



**SALARY TABLE 2003-ATL**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 10.85%  
FOR THE LOCALITY PAY AREA OF ATLANTA, GA  
(Total Increase 4.14%)  
Effective January 2003**

*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	\$ 8.08	\$ 8.35	\$ 8.62	\$ 8.89	\$ 9.16	\$ 9.31	\$ 9.58	\$ 9.85	\$ 9.86	\$ 10.11
	O	12.12	12.53	12.93	13.34	13.74	13.97	14.37	14.78	14.79	15.17
2	B	9.09	9.30	9.60	9.86	9.97	10.26	10.55	10.85	11.14	11.43
	O	13.64	13.95	14.40	14.79	14.96	15.39	15.83	16.28	16.71	17.15
3	B	9.91	10.24	10.57	10.90	11.23	11.56	11.90	12.23	12.56	12.89
	O	14.87	15.36	15.86	16.35	16.85	17.34	17.85	18.35	18.84	19.34
4	B	11.13	11.50	11.87	12.24	12.61	12.98	13.35	13.72	14.09	14.47
	O	16.70	17.25	17.81	18.36	18.92	19.47	20.03	20.58	21.14	21.71
5	B	12.45	12.87	13.28	13.70	14.11	14.53	14.94	15.36	15.77	16.18
	O	18.68	19.31	19.92	20.55	21.17	21.80	22.41	23.04	23.66	24.27
6	B	13.88	14.34	14.80	15.27	15.73	16.19	16.65	17.12	17.58	18.04
	O	20.82	21.51	22.20	22.91	23.60	24.29	24.98	25.68	26.37	27.06
7	B	15.42	15.94	16.45	16.97	17.48	17.99	18.51	19.02	19.54	20.05
	O	23.13	23.91	24.68	25.46	26.22	26.99	27.77	28.53	29.31	30.08
8	B	17.08	17.65	18.22	18.79	19.36	19.93	20.50	21.07	21.64	22.21
	O	25.62	26.48	27.33	28.19	29.04	29.90	30.75	31.17	31.17	31.17
9	B	18.87	19.49	20.12	20.75	21.38	22.01	22.64	23.27	23.90	24.53
	O	28.31	29.24	30.18	31.13	31.17	31.17	31.17	31.17	31.17	31.17
10	B	20.78	21.47	22.16	22.85	23.55	24.24	24.93	25.62	26.32	27.01
	O	31.17	31.17	31.17	31.17	31.17	31.17	31.17	31.17	31.17	31.17
11	B	22.83	23.59	24.35	25.11	25.87	26.63	27.39	28.15	28.92	29.68
	O	31.17	31.17	31.17	31.17	31.17	31.17	31.17	31.17	31.17	31.17
12	B	27.36	28.27	29.18	30.09	31.01	31.92	32.83	33.74	34.65	35.57
	O	31.17	31.17	31.17	31.17	31.17	31.17	31.17	31.17	31.17	31.17
13	B	32.53	33.62	34.70	35.79	36.87	37.96	39.04	40.13	41.21	42.29
	O	31.17	31.17	31.17	31.17	31.17	31.17	31.17	31.17	31.17	31.17
14	B	38.44	39.73	41.01	42.29	43.57	44.85	46.13	47.42	48.70	49.98
	O	31.17	31.17	31.17	31.17	31.17	31.17	31.17	31.17	31.17	31.17
15	B	45.22	46.73	48.24	49.74	51.25	52.76	54.27	55.77	57.28	58.79
	O	31.17	31.17	31.17	31.17	31.17	31.17	31.17	31.17	31.17	31.17

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-BOS**  
**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.00%**  
**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 4.40%)**  
**Effective January 2003**

