99
	O	14.28	14.63	15.11	15.50	15.68	16.14	16.59	17.06	17.52	17.99
3	B	10.39	10.74	11.08	11.43	11.78	12.12	12.47	12.82	13.16	13.51
	O	15.59	16.11	16.62	17.15	17.67	18.18	18.71	19.23	19.74	20.27
4	B	11.67	12.05	12.44	12.83	13.22	13.61	14.00	14.39	14.77	15.16
	O	17.51	18.08	18.66	19.25	19.83	20.42	21.00	21.59	22.16	22.74
5	B	13.05	13.49	13.92	14.36	14.79	15.23	15.66	16.10	16.53	16.97
	O	19.58	20.24	20.88	21.54	22.19	22.85	23.49	24.15	24.80	25.46
6	B	14.55	15.03	15.52	16.00	16.49	16.97	17.46	17.94	18.43	18.92
	O	21.83	22.55	23.28	24.00	24.74	25.46	26.19	26.91	27.65	28.38
7	B	16.17	16.71	17.24	17.78	18.32	18.86	19.40	19.94	20.48	21.02
	O	24.26	25.07	25.86	26.67	27.48	28.29	29.10	29.91	30.72	31.53
8	B	17.90	18.50	19.10	19.69	20.29	20.89	21.49	22.08	22.68	23.28
	O	26.85	27.75	28.65	29.54	30.44	31.34	32.24	32.67	32.67	32.67
9	B	19.78	20.43	21.09	21.75	22.41	23.07	23.73	24.39	25.05	25.71
	O	29.67	30.65	31.64	32.63	32.67	32.67	32.67	32.67	32.67	32.67
10	B	21.78	22.50	23.23	23.95	24.68	25.41	26.13	26.86	27.58	28.31
	O	32.67	32.67	32.67	32.67	32.67	32.67	32.67	32.67	32.67	32.67
11	B	23.93	24.72	25.52	26.32	27.12	27.91	28.71	29.51	30.31	31.10
	O	32.67	32.67	32.67	32.67	32.67	32.67	32.67	32.67	32.67	32.67
12	B	28.68	29.63	30.59	31.54	32.50	33.46	34.41	35.37	36.32	37.28
	O	32.67	32.67	32.67	32.67	32.67	33.46	34.41	35.37	36.32	37.28
13	B	34.10	35.24	36.38	37.51	38.65	39.79	40.92	42.06	43.20	44.33
	O	34.10	35.24	36.38	37.51	38.65	39.79	40.92	42.06	43.20	44.33
14	B	40.30	41.64	42.99	44.33	45.67	47.02	48.36	49.70	51.05	52.39
	O	40.30	41.64	42.99	44.33	45.67	47.02	48.36	49.70	51.05	52.39
15	B	47.40	48.98	50.56	52.14	53.72	55.30	56.88	58.46	60.04	61.62
	O	47.40	48.98	50.56	52.14	53.72	55.30	56.88	58.46	60.04	61.62

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

SALARY TABLE 2004-DFW

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.85%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX**

(Total Increase 4.30%)

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	\$ 8.52	\$ 8.81	\$ 9.09	\$ 9.37	\$ 9.66	\$ 9.82	\$ 10.10	\$ 10.39	\$ 10.40	\$ 10.66
	O	12.78	13.22	13.64	14.06	14.49	14.73	15.15	15.59	15.60	15.99
2	B	9.58	9.81	10.13	10.40	10.51	10.82	11.13	11.44	11.75	12.06
	O	14.37	14.72	15.20	15.60	15.77	16.23	16.70	17.16	17.63	18.09
3	B	10.46	10.80	11.15	11.50	11.85	12.20	12.55	12.90	13.25	13.59
	O	15.69	16.20	16.73	17.25	17.78	18.30	18.83	19.35	19.88	20.39
4	B	11.74	12.13	12.52	12.91	13.30	13.69	14.09	14.48	14.87	15.26
	O	17.61	18.20	18.78	19.37	19.95	20.54	21.14	21.72	22.31	22.89
5	B	13.13	13.57	14.01	14.45	14.89	15.32	15.76	16.20	16.64	17.08
	O	19.70	20.36	21.02	21.68	22.34	22.98	23.64	24.30	24.96	25.62
6	B	14.64	15.13	15.62	16.10	16.59	17.08	17.57	18.06	18.55	19.03
	O	21.96	22.70	23.43	24.15	24.89	25.62	26.36	27.09	27.83	28.55
7	B	16.27	16.81	17.35	17.89	18.44	18.98	19.52	20.06	20.61	21.15
	O	24.41	25.22	26.03	26.84	27.66	28.47	29.28	30.09	30.92	31.73
8	B	18.02	18.62	19.22	19.82	20.42	21.02	21.62	22.22	22.82	23.42
	O	27.03	27.93	28.83	29.73	30.63	31.53	32.43	32.87	32.87	32.87
9	B	19.90	20.56	21.23	21.89	22.55	23.22	23.88	24.54	25.21	25.87
	O	29.85	30.84	31.85	32.84	32.87	32.87	32.87	32.87	32.87	32.87
10	B	21.91	22.64	23.38	24.11	24.84	25.57	26.30	27.03	27.76	28.49
	O	32.87	32.87	32.87	32.87	32.87	32.87	32.87	32.87	32.87	32.87
11	B	24.08	24.88	25.68	26.48	27.29	28.09	28.89	29.69	30.50	31.30
	O	32.87	32.87	32.87	32.87	32.87	32.87	32.87	32.87	32.87	32.87
12	B	28.86	29.82	30.78	31.74	32.70	33.67	34.63	35.59	36.55	37.51
	O	32.87	32.87	32.87	32.87	32.87	33.67	34.63	35.59	36.55	37.51
13	B	34.32	35.46	36.60	37.75	38.89	40.04	41.18	42.32	43.47	44.61
	O	34.32	35.46	36.60	37.75	38.89	40.04	41.18	42.32	43.47	44.61
14	B	40.55	41.90	43.25	44.61	45.96	47.31	48.66	50.01	51.37	52.72
	O	40.55	41.90	43.25	44.61	45.96	47.31	48.66	50.01	51.37	52.72
15	B	47.70	49.29	50.88	52.47	54.06	55.65	57.24	58.83	60.42	62.01
	O	47.70	49.29	50.88	52.47	54.06	55.65	57.24	58.83	60.42	62.01

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

SALARY TABLE 2004-DAY

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.03%
FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD, OH**

(Total Increase 3.96%)

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	\$ 8.39	\$ 8.67	\$ 8.95	\$ 9.22	\$ 9.50	\$ 9.67	\$ 9.94	\$ 10.22	\$ 10.23	\$ 10.49
	O	12.59	13.01	13.43	13.83	14.25	14.51	14.91	15.33	15.35	15.74
2	B	9.43	9.65	9.97	10.23	10.35	10.65	10.95	11.26	11.56	11.87
	O	14.15	14.48	14.96	15.35	15.53	15.98	16.43	16.89	17.34	17.81
3	B	10.29	10.63	10.98	11.32	11.66	12.00	12.35	12.69	13.03	13.38
	O	15.44	15.95	16.47	16.98	17.49	18.00	18.53	19.04	19.55	20.07
4	B	11.55	11.94	12.32	12.71	13.09	13.48	13.86	14.24	14.63	15.01
	O	17.33	17.91	18.48	19.07	19.64	20.22	20.79	21.36	21.95	22.52
5	B	12.92	13.35	13.79	14.22	14.65	15.08	15.51	15.94	16.37	16.80
	O	19.38	20.03	20.69	21.33	21.98	22.62	23.27	23.91	24.56	25.20
6	B	14.41	14.89	15.37	15.85	16.33	16.81	17.29	17.77	18.25	18.73
	O	21.62	22.34	23.06	23.78	24.50	25.22	25.94	26.66	27.38	28.10
7	B	16.01	16.54	17.08	17.61	18.14	18.68	19.21	19.74	20.28	20.81
	O	24.02	24.81	25.62	26.42	27.21	28.02	28.82	29.61	30.42	31.22
8	B	17.73	18.32	18.91	19.50	20.09	20.68	21.27	21.87	22.46	23.05
	O	26.60	27.48	28.37	29.25	30.14	31.02	31.91	32.34	32.34	32.34
9	B	19.58	20.23	20.89	21.54	22.19	22.85	23.50	24.15	24.80	25.46
	O	29.37	30.35	31.34	32.31	32.34	32.34	32.34	32.34	32.34	32.34
10	B	21.56	22.28	23.00	23.72	24.44	25.16	25.88	26.60	27.31	28.03
	O	32.34	32.34	32.34	32.34	32.34	32.34	32.34	32.34	32.34	32.34
11	B	23.69	24.48	25.27	26.06	26.85	27.64	28.43	29.22	30.01	30.80
	O	32.34	32.34	32.34	32.34	32.34	32.34	32.34	32.34	32.34	32.34
12	B	28.40	29.34	30.29	31.24	32.18	33.13	34.07	35.02	35.97	36.91
	O	32.34	32.34	32.34	32.34	32.34	33.13	34.07	35.02	35.97	36.91
13	B	33.77	34.89	36.02	37.14	38.27	39.40	40.52	41.65	42.77	43.90
	O	33.77	34.89	36.02	37.14	38.27	39.40	40.52	41.65	42.77	43.90
14	B	39.90	41.23	42.56	43.89	45.22	46.55	47.88	49.21	50.54	51.87
	O	39.90	41.23	42.56	43.89	45.22	46.55	47.88	49.21	50.54	51.87
15	B	46.94	48.50	50.07	51.63	53.20	54.76	56.33	57.89	59.46	61.02
	O	46.94	48.50	50.07	51.63	53.20	54.76	56.33	57.89	59.46	61.02

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

SALARY TABLE 2004-DEN

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.66%
FOR THE LOCALITY PAY AREA OF DENVER-BOULDER-GREELEY, CO
(Total Increase 4.39%)
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	\$ 8.73	\$ 9.03	\$ 9.32	\$ 9.61	\$ 9.90	\$ 10.07	\$ 10.35	\$ 10.64	\$ 10.65	\$ 10.92
	O	13.10	13.55	13.98	14.42	14.85	15.11	15.53	15.96	15.98	16.38
2	B	9.82	10.05	10.38	10.65	10.77	11.09	11.41	11.72	12.04	12.36
	O	14.73	15.08	15.57	15.98	16.16	16.64	17.12	17.58	18.06	18.54
3	B	10.71	11.07	11.43	11.79	12.14	12.50	12.86	13.22	13.57	13.93
	O	16.07	16.61	17.15	17.69	18.21	18.75	19.29	19.83	20.36	20.90
4	B	12.03	12.43	12.83	13.23	13.63	14.03	14.43	14.83	15.23	15.64
	O	18.05	18.65	19.25	19.85	20.45	21.05	21.65	22.25	22.85	23.46
5	B	13.46	13.91	14.36	14.80	15.25	15.70	16.15	16.60	17.05	17.50
	O	20.19	20.87	21.54	22.20	22.88	23.55	24.23	24.90	25.58	26.25
6	B	15.00	15.50	16.00	16.50	17.00	17.50	18.00	18.50	19.00	19.50
	O	22.50	23.25	24.00	24.75	25.50	26.25	27.00	27.75	28.50	29.25
7	B	16.67	17.23	17.78	18.34	18.89	19.45	20.00	20.56	21.11	21.67
	O	25.01	25.85	26.67	27.51	28.34	29.18	30.00	30.84	31.67	32.51
8	B	18.46	19.08	19.69	20.31	20.92	21.54	22.15	22.77	23.38	24.00
	O	27.69	28.62	29.54	30.47	31.38	32.31	33.23	33.68	33.68	33.68
9	B	20.39	21.07	21.75	22.43	23.11	23.79	24.47	25.15	25.83	26.51
	O	30.59	31.61	32.63	33.65	33.68	33.68	33.68	33.68	33.68	33.68
10	B	22.45	23.20	23.95	24.70	25.45	26.20	26.95	27.69	28.44	29.19
	O	33.68	33.68	33.68	33.68	33.68	33.68	33.68	33.68	33.68	33.68
11	B	24.67	25.49	26.32	27.14	27.96	28.78	29.60	30.43	31.25	32.07
	O	33.68	33.68	33.68	33.68	33.68	33.68	33.68	33.68	33.68	33.68
12	B	29.57	30.56	31.54	32.53	33.51	34.50	35.48	36.47	37.45	38.44
	O	33.68	33.68	33.68	33.68	33.68	34.50	35.48	36.47	37.45	38.44
13	B	35.16	36.33	37.51	38.68	39.85	41.02	42.20	43.37	44.54	45.71
	O	35.16	36.33	37.51	38.68	39.85	41.02	42.20	43.37	44.54	45.71
14	B	41.55	42.94	44.32	45.71	47.09	48.48	49.86	51.25	52.63	54.02
	O	41.55	42.94	44.32	45.71	47.09	48.48	49.86	51.25	52.63	54.02
15	B	48.88	50.51	52.14	53.77	55.39	57.02	58.65	60.28	61.91	63.54
	O	48.88	50.51	52.14	53.77	55.39	57.02	58.65	60.28	61.91	63.54

