

**APPENDIX NO. 4**

**FEDERAL SALARY SCHEDULES FOR 2004**

The information in the body of this report reflects grades or salaries in effect on the first pay period on or after January 1, 2004.

**EXECUTIVE SCHEDULE (EX)**

Level I .....	\$175,700
Level II .....	158,100
Level III .....	145,600
Level IV .....	136,900
Level V .....	128,200

**SENIOR EXECUTIVE SERVICE SCHEDULE (ES)**

The National Defense Authorization Act for Fiscal Year 2004 (Public Law 108-136, November 24, 2003) authorized a new performance-based pay system for members of the Senior Executive Service (SES). Pay ranges for the SES are established by law. The minimum is 120 percent of the rate for GS-15, step 1. For agencies without a certified SES performance appraisal system, SES members' pay may not exceed the pay for level III of the Executive Schedule. For agencies with a certified SES performance appraisal system, SES members' pay may not exceed the pay for level II of the Executive Schedule. SES members are no longer entitled to locality-based comparability payments.

<b>Structure of the SES Pay System</b>	<b>Minimum</b>	<b>Maximum</b>
Agencies with a Certified SES Performance Appraisal System .....	\$104,927	\$158,100
Agencies without a Certified SES Performance Appraisal System .....	104,927	145,600

**SENIOR LEVEL (SL)**

Pay for Senior Level positions ranges from 120 percent of basic pay payable for GS-15, step 1, of the General Schedule to the rate of pay for level IV of the Executive Schedule. In addition to the 2004 basic pay rates listed below, the SL employees are entitled to locality-based comparability payments for their respective pay area. The employee's locality rate of pay may not exceed the pay for level III of the Executive Schedule.

Minimum .....	\$104,927
Maximum .....	136,900

**GENERAL SCHEDULE**

Initial appointments to positions under the General Schedule are normally made at the minimum rate of the grade, although under certain circumstances, individuals with superior qualifications may be appointed at a rate above the minimum rate.

Step increases are granted General Schedule (GS) employees at the end of 52 weeks of service in steps 1, 2, and 3 of each grade; at the end of 104 weeks of service in steps 4, 5, and 6; and at the end of 156 weeks of service in steps 7, 8, and 9. An employee's work must be determined to be of an acceptable level of competence before each step increase. In addition to the periodic step increase, an employee whose work is outstanding may be advanced to a higher step on this basis no more than once every 52 weeks. In addition to the 2004 basic pay rates listed below, GS employees are entitled to locality-based comparability payments for their respective pay area. The employee's locality rate of pay may not exceed the pay for level IV of the Executive Schedule.

**GENERAL SCHEDULE**

Grade	2004 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
GS-1 .....	\$15,625	\$16,146	\$16,666	\$17,183	\$17,703	\$18,009	\$18,521	\$19,039	\$19,060	\$19,543
GS-2 .....	17,568	17,985	18,567	19,060	19,274	19,841	20,408	20,975	21,542	22,109
GS-3 .....	19,168	19,807	20,446	21,085	21,724	22,363	23,002	23,641	24,280	24,919
GS-4 .....	21,518	22,235	22,952	23,669	24,386	25,103	25,820	26,537	27,254	27,971
GS-5 .....	24,075	24,878	25,681	26,484	27,287	28,090	28,893	29,696	30,499	31,302
GS-6 .....	26,836	27,731	28,626	29,521	30,416	31,311	32,206	33,101	33,996	34,891
GS-7 .....	29,821	30,815	31,809	32,803	33,797	34,791	35,785	36,779	37,773	38,767
GS-8 .....	33,026	34,127	35,228	36,329	37,430	38,531	39,632	40,733	41,834	42,935
GS-9 .....	36,478	37,694	38,910	40,126	41,342	42,558	43,774	44,990	46,206	47,422
GS-10 .....	40,171	41,510	42,849	44,188	45,527	46,866	48,205	49,544	50,883	52,222
GS-11 .....	44,136	45,607	47,078	48,549	50,020	51,491	52,962	54,433	55,904	57,375
GS-12 .....	52,899	54,662	56,425	58,188	59,951	61,714	63,477	65,240	67,003	68,766
GS-13 .....	62,905	65,002	67,099	69,196	71,293	73,390	75,487	77,584	79,681	81,778
GS-14 .....	74,335	76,813	79,291	81,769	84,247	86,725	89,203	91,681	94,159	96,637
GS-15 .....	87,439	90,354	93,269	96,184	99,099	102,014	104,929	107,844	110,759	113,674