*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	\$ 9.22	\$ 9.50	\$ 9.66	\$ 9.94	\$ 10.22	\$ 10.23	\$ 10.49
	O	12.57	12.99	13.41	13.83	14.25	14.49	14.91	15.33	15.35	15.74
2	B	9.43	9.65	9.96	10.23	10.34	10.65	10.95	11.25	11.56	11.86
	O	14.15	14.48	14.94	15.35	15.51	15.98	16.43	16.88	17.34	17.79
3	B	10.28	10.63	10.97	11.31	11.66	12.00	12.34	12.68	13.03	13.37
	O	15.42	15.95	16.46	16.97	17.49	18.00	18.51	19.02	19.55	20.06
4	B	11.55	11.93	12.31	12.70	13.08	13.47	13.85	14.24	14.62	15.01
	O	17.33	17.90	18.47	19.05	19.62	20.21	20.78	21.36	21.93	22.52
5	B	12.92	13.35	13.78	14.21	14.64	15.07	15.50	15.93	16.36	16.79
	O	19.38	20.03	20.67	21.32	21.96	22.61	23.25	23.90	24.54	25.19
6	B	14.40	14.88	15.36	15.84	16.32	16.80	17.28	17.76	18.24	18.72
	O	21.60	22.32	23.04	23.76	24.48	25.20	25.92	26.64	27.36	28.08
7	B	16.00	16.53	17.07	17.60	18.13	18.67	19.20	19.73	20.27	20.80
	O	24.00	24.80	25.61	26.40	27.20	28.01	28.80	29.60	30.41	31.20
8	B	17.72	18.31	18.90	19.49	20.08	20.67	21.26	21.85	22.45	23.04
	O	26.58	27.47	28.35	29.24	30.12	31.01	31.89	32.33	32.33	32.33
9	B	19.57	20.22	20.88	21.53	22.18	22.83	23.49	24.14	24.79	25.44
	O	29.36	30.33	31.32	32.30	32.33	32.33	32.33	32.33	32.33	32.33
10	B	21.55	22.27	22.99	23.71	24.43	25.15	25.86	26.58	27.30	28.02
	O	32.33	32.33	32.33	32.33	32.33	32.33	32.33	32.33	32.33	32.33
11	B	23.68	24.47	25.26	26.05	26.84	27.63	28.42	29.21	30.00	30.79
	O	32.33	32.33	32.33	32.33	32.33	32.33	32.33	32.33	32.33	32.33
12	B	28.38	29.33	30.27	31.22	32.17	33.11	34.06	35.01	35.95	36.90
	O	32.33	32.33	32.33	32.33	32.33	32.33	32.33	32.33	32.33	32.33
13	B	33.75	34.88	36.00	37.13	38.25	39.38	40.50	41.63	42.75	43.88
	O	32.33	32.33	32.33	32.33	32.33	32.33	32.33	32.33	32.33	32.33
14	B	39.88	41.21	42.54	43.87	45.20	46.53	47.86	49.19	50.52	51.85
	O	32.33	32.33	32.33	32.33	32.33	32.33	32.33	32.33	32.33	32.33
15	B	46.91	48.48	50.04	51.61	53.17	54.73	56.30	57.86	59.43	60.99
	O	32.33	32.33	32.33	32.33	32.33	32.33	32.33	32.33	32.33	32.33

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-CHI**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.15%  
FOR THE LOCALITY PAY AREA OF CHICAGO-GARY-KENOSHA, IL-IN-WI  
(Total Increase 4.51%)  
Effective January 2003**