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

SALARY TABLE 2004-DET

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.32%
FOR THE LOCALITY PAY AREA OF DETROIT-ANN ARBOR-FLINT, MI**

(Total Increase 4.51%)

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	\$ 8.86	\$ 9.15	\$ 9.45	\$ 9.74	\$ 10.04	\$ 10.21	\$ 10.50	\$ 10.79	\$ 10.81	\$ 11.08
	O	13.29	13.73	14.18	14.61	15.06	15.32	15.75	16.19	16.22	16.62
2	B	9.96	10.20	10.53	10.81	10.93	11.25	11.57	11.89	12.21	12.53
	O	14.94	15.30	15.80	16.22	16.40	16.88	17.36	17.84	18.32	18.80
3	B	10.87	11.23	11.59	11.95	12.32	12.68	13.04	13.40	13.77	14.13
	O	16.31	16.85	17.39	17.93	18.48	19.02	19.56	20.10	20.66	21.20
4	B	12.20	12.61	13.01	13.42	13.83	14.23	14.64	15.05	15.45	15.86
	O	18.30	18.92	19.52	20.13	20.75	21.35	21.96	22.58	23.18	23.79
5	B	13.65	14.10	14.56	15.01	15.47	15.93	16.38	16.84	17.29	17.75
	O	20.48	21.15	21.84	22.52	23.21	23.90	24.57	25.26	25.94	26.63
6	B	15.21	15.72	16.23	16.74	17.24	17.75	18.26	18.77	19.27	19.78
	O	22.82	23.58	24.35	25.11	25.86	26.63	27.39	28.16	28.91	29.67
7	B	16.91	17.47	18.03	18.60	19.16	19.72	20.29	20.85	21.41	21.98
	O	25.37	26.21	27.05	27.90	28.74	29.58	30.44	31.28	32.12	32.97
8	B	18.72	19.35	19.97	20.60	21.22	21.84	22.47	23.09	23.72	24.34
	O	28.08	29.03	29.96	30.90	31.83	32.76	33.71	34.16	34.16	34.16
9	B	20.68	21.37	22.06	22.75	23.44	24.13	24.82	25.51	26.20	26.89
	O	31.02	32.06	33.09	34.13	34.16	34.16	34.16	34.16	34.16	34.16
10	B	22.77	23.53	24.29	25.05	25.81	26.57	27.33	28.09	28.85	29.61
	O	34.16	34.16	34.16	34.16	34.16	34.16	34.16	34.16	34.16	34.16
11	B	25.02	25.86	26.69	27.52	28.36	29.19	30.03	30.86	31.69	32.53
	O	34.16	34.16	34.16	34.16	34.16	34.16	34.16	34.16	34.16	34.16
12	B	29.99	30.99	31.99	32.99	33.99	34.99	35.99	36.99	37.99	38.99
	O	34.16	34.16	34.16	34.16	34.16	34.99	35.99	36.99	37.99	38.99
13	B	35.66	36.85	38.04	39.23	40.42	41.61	42.80	43.99	45.17	46.36
	O	35.66	36.85	38.04	39.23	40.42	41.61	42.80	43.99	45.17	46.36
14	B	42.14	43.55	44.95	46.36	47.76	49.17	50.57	51.98	53.38	54.79
	O	42.14	43.55	44.95	46.36	47.76	49.17	50.57	51.98	53.38	54.79
15	B	49.57	51.23	52.88	54.53	56.18	57.84	59.49	61.14	62.79	64.45
	O	49.57	51.23	52.88	54.53	56.18	57.84	59.49	61.14	62.79	64.45

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

SALARY TABLE 2004-HAR
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.87%
FOR THE LOCALITY PAY AREA OF HARTFORD, CT
(INCLUDING ALL OF NEW LONDON COUNTY, CT)
(Total Increase 4.75%)
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	\$ 8.82	\$ 9.12	\$ 9.41	\$ 9.70	\$ 10.00	\$ 10.17	\$ 10.46	\$ 10.75	\$ 10.76	\$ 11.04
	O	13.23	13.68	14.12	14.55	15.00	15.26	15.69	16.13	16.14	16.56
2	B	9.92	10.16	10.49	10.76	10.89	11.21	11.53	11.85	12.17	12.49
	O	14.88	15.24	15.74	16.14	16.34	16.82	17.30	17.78	18.26	18.74
3	B	10.83	11.19	11.55	11.91	12.27	12.63	12.99	13.35	13.71	14.07
	O	16.25	16.79	17.33	17.87	18.41	18.95	19.49	20.03	20.57	21.11
4	B	12.15	12.56	12.96	13.37	13.77	14.18	14.58	14.99	15.39	15.80
	O	18.23	18.84	19.44	20.06	20.66	21.27	21.87	22.49	23.09	23.70
5	B	13.60	14.05	14.50	14.96	15.41	15.86	16.32	16.77	17.23	17.68
	O	20.40	21.08	21.75	22.44	23.12	23.79	24.48	25.16	25.85	26.52
6	B	15.16	15.66	16.17	16.67	17.18	17.68	18.19	18.69	19.20	19.71
	O	22.74	23.49	24.26	25.01	25.77	26.52	27.29	28.04	28.80	29.57
7	B	16.84	17.40	17.97	18.53	19.09	19.65	20.21	20.77	21.33	21.90
	O	25.26	26.10	26.96	27.80	28.64	29.48	30.32	31.16	32.00	32.85
8	B	18.65	19.27	19.90	20.52	21.14	21.76	22.38	23.01	23.63	24.25
	O	27.98	28.91	29.85	30.78	31.71	32.64	33.57	34.04	34.04	34.04
9	B	20.60	21.29	21.98	22.66	23.35	24.04	24.72	25.41	26.10	26.78
	O	30.90	31.94	32.97	33.99	34.04	34.04	34.04	34.04	34.04	34.04
10	B	22.69	23.44	24.20	24.96	25.71	26.47	27.23	27.98	28.74	29.49
	O	34.04	34.04	34.04	34.04	34.04	34.04	34.04	34.04	34.04	34.04
11	B	24.93	25.76	26.59	27.42	28.25	29.08	29.91	30.74	31.57	32.40
	O	34.04	34.04	34.04	34.04	34.04	34.04	34.04	34.04	34.04	34.04
12	B	29.88	30.87	31.87	32.86	33.86	34.85	35.85	36.85	37.84	38.84
	O	34.04	34.04	34.04	34.04	34.04	34.85	35.85	36.85	37.84	38.84
13	B	35.53	36.71	37.90	39.08	40.26	41.45	42.63	43.82	45.00	46.19
	O	35.53	36.71	37.90	39.08	40.26	41.45	42.63	43.82	45.00	46.19
14	B	41.98	43.38	44.78	46.18	47.58	48.98	50.38	51.78	53.18	54.58
	O	41.98	43.38	44.78	46.18	47.58	48.98	50.38	51.78	53.18	54.58
15	B	49.38	51.03	52.68	54.32	55.97	57.62	59.26	60.91	62.55	64.20
	O	49.38	51.03	52.68	54.32	55.97	57.62	59.26	60.91	62.55	64.20

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

SALARY TABLE 2004-HOU

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.14%
FOR THE LOCALITY PAY AREA OF HOUSTON-GALVESTON-BRAZORIA, TX**

(Total Increase 4.92%)

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	\$ 9.22	\$ 9.53	\$ 9.83	\$ 10.14	\$ 10.45	\$ 10.63	\$ 10.93	\$ 11.23	\$ 11.25	\$ 11.53
	O	13.83	14.30	14.75	15.21	15.68	15.95	16.40	16.85	16.88	17.30
2	B	10.37	10.61	10.95	11.25	11.37	11.71	12.04	12.38	12.71	13.05
	O	15.56	15.92	16.43	16.88	17.06	17.57	18.06	18.57	19.07	19.58
3	B	11.31	11.69	12.06	12.44	12.82	13.20	13.57	13.95	14.33	14.70
	O	16.97	17.54	18.09	18.66	19.23	19.80	20.36	20.93	21.50	22.05
4	B	12.70	13.12	13.54	13.97	14.39	14.81	15.23	15.66	16.08	16.50
	O	19.05	19.68	20.31	20.96	21.59	22.22	22.85	23.49	24.12	24.75
5	B	14.21	14.68	15.15	15.63	16.10	16.57	17.05	17.52	18.00	18.47
	O	21.32	22.02	22.73	23.45	24.15	24.86	25.58	26.28	27.00	27.71
6	B	15.83	16.36	16.89	17.42	17.95	18.47	19.00	19.53	20.06	20.59
	O	23.75	24.54	25.34	26.13	26.93	27.71	28.50	29.30	30.09	30.89
7	B	17.60	18.18	18.77	19.36	19.94	20.53	21.11	21.70	22.29	22.87
	O	26.40	27.27	28.16	29.04	29.91	30.80	31.67	32.55	33.44	34.31
8	B	19.49	20.14	20.79	21.44	22.08	22.73	23.38	24.03	24.68	25.33
	O	29.24	30.21	31.19	32.16	33.12	34.10	35.07	35.55	35.55	35.55
9	B	21.52	22.24	22.96	23.68	24.39	25.11	25.83	26.55	27.26	27.98
	O	32.28	33.36	34.44	35.52	35.55	35.55	35.55	35.55	35.55	35.55
10	B	23.70	24.49	25.28	26.07	26.86	27.65	28.44	29.23	30.02	30.81
	O	35.55	35.55	35.55	35.55	35.55	35.55	35.55	35.55	35.55	35.55
11	B	26.04	26.91	27.78	28.65	29.51	30.38	31.25	32.12	32.99	33.85
	O	35.55	35.55	35.55	35.55	35.55	35.55	35.55	35.55	35.55	35.55
12	B	31.21	32.25	33.29	34.33	35.37	36.41	37.45	38.49	39.53	40.57
	O	35.55	35.55	35.55	35.55	35.55	36.41	37.45	38.49	39.53	40.57
13	B	37.12	38.35	39.59	40.83	42.07	43.30	44.54	45.78	47.01	48.25
	O	37.12	38.35	39.59	40.83	42.07	43.30	44.54	45.78	47.01	48.25
14	B	43.86	45.32	46.78	48.25	49.71	51.17	52.63	54.09	55.56	57.02
	O	43.86	45.32	46.78	48.25	49.71	51.17	52.63	54.09	55.56	57.02
15	B	51.59	53.31	55.03	56.75	58.47	60.19	61.91	63.63	65.35	65.60
	O	51.59	53.31	55.03	56.75	58.47	60.19	61.91	63.63	65.35	65.60