**LOCALITY PAY AREAS WITH RESPECTIVE RATES**

Atlanta, GA	12.61%
*Boston-Worcester-Lawrence, MA-NH-ME-CT-RI	16.99%
Chicago-Gary-Kenosha, IL-IN-WI	18.26%
Cincinnati-Hamilton, OH-KY-IN	15.07%
Cleveland-Akron, OH	13.14%
Columbus, OH	13.14%
Dallas-Fort Worth, TX	13.85%
Dayton-Springfield, OH	12.03%
Denver-Boulder-Greeley, CO	16.66%
Detroit-Ann Arbor-Flint, MI	18.32%
*Hartford, CT	17.87%
Houston-Galveston-Brazoria, TX	23.14%
Huntsville, AL	11.49%
Indianapolis, IN	11.11%
Kansas City, MO-KS	11.54%
*Los Angeles-Riverside-Orange County, CA	20.05%
Miami-Fort Lauderdale, FL	15.54%
Milwaukee-Racine, WI	12.64%
Minneapolis-St. Paul, MN-WI	14.75%
New York-Northern New Jersey-Long Island, NY-NJ-CT-PA	19.29%
Orlando, FL	10.93%
Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD	15.32%
Pittsburgh, PA	11.92%
Portland-Salem, OR-WA	14.69%
Richmond-Petersburg, VA	12.13%
Sacramento-Yolo, CA	15.18%
St. Louis, MO-IL	11.27%
San Diego, CA	16.16%
*San Francisco-Oakland-San Jose, CA	24.21%
Seattle-Tacoma-Bremerton, WA	15.12%
*Washington-Baltimore, DC-MD-VA-WV	14.63%
Rest of United States (in the contiguous 48 states)	10.90%

\*The locality pay area boundaries generally correspond to established Metropolitan Statistical Areas. However, the Boston-Worcester-Lawrence, MA-NH-ME-CT-RI, locality pay area includes the State of Rhode Island and all of Bristol County, MA; the Los Angeles-Riverside-Orange County, CA, locality pay area includes Santa Barbara County and Edwards Air Force Base, CA; the Hartford locality pay area includes all of New London County, CT; the San Francisco-Oakland-San Jose locality pay area includes Monterey County, CA; and the Washington-Baltimore DC-MD-VA-WV locality pay area includes St. Mary's County, MD.

**WASHINGTON-BALTIMORE, DC-MD-VA-WV LOCALITY PAY SCHEDULE**

The following salary tables reflect the locality pay rates for the Washington-Baltimore, DC-MD-VA-WV locality pay area in 2004. The tables incorporate a locality payment of 14.63 percent.

**GENERAL SCHEDULE**

Grade	2004 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
GS-1 .....	\$17,911	\$18,508	\$19,104	\$19,697	\$20,293	\$20,644	\$21,231	\$21,824	\$21,848	\$22,402
GS-2 .....	20,138	20,616	21,283	21,848	22,094	22,744	23,394	24,044	24,694	25,344
GS-3 .....	21,972	22,705	23,437	24,170	24,902	25,635	26,367	27,100	27,832	28,565
GS-4 .....	24,666	25,488	26,310	27,132	27,954	28,776	29,597	30,419	31,241	32,063
GS-5 .....	27,597	28,518	29,438	30,359	31,279	32,200	33,120	34,041	34,961	35,881
GS-6 .....	30,762	31,788	32,814	33,840	34,866	35,892	36,918	37,944	38,970	39,996
GS-7 .....	34,184	35,323	36,463	37,602	38,742	39,881	41,020	42,160	43,299	44,439
GS-8 .....	37,858	39,120	40,382	41,644	42,906	44,168	45,430	46,692	47,954	49,216
GS-9 .....	41,815	43,209	44,603	45,996	47,390	48,784	50,178	51,572	52,966	54,360
GS-10 .....	46,048	47,583	49,118	50,653	52,188	53,722	55,257	56,792	58,327	59,862
GS-11 .....	50,593	52,279	53,966	55,652	57,338	59,024	60,710	62,397	64,083	65,769
GS-12 .....	60,638	62,659	64,680	66,701	68,722	70,743	72,764	74,785	76,806	78,826
GS-13 .....	72,108	74,512	76,916	79,319	81,723	84,127	86,531	88,935	91,338	93,742
GS-14 .....	85,210	88,051	90,891	93,732	96,572	99,413	102,253	105,094	107,934	110,775
GS-15 .....	100,231	103,573	106,914	110,256	113,597	116,939	120,280	123,622	126,963	130,305