*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	\$ 9.31	\$ 9.59	\$ 9.76	\$ 10.04	\$ 10.32	\$ 10.33	\$ 10.59
	O	12.71	13.13	13.55	13.97	14.39	14.64	15.06	15.48	15.50	15.89
2	B	9.52	9.75	10.06	10.33	10.44	10.75	11.06	11.37	11.67	11.98
	O	14.28	14.63	15.09	15.50	15.66	16.13	16.59	17.06	17.51	17.97
3	B	10.39	10.73	11.08	11.43	11.77	12.12	12.46	12.81	13.16	13.50
	O	15.59	16.10	16.62	17.15	17.66	18.18	18.69	19.22	19.74	20.25
4	B	11.66	12.05	12.44	12.83	13.21	13.60	13.99	14.38	14.77	15.16
	O	17.49	18.08	18.66	19.25	19.82	20.40	20.99	21.57	22.16	22.74
5	B	13.05	13.48	13.92	14.35	14.78	15.22	15.65	16.09	16.52	16.96
	O	19.58	20.22	20.88	21.53	22.17	22.83	23.48	24.14	24.78	25.44
6	B	14.54	15.03	15.51	16.00	16.48	16.97	17.45	17.94	18.42	18.91
	O	21.81	22.55	23.27	24.00	24.72	25.46	26.18	26.91	27.63	28.37
7	B	16.16	16.70	17.24	17.78	18.32	18.85	19.39	19.93	20.47	21.01
	O	24.24	25.05	25.86	26.67	27.48	28.28	29.09	29.90	30.71	31.52
8	B	17.90	18.49	19.09	19.69	20.28	20.88	21.48	22.07	22.67	23.27
	O	26.85	27.74	28.64	29.54	30.42	31.32	32.22	32.66	32.66	32.66
9	B	19.77	20.43	21.09	21.74	22.40	23.06	23.72	24.38	25.04	25.70
	O	29.66	30.65	31.64	32.61	32.66	32.66	32.66	32.66	32.66	32.66
10	B	21.77	22.49	23.22	23.95	24.67	25.40	26.12	26.85	27.57	28.30
	O	32.66	32.66	32.66	32.66	32.66	32.66	32.66	32.66	32.66	32.66
11	B	23.92	24.72	25.51	26.31	27.11	27.91	28.70	29.50	30.30	31.10
	O	32.66	32.66	32.66	32.66	32.66	32.66	32.66	32.66	32.66	32.66
12	B	28.67	29.62	30.58	31.53	32.49	33.44	34.40	35.36	36.31	37.27
	O	32.66	32.66	32.66	32.66	32.66	32.66	32.66	32.66	32.66	32.66
13	B	34.09	35.23	36.36	37.50	38.63	39.77	40.91	42.04	43.18	44.32
	O	32.66	32.66	32.66	32.66	32.66	32.66	32.66	32.66	32.66	32.66
14	B	40.28	41.63	42.97	44.31	45.65	47.00	48.34	49.68	51.03	52.37
	O	32.66	32.66	32.66	32.66	32.66	32.66	32.66	32.66	32.66	32.66
15	B	47.38	48.96	50.54	52.12	53.70	55.28	56.86	58.44	60.02	61.60
	O	32.66	32.66	32.66	32.66	32.66	32.66	32.66	32.66	32.66	32.66

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-CIN**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.44%  
FOR THE LOCALITY PAY AREA OF CINCINNATI-HAMILTON, OH-KY-IN  
(Total Increase 4.34%)  
Effective January 2003**

*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	\$ 8.27	\$ 8.55	\$ 8.82	\$ 9.09	\$ 9.37	\$ 9.53	\$ 9.80	\$ 10.08	\$ 10.09	\$ 10.34
	O	12.41	12.83	13.23	13.64	14.06	14.30	14.70	15.12	15.14	15.51
2	B	9.30	9.52	9.83	10.09	10.20	10.50	10.80	11.10	11.40	11.70
	O	13.95	14.28	14.75	15.14	15.30	15.75	16.20	16.65	17.10	17.55
3	B	10.14	10.48	10.82	11.16	11.50	11.84	12.17	12.51	12.85	13.19
	O	15.21	15.72	16.23	16.74	17.25	17.76	18.26	18.77	19.28	19.79
4	B	11.39	11.77	12.15	12.53	12.91	13.29	13.67	14.04	14.42	14.80
	O	17.09	17.66	18.23	18.80	19.37	19.94	20.51	21.06	21.63	22.20
5	B	12.74	13.17	13.59	14.02	14.44	14.86	15.29	15.71	16.14	16.56
	O	19.11	19.76	20.39	21.03	21.66	22.29	22.94	23.57	24.21	24.84
6	B	14.20	14.68	15.15	15.62	16.10	16.57	17.04	17.52	17.99	18.46
	O	21.30	22.02	22.73	23.43	24.15	24.86	25.56	26.28	26.99	27.69
7	B	15.78	16.31	16.84	17.36	17.89	18.41	18.94	19.47	19.99	20.52
	O	23.67	24.47	25.26	26.04	26.84	27.62	28.41	29.21	29.99	30.78
8	B	17.48	18.06	18.64	19.23	19.81	20.39	20.98	21.56	22.14	22.72
	O	26.22	27.09	27.96	28.85	29.72	30.59	31.47	31.89	31.89	31.89
9	B	19.31	19.95	20.59	21.24	21.88	22.52	23.17	23.81	24.46	25.10
	O	28.97	29.93	30.89	31.86	31.89	31.89	31.89	31.89	31.89	31.89
10	B	21.26	21.97	22.68	23.39	24.10	24.80	25.51	26.22	26.93	27.64
	O	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89
11	B	23.36	24.14	24.92	25.70	26.48	27.25	28.03	28.81	29.59	30.37
	O	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89
12	B	28.00	28.93	29.86	30.80	31.73	32.66	33.60	34.53	35.46	36.40
	O	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89
13	B	33.29	34.40	35.51	36.62	37.73	38.84	39.95	41.06	42.17	43.28
	O	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89
14	B	39.34	40.65	41.97	43.28	44.59	45.90	47.21	48.52	49.84	51.15
	O	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89
15	B	46.28	47.82	49.36	50.91	52.45	53.99	55.53	57.08	58.62	60.16
	O	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-CLE**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 11.50%  
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON,OH**