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

SALARY TABLE 2004-HNT

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 11.49%
FOR THE LOCALITY PAY AREA OF HUNTSVILLE, AL
(Total Increase 4.03%)
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	\$ 8.35	\$ 8.63	\$ 8.90	\$ 9.18	\$ 9.46	\$ 9.62	\$ 9.89	\$ 10.17	\$ 10.18	\$ 10.44
	O	12.53	12.95	13.35	13.77	14.19	14.43	14.84	15.26	15.27	15.66
2	B	9.39	9.61	9.92	10.18	10.30	10.60	10.90	11.21	11.51	11.81
	O	14.09	14.42	14.88	15.27	15.45	15.90	16.35	16.82	17.27	17.72
3	B	10.24	10.58	10.92	11.26	11.61	11.95	12.29	12.63	12.97	13.31
	O	15.36	15.87	16.38	16.89	17.42	17.93	18.44	18.95	19.46	19.97
4	B	11.49	11.88	12.26	12.64	13.03	13.41	13.79	14.18	14.56	14.94
	O	17.24	17.82	18.39	18.96	19.55	20.12	20.69	21.27	21.84	22.41
5	B	12.86	13.29	13.72	14.15	14.58	15.01	15.44	15.86	16.29	16.72
	O	19.29	19.94	20.58	21.23	21.87	22.52	23.16	23.79	24.44	25.08
6	B	14.34	14.81	15.29	15.77	16.25	16.73	17.20	17.68	18.16	18.64
	O	21.51	22.22	22.94	23.66	24.38	25.10	25.80	26.52	27.24	27.96
7	B	15.93	16.46	16.99	17.52	18.05	18.59	19.12	19.65	20.18	20.71
	O	23.90	24.69	25.49	26.28	27.08	27.89	28.68	29.48	30.27	31.07
8	B	17.64	18.23	18.82	19.41	20.00	20.58	21.17	21.76	22.35	22.94
	O	26.46	27.35	28.23	29.12	30.00	30.87	31.76	32.19	32.19	32.19
9	B	19.49	20.14	20.79	21.44	22.09	22.74	23.38	24.03	24.68	25.33
	O	29.24	30.21	31.19	32.16	32.19	32.19	32.19	32.19	32.19	32.19
10	B	21.46	22.17	22.89	23.61	24.32	25.04	25.75	26.47	27.18	27.90
	O	32.19	32.19	32.19	32.19	32.19	32.19	32.19	32.19	32.19	32.19
11	B	23.58	24.36	25.15	25.94	26.72	27.51	28.29	29.08	29.86	30.65
	O	32.19	32.19	32.19	32.19	32.19	32.19	32.19	32.19	32.19	32.19
12	B	28.26	29.20	30.14	31.08	32.03	32.97	33.91	34.85	35.79	36.74
	O	32.19	32.19	32.19	32.19	32.19	32.97	33.91	34.85	35.79	36.74
13	B	33.60	34.72	35.85	36.97	38.09	39.21	40.33	41.45	42.57	43.69
	O	33.60	34.72	35.85	36.97	38.09	39.21	40.33	41.45	42.57	43.69
14	B	39.71	41.03	42.36	43.68	45.01	46.33	47.65	48.98	50.30	51.62
	O	39.71	41.03	42.36	43.68	45.01	46.33	47.65	48.98	50.30	51.62
15	B	46.71	48.27	49.83	51.38	52.94	54.50	56.05	57.61	59.17	60.73
	O	46.71	48.27	49.83	51.38	52.94	54.50	56.05	57.61	59.17	60.73

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

SALARY TABLE 2004-IND

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 11.11%
FOR THE LOCALITY PAY AREA OF INDIANAPOLIS, IN**

(Total Increase 3.90%)

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	\$ 8.32	\$ 8.60	\$ 8.87	\$ 9.15	\$ 9.43	\$ 9.59	\$ 9.86	\$ 10.14	\$ 10.15	\$ 10.40
	O	12.48	12.90	13.31	13.73	14.15	14.39	14.79	15.21	15.23	15.60
2	B	9.35	9.57	9.89	10.15	10.26	10.56	10.86	11.17	11.47	11.77
	O	14.03	14.36	14.84	15.23	15.39	15.84	16.29	16.76	17.21	17.66
3	B	10.21	10.55	10.89	11.23	11.57	11.91	12.25	12.59	12.93	13.27
	O	15.32	15.83	16.34	16.85	17.36	17.87	18.38	18.89	19.40	19.91
4	B	11.46	11.84	12.22	12.60	12.98	13.36	13.75	14.13	14.51	14.89
	O	17.19	17.76	18.33	18.90	19.47	20.04	20.63	21.20	21.77	22.34
5	B	12.82	13.24	13.67	14.10	14.53	14.95	15.38	15.81	16.24	16.67
	O	19.23	19.86	20.51	21.15	21.80	22.43	23.07	23.72	24.36	25.01
6	B	14.29	14.76	15.24	15.72	16.19	16.67	17.15	17.62	18.10	18.58
	O	21.44	22.14	22.86	23.58	24.29	25.01	25.73	26.43	27.15	27.87
7	B	15.88	16.41	16.93	17.46	17.99	18.52	19.05	19.58	20.11	20.64
	O	23.82	24.62	25.40	26.19	26.99	27.78	28.58	29.37	30.17	30.96
8	B	17.58	18.17	18.76	19.34	19.93	20.51	21.10	21.69	22.27	22.86
	O	26.37	27.26	28.14	29.01	29.90	30.77	31.65	32.09	32.09	32.09
9	B	19.42	20.07	20.72	21.36	22.01	22.66	23.30	23.95	24.60	25.25
	O	29.13	30.11	31.08	32.04	32.09	32.09	32.09	32.09	32.09	32.09
10	B	21.39	22.10	22.81	23.53	24.24	24.95	25.66	26.38	27.09	27.80
	O	32.09	32.09	32.09	32.09	32.09	32.09	32.09	32.09	32.09	32.09
11	B	23.50	24.28	25.06	25.85	26.63	27.41	28.20	28.98	29.76	30.55
	O	32.09	32.09	32.09	32.09	32.09	32.09	32.09	32.09	32.09	32.09
12	B	28.16	29.10	30.04	30.98	31.92	32.86	33.79	34.73	35.67	36.61
	O	32.09	32.09	32.09	32.09	32.09	32.86	33.79	34.73	35.67	36.61
13	B	33.49	34.61	35.72	36.84	37.96	39.07	40.19	41.31	42.42	43.54
	O	33.49	34.61	35.72	36.84	37.96	39.07	40.19	41.31	42.42	43.54
14	B	39.58	40.89	42.21	43.53	44.85	46.17	47.49	48.81	50.13	51.45
	O	39.58	40.89	42.21	43.53	44.85	46.17	47.49	48.81	50.13	51.45
15	B	46.55	48.10	49.66	51.21	52.76	54.31	55.86	57.41	58.97	60.52
	O	46.55	48.10	49.66	51.21	52.76	54.31	55.86	57.41	58.97	60.52

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

SALARY TABLE 2004-KC

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 11.54%
FOR THE LOCALITY PAY AREA OF KANSAS CITY, MO-KS**

(Total Increase 3.89%)

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	\$ 8.35	\$ 8.63	\$ 8.91	\$ 9.18	\$ 9.46	\$ 9.62	\$ 9.90	\$ 10.18	\$ 10.19	\$ 10.44
	O	12.53	12.95	13.37	13.77	14.19	14.43	14.85	15.27	15.29	15.66
2	B	9.39	9.61	9.92	10.19	10.30	10.60	10.91	11.21	11.51	11.82
	O	14.09	14.42	14.88	15.29	15.45	15.90	16.37	16.82	17.27	17.73
3	B	10.24	10.59	10.93	11.27	11.61	11.95	12.29	12.63	12.98	13.32
	O	15.36	15.89	16.40	16.91	17.42	17.93	18.44	18.95	19.47	19.98
4	B	11.50	11.88	12.27	12.65	13.03	13.42	13.80	14.18	14.57	14.95
	O	17.25	17.82	18.41	18.98	19.55	20.13	20.70	21.27	21.86	22.43
5	B	12.87	13.30	13.73	14.15	14.58	15.01	15.44	15.87	16.30	16.73
	O	19.31	19.95	20.60	21.23	21.87	22.52	23.16	23.81	24.45	25.10
6	B	14.34	14.82	15.30	15.78	16.26	16.73	17.21	17.69	18.17	18.65
	O	21.51	22.23	22.95	23.67	24.39	25.10	25.82	26.54	27.26	27.98
7	B	15.94	16.47	17.00	17.53	18.06	18.59	19.13	19.66	20.19	20.72
	O	23.91	24.71	25.50	26.30	27.09	27.89	28.70	29.49	30.29	31.08
8	B	17.65	18.24	18.83	19.42	20.00	20.59	21.18	21.77	22.36	22.95
	O	26.48	27.36	28.25	29.13	30.00	30.89	31.77	32.21	32.21	32.21
9	B	19.50	20.15	20.80	21.45	22.10	22.75	23.40	24.05	24.69	25.34
	O	29.25	30.23	31.20	32.18	32.21	32.21	32.21	32.21	32.21	32.21
10	B	21.47	22.18	22.90	23.62	24.33	25.05	25.76	26.48	27.19	27.91
	O	32.21	32.21	32.21	32.21	32.21	32.21	32.21	32.21	32.21	32.21
11	B	23.59	24.37	25.16	25.95	26.73	27.52	28.31	29.09	29.88	30.66
	O	32.21	32.21	32.21	32.21	32.21	32.21	32.21	32.21	32.21	32.21
12	B	28.27	29.21	30.16	31.10	32.04	32.98	33.93	34.87	35.81	36.75
	O	32.21	32.21	32.21	32.21	32.21	32.98	33.93	34.87	35.81	36.75
13	B	33.62	34.74	35.86	36.98	38.10	39.22	40.34	41.46	42.59	43.71
	O	33.62	34.74	35.86	36.98	38.10	39.22	40.34	41.46	42.59	43.71
14	B	39.73	41.05	42.38	43.70	45.03	46.35	47.67	49.00	50.32	51.65
	O	39.73	41.05	42.38	43.70	45.03	46.35	47.67	49.00	50.32	51.65
15	B	46.73	48.29	49.85	51.41	52.96	54.52	56.08	57.64	59.20	60.75
	O	46.73	48.29	49.85	51.41	52.96	54.52	56.08	57.64	59.20	60.75

