

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.