**(Total Increase 4.19%)**

**Effective January 2003**

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

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

<b>GRADE</b>	<b>B/O</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>
GS-1	B	\$ 8.13	\$ 8.40	\$ 8.67	\$ 8.94	\$ 9.21	\$ 9.37	\$ 9.63	\$ 9.90	\$ 9.92	\$ 10.17
	O	12.20	12.60	13.01	13.41	13.82	14.06	14.45	14.85	14.88	15.26
2	B	9.14	9.36	9.66	9.92	10.03	10.32	10.62	10.91	11.21	11.50
	O	13.71	14.04	14.49	14.88	15.05	15.48	15.93	16.37	16.82	17.25
3	B	9.97	10.30	10.64	10.97	11.30	11.63	11.97	12.30	12.63	12.96
	O	14.96	15.45	15.96	16.46	16.95	17.45	17.96	18.45	18.95	19.44
4	B	11.19	11.57	11.94	12.31	12.69	13.06	13.43	13.80	14.18	14.55
	O	16.79	17.36	17.91	18.47	19.04	19.59	20.15	20.70	21.27	21.83
5	B	12.52	12.94	13.36	13.78	14.19	14.61	15.03	15.45	15.86	16.28
	O	18.78	19.41	20.04	20.67	21.29	21.92	22.55	23.18	23.79	24.42
6	B	13.96	14.43	14.89	15.36	15.82	16.29	16.75	17.22	17.68	18.15
	O	20.94	21.65	22.34	23.04	23.73	24.44	25.13	25.83	26.52	27.23
7	B	15.51	16.03	16.55	17.06	17.58	18.10	18.62	19.13	19.65	20.17
	O	23.27	24.05	24.83	25.59	26.37	27.15	27.93	28.70	29.48	30.26
8	B	17.18	17.75	18.33	18.90	19.47	20.04	20.62	21.19	21.76	22.34
	O	25.77	26.63	27.50	28.35	29.21	30.06	30.93	31.35	31.35	31.35
9	B	18.98	19.61	20.24	20.87	21.51	22.14	22.77	23.40	24.04	24.67
	O	28.47	29.42	30.36	31.31	31.35	31.35	31.35	31.35	31.35	31.35
10	B	20.90	21.59	22.29	22.99	23.68	24.38	25.08	25.77	26.47	27.17
	O	31.35	31.35	31.35	31.35	31.35	31.35	31.35	31.35	31.35	31.35
11	B	22.96	23.73	24.49	25.26	26.02	26.79	27.55	28.32	29.09	29.85
	O	31.35	31.35	31.35	31.35	31.35	31.35	31.35	31.35	31.35	31.35
12	B	27.52	28.44	29.35	30.27	31.19	32.11	33.02	33.94	34.86	35.77
	O	31.35	31.35	31.35	31.35	31.35	31.35	31.35	31.35	31.35	31.35
13	B	32.72	33.82	34.91	36.00	37.09	38.18	39.27	40.36	41.45	42.54
	O	31.35	31.35	31.35	31.35	31.35	31.35	31.35	31.35	31.35	31.35
14	B	38.67	39.96	41.25	42.54	43.83	45.12	46.41	47.69	48.98	50.27
	O	31.35	31.35	31.35	31.35	31.35	31.35	31.35	31.35	31.35	31.35
15	B	45.49	47.00	48.52	50.04	51.55	53.07	54.58	56.10	57.62	59.13
	O	31.35	31.35	31.35	31.35	31.35	31.35	31.35	31.35	31.35	31.35