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

SALARY TABLE 2004-LA
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.05%
FOR THE LOCALITY PAY AREA OF LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA
(INCLUDING SANTA BARBARA COUNTY AND ALL OF EDWARDS AIR FORCE BASE)
(Total Increase 4.74%)
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	\$ 8.99	\$ 9.29	\$ 9.59	\$ 9.88	\$ 10.18	\$ 10.36	\$ 10.65	\$ 10.95	\$ 10.96	\$ 11.24
	O	13.49	13.94	14.39	14.82	15.27	15.54	15.98	16.43	16.44	16.86
2	B	10.11	10.35	10.68	10.96	11.09	11.41	11.74	12.07	12.39	12.72
	O	15.17	15.53	16.02	16.44	16.64	17.12	17.61	18.11	18.59	19.08
3	B	11.03	11.39	11.76	12.13	12.50	12.86	13.23	13.60	13.97	14.33
	O	16.55	17.09	17.64	18.20	18.75	19.29	19.85	20.40	20.96	21.50
4	B	12.38	12.79	13.20	13.62	14.03	14.44	14.85	15.26	15.68	16.09
	O	18.57	19.19	19.80	20.43	21.05	21.66	22.28	22.89	23.52	24.14
5	B	13.85	14.31	14.77	15.23	15.70	16.16	16.62	17.08	17.54	18.01
	O	20.78	21.47	22.16	22.85	23.55	24.24	24.93	25.62	26.31	27.02
6	B	15.44	15.95	16.47	16.98	17.50	18.01	18.53	19.04	19.56	20.07
	O	23.16	23.93	24.71	25.47	26.25	27.02	27.80	28.56	29.34	30.11
7	B	17.15	17.73	18.30	18.87	19.44	20.01	20.58	21.16	21.73	22.30
	O	25.73	26.60	27.45	28.31	29.16	30.02	30.87	31.74	32.60	33.45
8	B	19.00	19.63	20.26	20.90	21.53	22.16	22.80	23.43	24.06	24.70
	O	28.50	29.45	30.39	31.35	32.30	33.24	34.20	34.67	34.67	34.67
9	B	20.98	21.68	22.38	23.08	23.78	24.48	25.18	25.88	26.58	27.28
	O	31.47	32.52	33.57	34.62	34.67	34.67	34.67	34.67	34.67	34.67
10	B	23.11	23.88	24.65	25.42	26.19	26.96	27.73	28.50	29.27	30.04
	O	34.67	34.67	34.67	34.67	34.67	34.67	34.67	34.67	34.67	34.67
11	B	25.39	26.23	27.08	27.93	28.77	29.62	30.47	31.31	32.16	33.00
	O	34.67	34.67	34.67	34.67	34.67	34.67	34.67	34.67	34.67	34.67
12	B	30.43	31.44	32.46	33.47	34.49	35.50	36.51	37.53	38.54	39.56
	O	34.67	34.67	34.67	34.67	34.67	35.50	36.51	37.53	38.54	39.56
13	B	36.18	37.39	38.60	39.80	41.01	42.22	43.42	44.63	45.83	47.04
	O	36.18	37.39	38.60	39.80	41.01	42.22	43.42	44.63	45.83	47.04
14	B	42.76	44.18	45.61	47.04	48.46	49.89	51.31	52.74	54.16	55.59
	O	42.76	44.18	45.61	47.04	48.46	49.89	51.31	52.74	54.16	55.59
15	B	50.30	51.97	53.65	55.33	57.00	58.68	60.36	62.03	63.71	65.39
	O	50.30	51.97	53.65	55.33	57.00	58.68	60.36	62.03	63.71	65.39

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

SALARY TABLE 2004-MFL

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.54%
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE, FL**

(Total Increase 4.26%)

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	\$ 8.65	\$ 8.94	\$ 9.23	\$ 9.51	\$ 9.80	\$ 9.97	\$ 10.25	\$ 10.54	\$ 10.55	\$ 10.82
	O	12.98	13.41	13.85	14.27	14.70	14.96	15.38	15.81	15.83	16.23
2	B	9.73	9.96	10.28	10.55	10.67	10.98	11.30	11.61	11.93	12.24
	O	14.60	14.94	15.42	15.83	16.01	16.47	16.95	17.42	17.90	18.36
3	B	10.61	10.97	11.32	11.67	12.03	12.38	12.73	13.09	13.44	13.80
	O	15.92	16.46	16.98	17.51	18.05	18.57	19.10	19.64	20.16	20.70
4	B	11.91	12.31	12.71	13.10	13.50	13.90	14.29	14.69	15.09	15.49
	O	17.87	18.47	19.07	19.65	20.25	20.85	21.44	22.04	22.64	23.24
5	B	13.33	13.77	14.22	14.66	15.11	15.55	16.00	16.44	16.89	17.33
	O	20.00	20.66	21.33	21.99	22.67	23.33	24.00	24.66	25.34	26.00
6	B	14.86	15.35	15.85	16.34	16.84	17.33	17.83	18.33	18.82	19.32
	O	22.29	23.03	23.78	24.51	25.26	26.00	26.75	27.50	28.23	28.98
7	B	16.51	17.06	17.61	18.16	18.71	19.26	19.81	20.36	20.91	21.46
	O	24.77	25.59	26.42	27.24	28.07	28.89	29.72	30.54	31.37	32.19
8	B	18.28	18.89	19.50	20.11	20.72	21.33	21.94	22.55	23.16	23.77
	O	27.42	28.34	29.25	30.17	31.08	32.00	32.91	33.36	33.36	33.36
9	B	20.20	20.87	21.54	22.21	22.89	23.56	24.23	24.91	25.58	26.25
	O	30.30	31.31	32.31	33.32	33.36	33.36	33.36	33.36	33.36	33.36
10	B	22.24	22.98	23.72	24.46	25.20	25.95	26.69	27.43	28.17	28.91
	O	33.36	33.36	33.36	33.36	33.36	33.36	33.36	33.36	33.36	33.36
11	B	24.43	25.25	26.06	26.88	27.69	28.51	29.32	30.14	30.95	31.76
	O	33.36	33.36	33.36	33.36	33.36	33.36	33.36	33.36	33.36	33.36
12	B	29.29	30.26	31.24	32.21	33.19	34.17	35.14	36.12	37.09	38.07
	O	33.36	33.36	33.36	33.36	33.36	34.17	35.14	36.12	37.09	38.07
13	B	34.83	35.99	37.15	38.31	39.47	40.63	41.79	42.95	44.11	45.27
	O	34.83	35.99	37.15	38.31	39.47	40.63	41.79	42.95	44.11	45.27
14	B	41.15	42.53	43.90	45.27	46.64	48.01	49.38	50.76	52.13	53.50
	O	41.15	42.53	43.90	45.27	46.64	48.01	49.38	50.76	52.13	53.50
15	B	48.41	50.02	51.64	53.25	54.86	56.48	58.09	59.70	61.32	62.93
	O	48.41	50.02	51.64	53.25	54.86	56.48	58.09	59.70	61.32	62.93

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

SALARY TABLE 2004-MIL

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.64%
FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE, WI**

(Total Increase 4.03%)

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	\$ 8.43	\$ 8.71	\$ 9.00	\$ 9.27	\$ 9.55	\$ 9.72	\$ 10.00	\$ 10.28	\$ 10.29	\$ 10.55
	O	12.65	13.07	13.50	13.91	14.33	14.58	15.00	15.42	15.44	15.83
2	B	9.48	9.71	10.02	10.29	10.40	10.71	11.01	11.32	11.63	11.93
	O	14.22	14.57	15.03	15.44	15.60	16.07	16.52	16.98	17.45	17.90
3	B	10.35	10.69	11.03	11.38	11.72	12.07	12.41	12.76	13.10	13.45
	O	15.53	16.04	16.55	17.07	17.58	18.11	18.62	19.14	19.65	20.18
4	B	11.61	12.00	12.39	12.77	13.16	13.55	13.94	14.32	14.71	15.10
	O	17.42	18.00	18.59	19.16	19.74	20.33	20.91	21.48	22.07	22.65
5	B	12.99	13.43	13.86	14.29	14.73	15.16	15.59	16.03	16.46	16.89
	O	19.49	20.15	20.79	21.44	22.10	22.74	23.39	24.05	24.69	25.34
6	B	14.48	14.97	15.45	15.93	16.42	16.90	17.38	17.87	18.35	18.83
	O	21.72	22.46	23.18	23.90	24.63	25.35	26.07	26.81	27.53	28.25
7	B	16.09	16.63	17.17	17.70	18.24	18.78	19.31	19.85	20.39	20.92
	O	24.14	24.95	25.76	26.55	27.36	28.17	28.97	29.78	30.59	31.38
8	B	17.82	18.42	19.01	19.61	20.20	20.80	21.39	21.98	22.58	23.17
	O	26.73	27.63	28.52	29.42	30.30	31.20	32.09	32.52	32.52	32.52
9	B	19.69	20.34	21.00	21.66	22.31	22.97	23.63	24.28	24.94	25.59
	O	29.54	30.51	31.50	32.49	32.52	32.52	32.52	32.52	32.52	32.52
10	B	21.68	22.40	23.13	23.85	24.57	25.29	26.02	26.74	27.46	28.19
	O	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52
11	B	23.82	24.62	25.41	26.20	27.00	27.79	28.58	29.38	30.17	30.97
	O	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52	32.52
12	B	28.55	29.50	30.45	31.41	32.36	33.31	34.26	35.21	36.16	37.11
	O	32.52	32.52	32.52	32.52	32.52	33.31	34.26	35.21	36.16	37.11
13	B	33.95	35.08	36.21	37.35	38.48	39.61	40.74	41.87	43.01	44.14
	O	33.95	35.08	36.21	37.35	38.48	39.61	40.74	41.87	43.01	44.14
14	B	40.12	41.46	42.79	44.13	45.47	46.81	48.14	49.48	50.82	52.16
	O	40.12	41.46	42.79	44.13	45.47	46.81	48.14	49.48	50.82	52.16
15	B	47.19	48.77	50.34	51.91	53.49	55.06	56.63	58.21	59.78	61.35
	O	47.19	48.77	50.34	51.91	53.49	55.06	56.63	58.21	59.78	61.35

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

SALARY TABLE 2004-MSP

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.75%
FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST PAUL, MN-WI
(Total Increase 4.44%)
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	\$ 8.59	\$ 8.88	\$ 9.16	\$ 9.45	\$ 9.73	\$ 9.90	\$ 10.18	\$ 10.47	\$ 10.48	\$ 10.75
	O	12.89	13.32	13.74	14.18	14.60	14.85	15.27	15.71	15.72	16.13
2	B	9.66	9.89	10.21	10.48	10.60	10.91	11.22	11.53	11.84	12.16
	O	14.49	14.84	15.32	15.72	15.90	16.37	16.83	17.30	17.76	18.24
3	B	10.54	10.89	11.24	11.59	11.94	12.30	12.65	13.00	13.35	13.70
	O	15.81	16.34	16.86	17.39	17.91	18.45	18.98	19.50	20.03	20.55
4	B	11.83	12.23	12.62	13.01	13.41	13.80	14.20	14.59	14.99	15.38
	O	17.75	18.35	18.93	19.52	20.12	20.70	21.30	21.89	22.49	23.07
5	B	13.24	13.68	14.12	14.56	15.00	15.44	15.89	16.33	16.77	17.21
	O	19.86	20.52	21.18	21.84	22.50	23.16	23.84	24.50	25.16	25.82
6	B	14.76	15.25	15.74	16.23	16.72	17.22	17.71	18.20	18.69	19.18
	O	22.14	22.88	23.61	24.35	25.08	25.83	26.57	27.30	28.04	28.77
7	B	16.40	16.94	17.49	18.04	18.58	19.13	19.68	20.22	20.77	21.32
	O	24.60	25.41	26.24	27.06	27.87	28.70	29.52	30.33	31.16	31.98
8	B	18.16	18.76	19.37	19.98	20.58	21.19	21.79	22.40	23.00	23.61
	O	27.24	28.14	29.06	29.97	30.87	31.79	32.69	33.14	33.14	33.14
9	B	20.06	20.73	21.39	22.06	22.73	23.40	24.07	24.74	25.41	26.07
	O	30.09	31.10	32.09	33.09	33.14	33.14	33.14	33.14	33.14	33.14
10	B	22.09	22.82	23.56	24.30	25.03	25.77	26.50	27.24	27.98	28.71
	O	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14
11	B	24.27	25.08	25.89	26.69	27.50	28.31	29.12	29.93	30.74	31.55
	O	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14
12	B	29.09	30.06	31.02	31.99	32.96	33.93	34.90	35.87	36.84	37.81
	O	33.14	33.14	33.14	33.14	33.14	33.93	34.90	35.87	36.84	37.81
13	B	34.59	35.74	36.89	38.05	39.20	40.35	41.51	42.66	43.81	44.96
	O	34.59	35.74	36.89	38.05	39.20	40.35	41.51	42.66	43.81	44.96
14	B	40.87	42.23	43.60	44.96	46.32	47.68	49.05	50.41	51.77	53.13
	O	40.87	42.23	43.60	44.96	46.32	47.68	49.05	50.41	51.77	53.13
15	B	48.08	49.68	51.28	52.89	54.49	56.09	57.69	59.30	60.90	62.50
	O	48.08	49.68	51.28	52.89	54.49	56.09	57.69	59.30	60.90	62.50

