

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.