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-COL**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 11.78%  
FOR THE LOCALITY PAY AREA OF COLUMBUS, OH**

**(Total Increase 4.11%)**

**Effective January 2003**

*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	\$ 8.15	\$ 8.42	\$ 8.69	\$ 8.96	\$ 9.23	\$ 9.39	\$ 9.66	\$ 9.93	\$ 9.94	\$ 10.19
	O	12.23	12.63	13.04	13.44	13.85	14.09	14.49	14.90	14.91	15.29
2	B	9.16	9.38	9.68	9.94	10.05	10.35	10.64	10.94	11.23	11.53
	O	13.74	14.07	14.52	14.91	15.08	15.53	15.96	16.41	16.85	17.30
3	B	10.00	10.33	10.66	11.00	11.33	11.66	12.00	12.33	12.66	12.99
	O	15.00	15.50	15.99	16.50	17.00	17.49	18.00	18.50	18.99	19.49
4	B	11.22	11.60	11.97	12.34	12.72	13.09	13.46	13.84	14.21	14.59
	O	16.83	17.40	17.96	18.51	19.08	19.64	20.19	20.76	21.32	21.89
5	B	12.56	12.97	13.39	13.81	14.23	14.65	15.07	15.48	15.90	16.32
	O	18.84	19.46	20.09	20.72	21.35	21.98	22.61	23.22	23.85	24.48
6	B	14.00	14.46	14.93	15.39	15.86	16.33	16.79	17.26	17.73	18.19
	O	21.00	21.69	22.40	23.09	23.79	24.50	25.19	25.89	26.60	27.29
7	B	15.55	16.07	16.59	17.11	17.63	18.14	18.66	19.18	19.70	20.22
	O	23.33	24.11	24.89	25.67	26.45	27.21	27.99	28.77	29.55	30.33
8	B	17.22	17.80	18.37	18.95	19.52	20.09	20.67	21.24	21.82	22.39
	O	25.83	26.70	27.56	28.43	29.28	30.14	31.01	31.43	31.43	31.43
9	B	19.02	19.66	20.29	20.93	21.56	22.20	22.83	23.46	24.10	24.73
	O	28.53	29.49	30.44	31.40	31.43	31.43	31.43	31.43	31.43	31.43
10	B	20.95	21.65	22.35	23.05	23.74	24.44	25.14	25.84	26.54	27.24
	O	31.43	31.43	31.43	31.43	31.43	31.43	31.43	31.43	31.43	31.43
11	B	23.02	23.79	24.55	25.32	26.09	26.86	27.62	28.39	29.16	29.93
	O	31.43	31.43	31.43	31.43	31.43	31.43	31.43	31.43	31.43	31.43
12	B	27.59	28.51	29.43	30.35	31.27	32.19	33.11	34.02	34.94	35.86
	O	31.43	31.43	31.43	31.43	31.43	31.43	31.43	31.43	31.43	31.43
13	B	32.81	33.90	34.99	36.09	37.18	38.27	39.37	40.46	41.56	42.65
	O	31.43	31.43	31.43	31.43	31.43	31.43	31.43	31.43	31.43	31.43
14	B	38.77	40.06	41.35	42.64	43.94	45.23	46.52	47.81	49.11	50.40
	O	31.43	31.43	31.43	31.43	31.43	31.43	31.43	31.43	31.43	31.43
15	B	45.60	47.12	48.64	50.16	51.68	53.20	54.72	56.24	57.76	59.28
	O	31.43	31.43	31.43	31.43	31.43	31.43	31.43	31.43	31.43	31.43