**SENIOR-LEVEL (SL)**

Minimum .....	\$120,278
Maximum .....	145,600

**SPECIAL LAW ENFORCEMENT OFFICER (LEO) PAY SCHEDULES**

The salary tables for LEOs are computed based on the annual rates of basic pay of the 2004 General Schedule, including special salary rates for LEOs at grades GS-3 through GS-10 established under section 403 of the Federal Employees Pay Comparability Act of 1990 (FEPCA). In addition, LEOs are entitled to the greater of the applicable locality payment or special geographic adjustment for LEOs under section 404 of FEPCA. The locality pay area definitions and pay percentages are the same as those used for regular General Schedule employees.

**SPECIAL SALARY RATES FOR LEOs**

Grade	2004 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
<b>GS-3</b> .....	\$23,002	\$23,641	\$24,280	\$24,919	\$25,558	\$26,197	\$26,836	\$27,475	\$28,114	\$28,753
<b>GS-4</b> .....	25,820	26,537	27,254	27,971	28,688	29,405	30,122	30,839	31,556	32,273
<b>GS-5</b> .....	29,696	30,499	31,302	32,105	32,908	33,711	34,514	35,317	36,120	36,923
<b>GS-6</b> .....	31,311	32,206	33,101	33,996	34,891	35,786	36,681	37,576	38,471	39,366
<b>GS-7</b> .....	33,797	34,791	35,785	36,779	37,773	38,767	39,761	40,755	41,749	42,743
<b>GS-8</b> .....	35,228	36,329	37,430	38,531	39,632	40,733	41,834	42,935	44,036	45,137
<b>GS-9</b> .....	37,694	38,910	40,126	41,342	42,558	43,774	44,990	46,206	47,422	48,638
<b>GS-10</b> .....	41,510	42,849	44,188	45,527	46,866	48,205	49,544	50,883	52,222	53,561

NOTE: These special salary rates for law enforcement officers (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are authorized by section 403 of the Federal Employees Pay Comparability Act of 1990. By law, these rates must be the basis for computing locality and other geographic adjusted rates of pay. (See section 404 of FEPCA and 5 CFR part 531, subparts C and F.)

**THE FOREIGN SERVICE SCHEDULE**

	Class								
	1	2	3	4	5	6	7	8	9
<b>Step 1</b> .....	\$87,439	\$70,851	\$57,410	\$46,519	\$37,694	\$33,697	\$30,124	\$26,930	\$24,075
<b>Step 2</b> .....	90,062	72,977	59,132	47,915	38,825	34,708	31,028	27,738	24,797
<b>Step 3</b> .....	92,764	75,166	60,906	49,352	39,990	35,749	31,959	28,570	25,541
<b>Step 4</b> .....	95,547	77,421	62,733	50,833	41,189	36,822	32,917	29,427	26,307
<b>Step 5</b> .....	98,413	79,743	64,615	52,358	42,425	37,926	33,905	30,310	27,097
<b>Step 6</b> .....	101,366	82,136	66,554	53,928	43,698	39,064	34,922	31,219	27,910
<b>Step 7</b> .....	104,407	84,600	68,551	55,546	45,009	40,236	35,970	32,156	28,747
<b>Step 8</b> .....	107,539	87,138	70,607	57,213	46,359	41,443	37,049	33,121	29,609
<b>Step 9</b> .....	110,765	89,752	72,725	58,929	47,750	42,686	38,160	34,114	30,497
<b>Step 10</b> .....	113,674	92,444	74,907	60,697	49,182	43,967	39,305	35,138	31,412
<b>Step 11</b> .....	113,674	95,218	77,154	62,518	50,658	45,286	40,484	36,192	32,355
<b>Step 12</b> .....	113,674	98,074	79,469	64,393	52,177	46,645	41,699	37,277	33,325
<b>Step 13</b> .....	113,674	101,017	81,853	66,325	53,743	48,044	42,950	38,396	34,325
<b>Step 14</b> .....	113,674	104,047	84,309	68,315	55,355	49,485	44,238	39,548	35,355

**SENIOR FOREIGN SERVICE SCHEDULE**

The National Defense Authorization Act for FY 2004 (Public Law 108–136, November 24, 2003) abolished the six-level Senior Executive Service (SES) pay system upon which the Senior Foreign Service (SFS) was based. Consequently, the SFS pay system has been replaced by an open-range, performance-based pay system that is linked to the new SES pay system. SFS members, like SES members, are no longer entitled to automatic across-the-board increases and locality-based comparability payments. Instead, pay adjustments are based on a member's individual performance and/or contribution to the agency's performance.