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

SALARY TABLE 2004-NY

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.29%
FOR THE LOCALITY PAY AREA OF NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA**

(Total Increase 4.86%)

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	\$ 8.93	\$ 9.23	\$ 9.53	\$ 9.82	\$ 10.12	\$ 10.29	\$ 10.59	\$ 10.88	\$ 10.89	\$ 11.17
	O	13.40	13.85	14.30	14.73	15.18	15.44	15.89	16.32	16.34	16.76
2	B	10.04	10.28	10.61	10.89	11.02	11.34	11.67	11.99	12.31	12.64
	O	15.06	15.42	15.92	16.34	16.53	17.01	17.51	17.99	18.47	18.96
3	B	10.96	11.32	11.69	12.05	12.42	12.78	13.15	13.51	13.88	14.24
	O	16.44	16.98	17.54	18.08	18.63	19.17	19.73	20.27	20.82	21.36
4	B	12.30	12.71	13.12	13.53	13.94	14.35	14.76	15.17	15.58	15.99
	O	18.45	19.07	19.68	20.30	20.91	21.53	22.14	22.76	23.37	23.99
5	B	13.76	14.22	14.68	15.14	15.60	16.06	16.51	16.97	17.43	17.89
	O	20.64	21.33	22.02	22.71	23.40	24.09	24.77	25.46	26.15	26.84
6	B	15.34	15.85	16.36	16.87	17.39	17.90	18.41	18.92	19.43	19.94
	O	23.01	23.78	24.54	25.31	26.09	26.85	27.62	28.38	29.15	29.91
7	B	17.05	17.61	18.18	18.75	19.32	19.89	20.45	21.02	21.59	22.16
	O	25.58	26.42	27.27	28.13	28.98	29.84	30.68	31.53	32.39	33.24
8	B	18.88	19.51	20.14	20.77	21.39	22.02	22.65	23.28	23.91	24.54
	O	28.32	29.27	30.21	31.16	32.09	33.03	33.98	34.44	34.44	34.44
9	B	20.85	21.55	22.24	22.94	23.63	24.33	25.02	25.72	26.41	27.11
	O	31.28	32.33	33.36	34.41	34.44	34.44	34.44	34.44	34.44	34.44
10	B	22.96	23.73	24.49	25.26	26.02	26.79	27.55	28.32	29.08	29.85
	O	34.44	34.44	34.44	34.44	34.44	34.44	34.44	34.44	34.44	34.44
11	B	25.23	26.07	26.91	27.75	28.59	29.43	30.27	31.11	31.95	32.79
	O	34.44	34.44	34.44	34.44	34.44	34.44	34.44	34.44	34.44	34.44
12	B	30.24	31.24	32.25	33.26	34.27	35.28	36.28	37.29	38.30	39.31
	O	34.44	34.44	34.44	34.44	34.44	35.28	36.28	37.29	38.30	39.31
13	B	35.96	37.15	38.35	39.55	40.75	41.95	43.15	44.35	45.54	46.74
	O	35.96	37.15	38.35	39.55	40.75	41.95	43.15	44.35	45.54	46.74
14	B	42.49	43.91	45.32	46.74	48.15	49.57	50.99	52.40	53.82	55.24
	O	42.49	43.91	45.32	46.74	48.15	49.57	50.99	52.40	53.82	55.24
15	B	49.98	51.64	53.31	54.98	56.64	58.31	59.98	61.64	63.31	64.97
	O	49.98	51.64	53.31	54.98	56.64	58.31	59.98	61.64	63.31	64.97

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

SALARY TABLE 2004-ORL

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 10.93%
FOR THE LOCALITY PAY AREA OF ORLANDO, FL**

(Total Increase 3.90%)

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	\$ 8.31	\$ 8.58	\$ 8.86	\$ 9.13	\$ 9.41	\$ 9.57	\$ 9.84	\$ 10.12	\$ 10.13	\$ 10.39
	O	12.47	12.87	13.29	13.70	14.12	14.36	14.76	15.18	15.20	15.59
2	B	9.34	9.56	9.87	10.13	10.24	10.55	10.85	11.15	11.45	11.75
	O	14.01	14.34	14.81	15.20	15.36	15.83	16.28	16.73	17.18	17.63
3	B	10.19	10.53	10.87	11.21	11.55	11.89	12.23	12.57	12.91	13.25
	O	15.29	15.80	16.31	16.82	17.33	17.84	18.35	18.86	19.37	19.88
4	B	11.44	11.82	12.20	12.58	12.96	13.34	13.72	14.10	14.49	14.87
	O	17.16	17.73	18.30	18.87	19.44	20.01	20.58	21.15	21.74	22.31
5	B	12.80	13.22	13.65	14.08	14.50	14.93	15.36	15.78	16.21	16.64
	O	19.20	19.83	20.48	21.12	21.75	22.40	23.04	23.67	24.32	24.96
6	B	14.26	14.74	15.22	15.69	16.17	16.64	17.12	17.59	18.07	18.55
	O	21.39	22.11	22.83	23.54	24.26	24.96	25.68	26.39	27.11	27.83
7	B	15.85	16.38	16.91	17.44	17.96	18.49	19.02	19.55	20.08	20.61
	O	23.78	24.57	25.37	26.16	26.94	27.74	28.53	29.33	30.12	30.92
8	B	17.55	18.14	18.72	19.31	19.90	20.48	21.07	21.65	22.24	22.82
	O	26.33	27.21	28.08	28.97	29.85	30.72	31.61	32.03	32.03	32.03
9	B	19.39	20.04	20.68	21.33	21.97	22.62	23.27	23.91	24.56	25.21
	O	29.09	30.06	31.02	32.00	32.03	32.03	32.03	32.03	32.03	32.03
10	B	21.35	22.06	22.78	23.49	24.20	24.91	25.62	26.33	27.05	27.76
	O	32.03	32.03	32.03	32.03	32.03	32.03	32.03	32.03	32.03	32.03
11	B	23.46	24.24	25.02	25.80	26.59	27.37	28.15	28.93	29.71	30.50
	O	32.03	32.03	32.03	32.03	32.03	32.03	32.03	32.03	32.03	32.03
12	B	28.12	29.05	29.99	30.93	31.87	32.80	33.74	34.68	35.61	36.55
	O	32.03	32.03	32.03	32.03	32.03	32.80	33.74	34.68	35.61	36.55
13	B	33.44	34.55	35.67	36.78	37.89	39.01	40.12	41.24	42.35	43.47
	O	33.44	34.55	35.67	36.78	37.89	39.01	40.12	41.24	42.35	43.47
14	B	39.51	40.83	42.15	43.46	44.78	46.10	47.41	48.73	50.05	51.37
	O	39.51	40.83	42.15	43.46	44.78	46.10	47.41	48.73	50.05	51.37
15	B	46.48	48.03	49.57	51.12	52.67	54.22	55.77	57.32	58.87	60.42
	O	46.48	48.03	49.57	51.12	52.67	54.22	55.77	57.32	58.87	60.42

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

SALARY TABLE 2004-PHL

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.32%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD**

(Total Increase 4.41%)

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	\$ 8.63	\$ 8.92	\$ 9.21	\$ 9.49	\$ 9.78	\$ 9.95	\$ 10.23	\$ 10.52	\$ 10.53	\$ 10.80
	O	12.95	13.38	13.82	14.24	14.67	14.93	15.35	15.78	15.80	16.20
2	B	9.71	9.94	10.26	10.53	10.65	10.96	11.28	11.59	11.90	12.22
	O	14.57	14.91	15.39	15.80	15.98	16.44	16.92	17.39	17.85	18.33
3	B	10.59	10.94	11.30	11.65	12.00	12.36	12.71	13.06	13.42	13.77
	O	15.89	16.41	16.95	17.48	18.00	18.54	19.07	19.59	20.13	20.66
4	B	11.89	12.29	12.68	13.08	13.47	13.87	14.27	14.66	15.06	15.46
	O	17.84	18.44	19.02	19.62	20.21	20.81	21.41	21.99	22.59	23.19
5	B	13.30	13.75	14.19	14.63	15.08	15.52	15.97	16.41	16.85	17.30
	O	19.95	20.63	21.29	21.95	22.62	23.28	23.96	24.62	25.28	25.95
6	B	14.83	15.32	15.82	16.31	16.81	17.30	17.80	18.29	18.78	19.28
	O	22.25	22.98	23.73	24.47	25.22	25.95	26.70	27.44	28.17	28.92
7	B	16.48	17.03	17.58	18.13	18.68	19.22	19.77	20.32	20.87	21.42
	O	24.72	25.55	26.37	27.20	28.02	28.83	29.66	30.48	31.31	32.13
8	B	18.25	18.86	19.47	20.07	20.68	21.29	21.90	22.51	23.12	23.72
	O	27.38	28.29	29.21	30.11	31.02	31.94	32.85	33.30	33.30	33.30
9	B	20.16	20.83	21.50	22.17	22.84	23.52	24.19	24.86	25.53	26.20
	O	30.24	31.25	32.25	33.26	33.30	33.30	33.30	33.30	33.30	33.30
10	B	22.20	22.94	23.68	24.42	25.16	25.90	26.64	27.38	28.12	28.86
	O	33.30	33.30	33.30	33.30	33.30	33.30	33.30	33.30	33.30	33.30
11	B	24.39	25.20	26.01	26.83	27.64	28.45	29.26	30.08	30.89	31.70
	O	33.30	33.30	33.30	33.30	33.30	33.30	33.30	33.30	33.30	33.30
12	B	29.23	30.20	31.18	32.15	33.13	34.10	35.08	36.05	37.02	38.00
	O	33.30	33.30	33.30	33.30	33.30	34.10	35.08	36.05	37.02	38.00
13	B	34.76	35.92	37.08	38.24	39.39	40.55	41.71	42.87	44.03	45.19
	O	34.76	35.92	37.08	38.24	39.39	40.55	41.71	42.87	44.03	45.19
14	B	41.07	42.44	43.81	45.18	46.55	47.92	49.29	50.66	52.03	53.40
	O	41.07	42.44	43.81	45.18	46.55	47.92	49.29	50.66	52.03	53.40
15	B	48.32	49.93	51.54	53.15	54.76	56.37	57.98	59.59	61.20	62.81
	O	48.32	49.93	51.54	53.15	54.76	56.37	57.98	59.59	61.20	62.81