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-DFW**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.10%  
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX**

**(Total Increase 4.22%)**

**Effective January 2003**

*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	\$ 8.17	\$ 8.44	\$ 8.72	\$ 8.99	\$ 9.26	\$ 9.42	\$ 9.69	\$ 9.96	\$ 9.97	\$ 10.22
	O	12.26	12.66	13.08	13.49	13.89	14.13	14.54	14.94	14.96	15.33
2	B	9.19	9.41	9.71	9.97	10.08	10.38	10.67	10.97	11.27	11.56
	O	13.79	14.12	14.57	14.96	15.12	15.57	16.01	16.46	16.91	17.34
3	B	10.02	10.36	10.69	11.03	11.36	11.70	12.03	12.36	12.70	13.03
	O	15.03	15.54	16.04	16.55	17.04	17.55	18.05	18.54	19.05	19.55
4	B	11.25	11.63	12.00	12.38	12.75	13.13	13.50	13.88	14.25	14.63
	O	16.88	17.45	18.00	18.57	19.13	19.70	20.25	20.82	21.38	21.95
5	B	12.59	13.01	13.43	13.85	14.27	14.69	15.11	15.53	15.95	16.37
	O	18.89	19.52	20.15	20.78	21.41	22.04	22.67	23.30	23.93	24.56
6	B	14.04	14.50	14.97	15.44	15.91	16.37	16.84	17.31	17.78	18.25
	O	21.06	21.75	22.46	23.16	23.87	24.56	25.26	25.97	26.67	27.38
7	B	15.60	16.12	16.64	17.16	17.68	18.20	18.72	19.24	19.76	20.28
	O	23.40	24.18	24.96	25.74	26.52	27.30	28.08	28.86	29.64	30.42
8	B	17.27	17.85	18.43	19.00	19.58	20.15	20.73	21.30	21.88	22.46
	O	25.91	26.78	27.65	28.50	29.37	30.23	31.10	31.52	31.52	31.52
9	B	19.08	19.71	20.35	20.99	21.62	22.26	22.89	23.53	24.17	24.80
	O	28.62	29.57	30.53	31.49	31.52	31.52	31.52	31.52	31.52	31.52
10	B	21.01	21.71	22.41	23.11	23.81	24.51	25.21	25.91	26.61	27.31
	O	31.52	31.52	31.52	31.52	31.52	31.52	31.52	31.52	31.52	31.52
11	B	23.08	23.85	24.62	25.39	26.16	26.93	27.70	28.47	29.24	30.01
	O	31.52	31.52	31.52	31.52	31.52	31.52	31.52	31.52	31.52	31.52
12	B	27.67	28.59	29.51	30.43	31.36	32.28	33.20	34.12	35.05	35.97
	O	31.52	31.52	31.52	31.52	31.52	31.52	31.52	31.52	31.52	31.52
13	B	32.90	34.00	35.09	36.19	37.29	38.38	39.48	40.58	41.67	42.77
	O	31.52	31.52	31.52	31.52	31.52	31.52	31.52	31.52	31.52	31.52
14	B	38.88	40.17	41.47	42.77	44.06	45.36	46.66	47.95	49.25	50.54
	O	31.52	31.52	31.52	31.52	31.52	31.52	31.52	31.52	31.52	31.52
15	B	45.73	47.26	48.78	50.30	51.83	53.35	54.88	56.40	57.93	59.45
	O	31.52	31.52	31.52	31.52	31.52	31.52	31.52	31.52	31.52	31.52

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.