The Executive order prescribes three SFS salary classes that are linked to the SES as follows:

- (1) Career Minister (CM), with a range from 94 percent of the rate payable to level III of the Executive Schedule to 100 percent of the rate payable to level III of the Executive Schedule (Note: Career Ambassador (CA) SFS members are also paid within the CM rate range);
- (2) Minister-Counselor (MC), with a range from 90 percent of the rate payable to level III of the Executive Schedule to 100 percent of the rate payable to level III of the Executive Schedule; and
- (3) Counselor (OC), with a range from 120 percent of the rate payable to GS–15, step 1, to 100 percent of the rate payable to level III of the Executive Schedule.

The 2004 pay ranges for SFS classes are:

SFS Class	Minimum	Maximum
OC .....	\$104,927	\$145,600*
MC .....	\$131,040	\$145,600*
CM, CA .....	\$136,864	\$145,600*

\*Linked to the rate of pay for level III of the Executive Schedule. If/when an agency's performance appraisal system is certified by OPM and OMB as making "meaningful distinctions based on relative performance," this cap will rise to level II of the Executive Schedule (\$158,100).

**DEPARTMENT OF VETERANS AFFAIRS, VETERANS HEALTH ADMINISTRATION  
FEDERAL SALARY SCHEDULES EFFECTIVE ON THE FIRST DAY OF THE FIRST  
APPLICABLE PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2004**

SCHEDULE FOR THE OFFICE OF THE UNDER SECRETARY FOR HEALTH  
(38 U.S.C. 7306)\*

	<b>Minimum</b>	<b>Maximum</b>
Deputy Under Secretary for Health .....		\$148,495 **
Associate Deputy Under Secretary for Health .....		142,230***
Assistant Under Secretaries for Health .....		138,037***
Medical Directors .....	\$117,774	\$133,481***
Service Directors .....	102,549	127,359
Director, National Center for Preventive Health .....	87,439	127,359
<b>Physician and Dentist Schedule</b>		
Director Grade .....	\$102,549	\$127,359
Executive Grade .....	94,694	120,684
Chief Grade .....	87,439	113,674
Senior Grade .....	74,355	96,637
Intermediate Grade .....	62,905	81,778
Full Grade .....	52,899	68,766
Associate Grade .....	44,136	57,375
<b>Clinical Podiatrist and Optometrist Schedule</b>		
Chief Grade .....	\$87,439	\$113,674
Senior Grade .....	74,335	96,637
Intermediate Grade .....	62,905	81,778
Full Grade .....	52,899	68,766
Associate Grade .....	44,136	57,375
<b>Physician Assistant and Expanded-Function Dental Auxiliary Schedule****</b>		
Director Grade .....	\$87,439	\$113,674
Assistant Director Grade .....	74,335	96,637
Chief Grade .....	62,905	81,778
Senior Grade .....	52,899	68,766
Intermediate Grade .....	44,136	57,375
Full Grade .....	36,478	47,422
Associate Grade .....	31,390	40,804
Junior Grade .....	26,836	34,891

\*This schedule does not apply to the Assistant Under Secretary for Nursing Programs or the Director of Nursing Services. Pay for these positions is set by the Under Secretary for Health under 38 U.S.C. 7451.

\*\*Pursuant to section 7404(d)(1) of title 38, United States Code, the rate of basic pay payable to this employee is limited to the rate for level IV of the Executive Schedule, which is \$136,900.

\*\*\*Pursuant to section 7404(d)(2) of title 38, United States Code, the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$128,200.

\*\*\*\*Pursuant to section 301(a) of Public Law 102-40, these positions are paid according to the Nurse Schedule in 38 U.S.C. 4107(b) as in effect on August 14, 1990, with subsequent adjustments.