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

SALARY TABLE 2004-PIT

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 11.92%
FOR THE LOCALITY PAY AREA OF PITTSBURGH, PA**

(Total Increase 4.00%)

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	\$ 8.38	\$ 8.66	\$ 8.94	\$ 9.21	\$ 9.49	\$ 9.66	\$ 9.93	\$ 10.21	\$ 10.22	\$ 10.48
	O	12.57	12.99	13.41	13.82	14.24	14.49	14.90	15.32	15.33	15.72
2	B	9.42	9.64	9.96	10.22	10.34	10.64	10.94	11.25	11.55	11.86
	O	14.13	14.46	14.94	15.33	15.51	15.96	16.41	16.88	17.33	17.79
3	B	10.28	10.62	10.96	11.31	11.65	11.99	12.34	12.68	13.02	13.36
	O	15.42	15.93	16.44	16.97	17.48	17.99	18.51	19.02	19.53	20.04
4	B	11.54	11.92	12.31	12.69	13.08	13.46	13.85	14.23	14.62	15.00
	O	17.31	17.88	18.47	19.04	19.62	20.19	20.78	21.35	21.93	22.50
5	B	12.91	13.34	13.77	14.20	14.63	15.06	15.49	15.93	16.36	16.79
	O	19.37	20.01	20.66	21.30	21.95	22.59	23.24	23.90	24.54	25.19
6	B	14.39	14.87	15.35	15.83	16.31	16.79	17.27	17.75	18.23	18.71
	O	21.59	22.31	23.03	23.75	24.47	25.19	25.91	26.63	27.35	28.07
7	B	15.99	16.53	17.06	17.59	18.12	18.66	19.19	19.72	20.26	20.79
	O	23.99	24.80	25.59	26.39	27.18	27.99	28.79	29.58	30.39	31.19
8	B	17.71	18.30	18.89	19.48	20.07	20.66	21.25	21.84	22.43	23.02
	O	26.57	27.45	28.34	29.22	30.11	30.99	31.88	32.31	32.31	32.31
9	B	19.56	20.21	20.87	21.52	22.17	22.82	23.47	24.13	24.78	25.43
	O	29.34	30.32	31.31	32.28	32.31	32.31	32.31	32.31	32.31	32.31
10	B	21.54	22.26	22.98	23.70	24.41	25.13	25.85	26.57	27.29	28.01
	O	32.31	32.31	32.31	32.31	32.31	32.31	32.31	32.31	32.31	32.31
11	B	23.67	24.46	25.25	26.04	26.82	27.61	28.40	29.19	29.98	30.77
	O	32.31	32.31	32.31	32.31	32.31	32.31	32.31	32.31	32.31	32.31
12	B	28.37	29.31	30.26	31.20	32.15	33.10	34.04	34.99	35.93	36.88
	O	32.31	32.31	32.31	32.31	32.31	33.10	34.04	34.99	35.93	36.88
13	B	33.73	34.86	35.98	37.11	38.23	39.36	40.48	41.61	42.73	43.86
	O	33.73	34.86	35.98	37.11	38.23	39.36	40.48	41.61	42.73	43.86
14	B	39.86	41.19	42.52	43.85	45.18	46.51	47.84	49.17	50.49	51.82
	O	39.86	41.19	42.52	43.85	45.18	46.51	47.84	49.17	50.49	51.82
15	B	46.89	48.45	50.02	51.58	53.14	54.71	56.27	57.83	59.40	60.96
	O	46.89	48.45	50.02	51.58	53.14	54.71	56.27	57.83	59.40	60.96

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

SALARY TABLE 2004-POR

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.69%
FOR THE LOCALITY PAY AREA OF PORTLAND-SALEM, OR-WA**

(Total Increase 4.26%)

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	\$ 8.59	\$ 8.87	\$ 9.16	\$ 9.44	\$ 9.73	\$ 9.90	\$ 10.18	\$ 10.46	\$ 10.47	\$ 10.74
	O	12.89	13.31	13.74	14.16	14.60	14.85	15.27	15.69	15.71	16.11
2	B	9.65	9.88	10.20	10.47	10.59	10.90	11.22	11.53	11.84	12.15
	O	14.48	14.82	15.30	15.71	15.89	16.35	16.83	17.30	17.76	18.23
3	B	10.53	10.89	11.24	11.59	11.94	12.29	12.64	12.99	13.34	13.69
	O	15.80	16.34	16.86	17.39	17.91	18.44	18.96	19.49	20.01	20.54
4	B	11.83	12.22	12.61	13.01	13.40	13.80	14.19	14.58	14.98	15.37
	O	17.75	18.33	18.92	19.52	20.10	20.70	21.29	21.87	22.47	23.06
5	B	13.23	13.67	14.11	14.55	15.00	15.44	15.88	16.32	16.76	17.20
	O	19.85	20.51	21.17	21.83	22.50	23.16	23.82	24.48	25.14	25.80
6	B	14.75	15.24	15.73	16.22	16.71	17.21	17.70	18.19	18.68	19.17
	O	22.13	22.86	23.60	24.33	25.07	25.82	26.55	27.29	28.02	28.76
7	B	16.39	16.93	17.48	18.03	18.57	19.12	19.67	20.21	20.76	21.30
	O	24.59	25.40	26.22	27.05	27.86	28.68	29.51	30.32	31.14	31.95
8	B	18.15	18.75	19.36	19.96	20.57	21.17	21.78	22.38	22.99	23.59
	O	27.23	28.13	29.04	29.94	30.86	31.76	32.67	33.12	33.12	33.12
9	B	20.05	20.71	21.38	22.05	22.72	23.39	24.06	24.72	25.39	26.06
	O	30.08	31.07	32.07	33.08	33.12	33.12	33.12	33.12	33.12	33.12
10	B	22.08	22.81	23.55	24.28	25.02	25.76	26.49	27.23	27.96	28.70
	O	33.12	33.12	33.12	33.12	33.12	33.12	33.12	33.12	33.12	33.12
11	B	24.25	25.06	25.87	26.68	27.49	28.30	29.10	29.91	30.72	31.53
	O	33.12	33.12	33.12	33.12	33.12	33.12	33.12	33.12	33.12	33.12
12	B	29.07	30.04	31.01	31.98	32.95	33.91	34.88	35.85	36.82	37.79
	O	33.12	33.12	33.12	33.12	33.12	33.91	34.88	35.85	36.82	37.79
13	B	34.57	35.72	36.87	38.03	39.18	40.33	41.48	42.64	43.79	44.94
	O	34.57	35.72	36.87	38.03	39.18	40.33	41.48	42.64	43.79	44.94
14	B	40.85	42.21	43.57	44.94	46.30	47.66	49.02	50.38	51.74	53.11
	O	40.85	42.21	43.57	44.94	46.30	47.66	49.02	50.38	51.74	53.11
15	B	48.05	49.65	51.26	52.86	54.46	56.06	57.66	59.26	60.87	62.47
	O	48.05	49.65	51.26	52.86	54.46	56.06	57.66	59.26	60.87	62.47

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

SALARY TABLE 2004-RCH

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.13%
FOR THE LOCALITY PAY AREA OF RICHMOND-PETERSBURG, VA**

(Total Increase 3.98%)

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	\$ 8.39	\$ 8.68	\$ 8.95	\$ 9.23	\$ 9.51	\$ 9.68	\$ 9.95	\$ 10.23	\$ 10.24	\$ 10.50
	O	12.59	13.02	13.43	13.85	14.27	14.52	14.93	15.35	15.36	15.75
2	B	9.44	9.66	9.98	10.24	10.36	10.66	10.96	11.27	11.57	11.88
	O	14.16	14.49	14.97	15.36	15.54	15.99	16.44	16.91	17.36	17.82
3	B	10.30	10.64	10.99	11.33	11.67	12.02	12.36	12.70	13.05	13.39
	O	15.45	15.96	16.49	17.00	17.51	18.03	18.54	19.05	19.58	20.09
4	B	11.56	11.95	12.33	12.72	13.10	13.49	13.87	14.26	14.64	15.03
	O	17.34	17.93	18.50	19.08	19.65	20.24	20.81	21.39	21.96	22.55
5	B	12.93	13.37	13.80	14.23	14.66	15.09	15.52	15.95	16.39	16.82
	O	19.40	20.06	20.70	21.35	21.99	22.64	23.28	23.93	24.59	25.23
6	B	14.42	14.90	15.38	15.86	16.34	16.82	17.30	17.78	18.27	18.75
	O	21.63	22.35	23.07	23.79	24.51	25.23	25.95	26.67	27.41	28.13
7	B	16.02	16.56	17.09	17.62	18.16	18.69	19.23	19.76	20.29	20.83
	O	24.03	24.84	25.64	26.43	27.24	28.04	28.85	29.64	30.44	31.25
8	B	17.74	18.34	18.93	19.52	20.11	20.70	21.29	21.89	22.48	23.07
	O	26.61	27.51	28.40	29.28	30.17	31.05	31.94	32.37	32.37	32.37
9	B	19.60	20.25	20.91	21.56	22.21	22.87	23.52	24.17	24.83	25.48
	O	29.40	30.38	31.37	32.34	32.37	32.37	32.37	32.37	32.37	32.37
10	B	21.58	22.30	23.02	23.74	24.46	25.18	25.90	26.62	27.34	28.06
	O	32.37	32.37	32.37	32.37	32.37	32.37	32.37	32.37	32.37	32.37
11	B	23.71	24.50	25.29	26.08	26.87	27.67	28.46	29.25	30.04	30.83
	O	32.37	32.37	32.37	32.37	32.37	32.37	32.37	32.37	32.37	32.37
12	B	28.42	29.37	30.32	31.26	32.21	33.16	34.10	35.05	36.00	36.95
	O	32.37	32.37	32.37	32.37	32.37	33.16	34.10	35.05	36.00	36.95
13	B	33.80	34.92	36.05	37.18	38.30	39.43	40.56	41.68	42.81	43.94
	O	33.80	34.92	36.05	37.18	38.30	39.43	40.56	41.68	42.81	43.94
14	B	39.94	41.27	42.60	43.93	45.26	46.60	47.93	49.26	50.59	51.92
	O	39.94	41.27	42.60	43.93	45.26	46.60	47.93	49.26	50.59	51.92
15	B	46.98	48.55	50.11	51.68	53.24	54.81	56.38	57.94	59.51	61.07
	O	46.98	48.55	50.11	51.68	53.24	54.81	56.38	57.94	59.51	61.07

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

SALARY TABLE 2004-SAC

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.18%
FOR THE LOCALITY PAY AREA OF SACRAMENTO-YOLO, CA**

(Total Increase 4.41%)

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	\$ 8.62	\$ 8.91	\$ 9.20	\$ 9.48	\$ 9.77	\$ 9.94	\$ 10.22	\$ 10.51	\$ 10.52	\$ 10.79
	O	12.93	13.37	13.80	14.22	14.66	14.91	15.33	15.77	15.78	16.19
2	B	9.70	9.93	10.25	10.52	10.64	10.95	11.26	11.58	11.89	12.20
	O	14.55	14.90	15.38	15.78	15.96	16.43	16.89	17.37	17.84	18.30
3	B	10.58	10.93	11.28	11.64	11.99	12.34	12.69	13.05	13.40	13.75
	O	15.87	16.40	16.92	17.46	17.99	18.51	19.04	19.58	20.10	20.63
4	B	11.88	12.27	12.67	13.06	13.46	13.85	14.25	14.65	15.04	15.44
	O	17.82	18.41	19.01	19.59	20.19	20.78	21.38	21.98	22.56	23.16
5	B	13.29	13.73	14.17	14.62	15.06	15.50	15.95	16.39	16.83	17.28
	O	19.94	20.60	21.26	21.93	22.59	23.25	23.93	24.59	25.25	25.92
6	B	14.81	15.30	15.80	16.29	16.79	17.28	17.77	18.27	18.76	19.26
	O	22.22	22.95	23.70	24.44	25.19	25.92	26.66	27.41	28.14	28.89
7	B	16.46	17.01	17.56	18.10	18.65	19.20	19.75	20.30	20.85	21.40
	O	24.69	25.52	26.34	27.15	27.98	28.80	29.63	30.45	31.28	32.10
8	B	18.23	18.83	19.44	20.05	20.66	21.26	21.87	22.48	23.09	23.70
	O	27.35	28.25	29.16	30.08	30.99	31.89	32.81	33.26	33.26	33.26
9	B	20.13	20.80	21.47	22.15	22.82	23.49	24.16	24.83	25.50	26.17
	O	30.20	31.20	32.21	33.23	33.26	33.26	33.26	33.26	33.26	33.26
10	B	22.17	22.91	23.65	24.39	25.13	25.86	26.60	27.34	28.08	28.82
	O	33.26	33.26	33.26	33.26	33.26	33.26	33.26	33.26	33.26	33.26
11	B	24.36	25.17	25.98	26.79	27.61	28.42	29.23	30.04	30.85	31.67
	O	33.26	33.26	33.26	33.26	33.26	33.26	33.26	33.26	33.26	33.26
12	B	29.19	30.17	31.14	32.11	33.09	34.06	35.03	36.01	36.98	37.95
	O	33.26	33.26	33.26	33.26	33.26	34.06	35.03	36.01	36.98	37.95
13	B	34.72	35.87	37.03	38.19	39.35	40.50	41.66	42.82	43.98	45.13
	O	34.72	35.87	37.03	38.19	39.35	40.50	41.66	42.82	43.98	45.13
14	B	41.02	42.39	43.76	45.13	46.50	47.86	49.23	50.60	51.97	53.33
	O	41.02	42.39	43.76	45.13	46.50	47.86	49.23	50.60	51.97	53.33
15	B	48.26	49.87	51.47	53.08	54.69	56.30	57.91	59.52	61.13	62.74
	O	48.26	49.87	51.47	53.08	54.69	56.30	57.91	59.52	61.13	62.74

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

SALARY TABLE 2004-STL

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 11.27%
FOR THE LOCALITY PAY AREA OF ST. LOUIS, MO-IL**

(Total Increase 3.90%)

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	\$ 8.33	\$ 8.61	\$ 8.89	\$ 9.16	\$ 9.44	\$ 9.60	\$ 9.87	\$ 10.15	\$ 10.16	\$ 10.42
	O	12.50	12.92	13.34	13.74	14.16	14.40	14.81	15.23	15.24	15.63
2	B	9.37	9.59	9.90	10.16	10.28	10.58	10.88	11.18	11.49	11.79
	O	14.06	14.39	14.85	15.24	15.42	15.87	16.32	16.77	17.24	17.69
3	B	10.22	10.56	10.90	11.24	11.58	11.92	12.26	12.60	12.94	13.29
	O	15.33	15.84	16.35	16.86	17.37	17.88	18.39	18.90	19.41	19.94
4	B	11.47	11.85	12.24	12.62	13.00	13.38	13.77	14.15	14.53	14.91
	O	17.21	17.78	18.36	18.93	19.50	20.07	20.66	21.23	21.80	22.37
5	B	12.84	13.26	13.69	14.12	14.55	14.98	15.40	15.83	16.26	16.69
	O	19.26	19.89	20.54	21.18	21.83	22.47	23.10	23.75	24.39	25.04
6	B	14.31	14.78	15.26	15.74	16.22	16.69	17.17	17.65	18.13	18.60
	O	21.47	22.17	22.89	23.61	24.33	25.04	25.76	26.48	27.20	27.90
7	B	15.90	16.43	16.96	17.49	18.02	18.55	19.08	19.61	20.14	20.67
	O	23.85	24.65	25.44	26.24	27.03	27.83	28.62	29.42	30.21	31.01
8	B	17.61	18.20	18.78	19.37	19.96	20.54	21.13	21.72	22.30	22.89
	O	26.42	27.30	28.17	29.06	29.94	30.81	31.70	32.13	32.13	32.13
9	B	19.45	20.10	20.75	21.39	22.04	22.69	23.34	23.99	24.63	25.28
	O	29.18	30.15	31.13	32.09	32.13	32.13	32.13	32.13	32.13	32.13
10	B	21.42	22.13	22.85	23.56	24.27	24.99	25.70	26.41	27.13	27.84
	O	32.13	32.13	32.13	32.13	32.13	32.13	32.13	32.13	32.13	32.13
11	B	23.53	24.32	25.10	25.88	26.67	27.45	28.24	29.02	29.81	30.59
	O	32.13	32.13	32.13	32.13	32.13	32.13	32.13	32.13	32.13	32.13
12	B	28.20	29.14	30.08	31.02	31.96	32.90	33.84	34.78	35.72	36.66
	O	32.13	32.13	32.13	32.13	32.13	32.90	33.84	34.78	35.72	36.66
13	B	33.54	34.66	35.77	36.89	38.01	39.13	40.25	41.36	42.48	43.60
	O	33.54	34.66	35.77	36.89	38.01	39.13	40.25	41.36	42.48	43.60
14	B	39.63	40.95	42.27	43.60	44.92	46.24	47.56	48.88	50.20	51.52
	O	39.63	40.95	42.27	43.60	44.92	46.24	47.56	48.88	50.20	51.52
15	B	46.62	48.17	49.73	51.28	52.84	54.39	55.94	57.50	59.05	60.61
	O	46.62	48.17	49.73	51.28	52.84	54.39	55.94	57.50	59.05	60.61

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

SALARY TABLE 2004-SD

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.16%
FOR THE LOCALITY PAY AREA OF SAN DIEGO, CA**

(Total Increase 4.58%)

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	\$ 8.70	\$ 8.99	\$ 9.28	\$ 9.56	\$ 9.85	\$ 10.02	\$ 10.31	\$ 10.60	\$ 10.61	\$ 10.88
	O	13.05	13.49	13.92	14.34	14.78	15.03	15.47	15.90	15.92	16.32
2	B	9.78	10.01	10.33	10.61	10.73	11.04	11.36	11.67	11.99	12.31
	O	14.67	15.02	15.50	15.92	16.10	16.56	17.04	17.51	17.99	18.47
3	B	10.67	11.02	11.38	11.74	12.09	12.45	12.80	13.16	13.51	13.87
	O	16.01	16.53	17.07	17.61	18.14	18.68	19.20	19.74	20.27	20.81
4	B	11.98	12.38	12.77	13.17	13.57	13.97	14.37	14.77	15.17	15.57
	O	17.97	18.57	19.16	19.76	20.36	20.96	21.56	22.16	22.76	23.36
5	B	13.40	13.85	14.29	14.74	15.19	15.63	16.08	16.53	16.98	17.42
	O	20.10	20.78	21.44	22.11	22.79	23.45	24.12	24.80	25.47	26.13
6	B	14.94	15.43	15.93	16.43	16.93	17.43	17.93	18.42	18.92	19.42
	O	22.41	23.15	23.90	24.65	25.40	26.15	26.90	27.63	28.38	29.13
7	B	16.60	17.15	17.70	18.26	18.81	19.36	19.92	20.47	21.02	21.58
	O	24.90	25.73	26.55	27.39	28.22	29.04	29.88	30.71	31.53	32.37
8	B	18.38	18.99	19.61	20.22	20.83	21.45	22.06	22.67	23.28	23.90
	O	27.57	28.49	29.42	30.33	31.25	32.18	33.09	33.54	33.54	33.54
9	B	20.30	20.98	21.66	22.33	23.01	23.69	24.36	25.04	25.72	26.39
	O	30.45	31.47	32.49	33.50	33.54	33.54	33.54	33.54	33.54	33.54
10	B	22.36	23.10	23.85	24.59	25.34	26.09	26.83	27.58	28.32	29.07
	O	33.54	33.54	33.54	33.54	33.54	33.54	33.54	33.54	33.54	33.54
11	B	24.57	25.38	26.20	27.02	27.84	28.66	29.48	30.30	31.12	31.93
	O	33.54	33.54	33.54	33.54	33.54	33.54	33.54	33.54	33.54	33.54
12	B	29.44	30.42	31.41	32.39	33.37	34.35	35.33	36.31	37.29	38.27
	O	33.54	33.54	33.54	33.54	33.54	34.35	35.33	36.31	37.29	38.27
13	B	35.01	36.18	37.35	38.51	39.68	40.85	42.02	43.18	44.35	45.52
	O	35.01	36.18	37.35	38.51	39.68	40.85	42.02	43.18	44.35	45.52
14	B	41.37	42.75	44.13	45.51	46.89	48.27	49.65	51.03	52.41	53.79
	O	41.37	42.75	44.13	45.51	46.89	48.27	49.65	51.03	52.41	53.79
15	B	48.67	50.29	51.91	53.53	55.16	56.78	58.40	60.02	61.65	63.27
	O	48.67	50.29	51.91	53.53	55.16	56.78	58.40	60.02	61.65	63.27

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

SALARY TABLE 2004-SF
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.21%
FOR THE LOCALITY PAY AREA OF SAN FRANCISCO-OAKLAND-SAN JOSE, CA
(INCLUDING MONTEREY COUNTY, CA)
(Total Increase 5.35%)
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	\$ 9.30	\$ 9.61	\$ 9.92	\$ 10.23	\$ 10.54	\$ 10.72	\$ 11.02	\$ 11.33	\$ 11.34	\$ 11.63
	O	13.95	14.42	14.88	15.35	15.81	16.08	16.53	17.00	17.01	17.45
2	B	10.46	10.70	11.05	11.34	11.47	11.81	12.15	12.48	12.82	13.16
	O	15.69	16.05	16.58	17.01	17.21	17.72	18.23	18.72	19.23	19.74
3	B	11.41	11.79	12.17	12.55	12.93	13.31	13.69	14.07	14.45	14.83
	O	17.12	17.69	18.26	18.83	19.40	19.97	20.54	21.11	21.68	22.25
4	B	12.81	13.23	13.66	14.09	14.51	14.94	15.37	15.79	16.22	16.65
	O	19.22	19.85	20.49	21.14	21.77	22.41	23.06	23.69	24.33	24.98
5	B	14.33	14.81	15.28	15.76	16.24	16.72	17.20	17.67	18.15	18.63
	O	21.50	22.22	22.92	23.64	24.36	25.08	25.80	26.51	27.23	27.95
6	B	15.97	16.50	17.04	17.57	18.10	18.63	19.17	19.70	20.23	20.77
	O	23.96	24.75	25.56	26.36	27.15	27.95	28.76	29.55	30.35	31.16
7	B	17.75	18.34	18.93	19.52	20.11	20.71	21.30	21.89	22.48	23.07
	O	26.63	27.51	28.40	29.28	30.17	31.07	31.95	32.84	33.72	34.61
8	B	19.66	20.31	20.97	21.62	22.28	22.93	23.59	24.24	24.90	25.55
	O	29.49	30.47	31.46	32.43	33.42	34.40	35.39	35.87	35.87	35.87
9	B	21.71	22.43	23.16	23.88	24.61	25.33	26.05	26.78	27.50	28.22
	O	32.57	33.65	34.74	35.82	35.87	35.87	35.87	35.87	35.87	35.87
10	B	23.91	24.71	25.50	26.30	27.10	27.89	28.69	29.49	30.28	31.08
	O	35.87	35.87	35.87	35.87	35.87	35.87	35.87	35.87	35.87	35.87
11	B	26.27	27.14	28.02	28.89	29.77	30.65	31.52	32.40	33.27	34.15
	O	35.87	35.87	35.87	35.87	35.87	35.87	35.87	35.87	35.87	35.87
12	B	31.48	32.53	33.58	34.63	35.68	36.73	37.78	38.83	39.88	40.93
	O	35.87	35.87	35.87	35.87	35.87	36.73	37.78	38.83	39.88	40.93
13	B	37.44	38.69	39.93	41.18	42.43	43.68	44.93	46.17	47.42	48.67
	O	37.44	38.69	39.93	41.18	42.43	43.68	44.93	46.17	47.42	48.67
14	B	44.24	45.72	47.19	48.67	50.14	51.62	53.09	54.56	56.04	57.51
	O	44.24	45.72	47.19	48.67	50.14	51.62	53.09	54.56	56.04	57.51
15	B	52.04	53.78	55.51	57.24	58.98	60.71	62.45	64.18	65.60	65.60
	O	52.04	53.78	55.51	57.24	58.98	60.71	62.45	64.18	65.60	65.60

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

SALARY TABLE 2004-SEA

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.12%
FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA-BREMERTON, WA**

(Total Increase 4.53%)

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	\$ 8.62	\$ 8.91	\$ 9.19	\$ 9.48	\$ 9.77	\$ 9.93	\$ 10.22	\$ 10.50	\$ 10.51	\$ 10.78
	O	12.93	13.37	13.79	14.22	14.66	14.90	15.33	15.75	15.77	16.17
2	B	9.69	9.92	10.24	10.51	10.63	10.94	11.26	11.57	11.88	12.20
	O	14.54	14.88	15.36	15.77	15.95	16.41	16.89	17.36	17.82	18.30
3	B	10.57	10.93	11.28	11.63	11.98	12.34	12.69	13.04	13.39	13.75
	O	15.86	16.40	16.92	17.45	17.97	18.51	19.04	19.56	20.09	20.63
4	B	11.87	12.26	12.66	13.06	13.45	13.85	14.24	14.64	15.03	15.43
	O	17.81	18.39	18.99	19.59	20.18	20.78	21.36	21.96	22.55	23.15
5	B	13.28	13.72	14.17	14.61	15.05	15.49	15.94	16.38	16.82	17.27
	O	19.92	20.58	21.26	21.92	22.58	23.24	23.91	24.57	25.23	25.91
6	B	14.80	15.30	15.79	16.28	16.78	17.27	17.77	18.26	18.75	19.25
	O	22.20	22.95	23.69	24.42	25.17	25.91	26.66	27.39	28.13	28.88
7	B	16.45	17.00	17.55	18.09	18.64	19.19	19.74	20.29	20.84	21.38
	O	24.68	25.50	26.33	27.14	27.96	28.79	29.61	30.44	31.26	32.07
8	B	18.22	18.82	19.43	20.04	20.65	21.25	21.86	22.47	23.08	23.68
	O	27.33	28.23	29.15	30.06	30.98	31.88	32.79	33.24	33.24	33.24
9	B	20.12	20.79	21.46	22.13	22.80	23.48	24.15	24.82	25.49	26.16
	O	30.18	31.19	32.19	33.20	33.24	33.24	33.24	33.24	33.24	33.24
10	B	22.16	22.90	23.64	24.37	25.11	25.85	26.59	27.33	28.07	28.81
	O	33.24	33.24	33.24	33.24	33.24	33.24	33.24	33.24	33.24	33.24
11	B	24.35	25.16	25.97	26.78	27.59	28.40	29.21	30.03	30.84	31.65
	O	33.24	33.24	33.24	33.24	33.24	33.24	33.24	33.24	33.24	33.24
12	B	29.18	30.15	31.12	32.10	33.07	34.04	35.01	35.99	36.96	37.93
	O	33.24	33.24	33.24	33.24	33.24	34.04	35.01	35.99	36.96	37.93
13	B	34.70	35.86	37.01	38.17	39.33	40.48	41.64	42.80	43.95	45.11
	O	34.70	35.86	37.01	38.17	39.33	40.48	41.64	42.80	43.95	45.11
14	B	41.00	42.37	43.74	45.10	46.47	47.84	49.20	50.57	51.94	53.31
	O	41.00	42.37	43.74	45.10	46.47	47.84	49.20	50.57	51.94	53.31
15	B	48.23	49.84	51.45	53.06	54.66	56.27	57.88	59.49	61.10	62.70
	O	48.23	49.84	51.45	53.06	54.66	56.27	57.88	59.49	61.10	62.70

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

SALARY TABLE 2004-DCB
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.63%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE, DC-MD-VA-WV
(INCLUDING ST. MARYS COUNTY, MD)
(Total Increase 4.42%)
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	\$ 8.58	\$ 8.87	\$ 9.15	\$ 9.44	\$ 9.72	\$ 9.89	\$ 10.17	\$ 10.46	\$ 10.47	\$ 10.73
	O	12.87	13.31	13.73	14.16	14.58	14.84	15.26	15.69	15.71	16.10
2	B	9.65	9.88	10.20	10.47	10.59	10.90	11.21	11.52	11.83	12.14
	O	14.48	14.82	15.30	15.71	15.89	16.35	16.82	17.28	17.75	18.21
3	B	10.53	10.88	11.23	11.58	11.93	12.28	12.63	12.99	13.34	13.69
	O	15.80	16.32	16.85	17.37	17.90	18.42	18.95	19.49	20.01	20.54
4	B	11.82	12.21	12.61	13.00	13.39	13.79	14.18	14.58	14.97	15.36
	O	17.73	18.32	18.92	19.50	20.09	20.69	21.27	21.87	22.46	23.04
5	B	13.22	13.66	14.11	14.55	14.99	15.43	15.87	16.31	16.75	17.19
	O	19.83	20.49	21.17	21.83	22.49	23.15	23.81	24.47	25.13	25.79
6	B	14.74	15.23	15.72	16.21	16.71	17.20	17.69	18.18	18.67	19.16
	O	22.11	22.85	23.58	24.32	25.07	25.80	26.54	27.27	28.01	28.74
7	B	16.38	16.93	17.47	18.02	18.56	19.11	19.66	20.20	20.75	21.29
	O	24.57	25.40	26.21	27.03	27.84	28.67	29.49	30.30	31.13	31.94
8	B	18.14	18.74	19.35	19.95	20.56	21.16	21.77	22.37	22.98	23.58
	O	27.21	28.11	29.03	29.93	30.84	31.74	32.66	33.09	33.09	33.09
9	B	20.04	20.70	21.37	22.04	22.71	23.38	24.04	24.71	25.38	26.05
	O	30.06	31.05	32.06	33.06	33.09	33.09	33.09	33.09	33.09	33.09
10	B	22.06	22.80	23.54	24.27	25.01	25.74	26.48	27.21	27.95	28.68
	O	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09
11	B	24.24	25.05	25.86	26.67	27.47	28.28	29.09	29.90	30.71	31.51
	O	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09
12	B	29.06	30.02	30.99	31.96	32.93	33.90	34.87	35.83	36.80	37.77
	O	33.09	33.09	33.09	33.09	33.09	33.90	34.87	35.83	36.80	37.77
13	B	34.55	35.70	36.85	38.01	39.16	40.31	41.46	42.61	43.77	44.92
	O	34.55	35.70	36.85	38.01	39.16	40.31	41.46	42.61	43.77	44.92
14	B	40.83	42.19	43.55	44.91	46.27	47.63	49.00	50.36	51.72	53.08
	O	40.83	42.19	43.55	44.91	46.27	47.63	49.00	50.36	51.72	53.08
15	B	48.03	49.63	51.23	52.83	54.43	56.03	57.63	59.23	60.84	62.44
	O	48.03	49.63	51.23	52.83	54.43	56.03	57.63	59.23	60.84	62.44

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

SALARY TABLE 2004-RUS

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 10.90%
FOR THE LOCALITY PAY AREA OF REST OF U.S.**

(Total Increase 3.90%)

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	\$ 8.30	\$ 8.58	\$ 8.86	\$ 9.13	\$ 9.41	\$ 9.57	\$ 9.84	\$ 10.12	\$ 10.13	\$ 10.38
	O	12.45	12.87	13.29	13.70	14.12	14.36	14.76	15.18	15.20	15.57
2	B	9.34	9.56	9.87	10.13	10.24	10.54	10.84	11.15	11.45	11.75
	O	14.01	14.34	14.81	15.20	15.36	15.81	16.26	16.73	17.18	17.63
3	B	10.19	10.53	10.86	11.20	11.54	11.88	12.22	12.56	12.90	13.24
	O	15.29	15.80	16.29	16.80	17.31	17.82	18.33	18.84	19.35	19.86
4	B	11.43	11.82	12.20	12.58	12.96	13.34	13.72	14.10	14.48	14.86
	O	17.15	17.73	18.30	18.87	19.44	20.01	20.58	21.15	21.72	22.29
5	B	12.79	13.22	13.65	14.07	14.50	14.93	15.35	15.78	16.21	16.63
	O	19.19	19.83	20.48	21.11	21.75	22.40	23.03	23.67	24.32	24.95
6	B	14.26	14.74	15.21	15.69	16.16	16.64	17.11	17.59	18.07	18.54
	O	21.39	22.11	22.82	23.54	24.24	24.96	25.67	26.39	27.11	27.81
7	B	15.85	16.37	16.90	17.43	17.96	18.49	19.02	19.54	20.07	20.60
	O	23.78	24.56	25.35	26.15	26.94	27.74	28.53	29.31	30.11	30.90
8	B	17.55	18.13	18.72	19.30	19.89	20.47	21.06	21.64	22.23	22.82
	O	26.33	27.20	28.08	28.95	29.84	30.71	31.59	32.03	32.03	32.03
9	B	19.38	20.03	20.68	21.32	21.97	22.61	23.26	23.91	24.55	25.20
	O	29.07	30.05	31.02	31.98	32.03	32.03	32.03	32.03	32.03	32.03
10	B	21.35	22.06	22.77	23.48	24.19	24.90	25.62	26.33	27.04	27.75
	O	32.03	32.03	32.03	32.03	32.03	32.03	32.03	32.03	32.03	32.03
11	B	23.45	24.23	25.02	25.80	26.58	27.36	28.14	28.92	29.71	30.49
	O	32.03	32.03	32.03	32.03	32.03	32.03	32.03	32.03	32.03	32.03
12	B	28.11	29.05	29.98	30.92	31.86	32.79	33.73	34.67	35.60	36.54
	O	32.03	32.03	32.03	32.03	32.03	32.79	33.73	34.67	35.60	36.54
13	B	33.43	34.54	35.66	36.77	37.88	39.00	40.11	41.23	42.34	43.46
	O	33.43	34.54	35.66	36.77	37.88	39.00	40.11	41.23	42.34	43.46
14	B	39.50	40.82	42.13	43.45	44.77	46.08	47.40	48.72	50.03	51.35
	O	39.50	40.82	42.13	43.45	44.77	46.08	47.40	48.72	50.03	51.35
15	B	46.46	48.01	49.56	51.11	52.66	54.21	55.76	57.31	58.86	60.40
	O	46.46	48.01	49.56	51.11	52.66	54.21	55.76	57.31	58.86	60.40

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