**SALARY TABLE 2003-DAY**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 10.67%  
FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD, OH  
(Total Increase 4.09%)  
Effective January 2003**

*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	\$ 8.07	\$ 8.34	\$ 8.61	\$ 8.87	\$ 9.14	\$ 9.30	\$ 9.56	\$ 9.83	\$ 9.84	\$ 10.09
	O	12.11	12.51	12.92	13.31	13.71	13.95	14.34	14.75	14.76	15.14
2	B	9.07	9.29	9.59	9.84	9.95	10.24	10.54	10.83	11.12	11.42
	O	13.61	13.94	14.39	14.76	14.93	15.36	15.81	16.25	16.68	17.13
3	B	9.90	10.23	10.56	10.89	11.22	11.55	11.88	12.21	12.54	12.87
	O	14.85	15.35	15.84	16.34	16.83	17.33	17.82	18.32	18.81	19.31
4	B	11.11	11.48	11.85	12.22	12.59	12.96	13.33	13.70	14.07	14.44
	O	16.67	17.22	17.78	18.33	18.89	19.44	20.00	20.55	21.11	21.66
5	B	12.43	12.85	13.26	13.67	14.09	14.50	14.92	15.33	15.74	16.16
	O	18.65	19.28	19.89	20.51	21.14	21.75	22.38	23.00	23.61	24.24
6	B	13.86	14.32	14.78	15.24	15.70	16.17	16.63	17.09	17.55	18.01
	O	20.79	21.48	22.17	22.86	23.55	24.26	24.95	25.64	26.33	27.02
7	B	15.40	15.91	16.42	16.94	17.45	17.96	18.48	18.99	19.50	20.02
	O	23.10	23.87	24.63	25.41	26.18	26.94	27.72	28.49	29.25	30.03
8	B	17.05	17.62	18.19	18.76	19.33	19.90	20.46	21.03	21.60	22.17
	O	25.58	26.43	27.29	28.14	29.00	29.85	30.69	31.11	31.11	31.11
9	B	18.84	19.46	20.09	20.72	21.35	21.97	22.60	23.23	23.86	24.49
	O	28.26	29.19	30.14	31.08	31.11	31.11	31.11	31.11	31.11	31.11
10	B	20.74	21.43	22.13	22.82	23.51	24.20	24.89	25.58	26.27	26.97
	O	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11
11	B	22.79	23.55	24.31	25.07	25.83	26.59	27.35	28.11	28.87	29.63
	O	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11
12	B	27.31	28.22	29.13	30.05	30.96	31.87	32.78	33.69	34.60	35.51
	O	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11
13	B	32.48	33.56	34.65	35.73	36.81	37.89	38.98	40.06	41.14	42.23
	O	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11
14	B	38.38	39.66	40.94	42.22	43.50	44.78	46.06	47.34	48.62	49.90
	O	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11
15	B	45.15	46.65	48.16	49.66	51.17	52.67	54.18	55.68	57.19	58.69
	O	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11	31.11

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-DEN**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.77%  
FOR THE LOCALITY PAY AREA OF DENVER-BOULDER-GREELEY, CO  
(Total Increase 4.40%)  
Effective January 2003**

*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	\$ 8.37	\$ 8.65	\$ 8.92	\$ 9.20	\$ 9.48	\$ 9.64	\$ 9.92	\$ 10.19	\$ 10.21	\$ 10.47
	O	12.56	12.98	13.38	13.80	14.22	14.46	14.88	15.29	15.32	15.71
2	B	9.41	9.63	9.94	10.21	10.32	10.62	10.93	11.23	11.53	11.84
	O	14.12	14.45	14.91	15.32	15.48	15.93	16.40	16.85	17.30	17.76
3	B	10.26	10.61	10.95	11.29	11.63	11.97	12.32	12.66	13.00	13.34
	O	15.39	15.92	16.43	16.94	17.45	17.96	18.48	18.99	19.50	20.01
4	B	11.52	11.91	12.29	12.67	13.06	13.44	13.83	14.21	14.59	14.98
	O	17.28	17.87	18.44	19.01	19.59	20.16	20.75	21.32	21.89	22.47
5	B	12.89	13.32	13.75	14.18	14.61	15.04	15.47	15.90	16.33	16.76
	O	19.34	19.98	20.63	21.27	21.92	22.56	23.21	23.85	24.50	25.14
6	B	14.37	14.85	15.33	15.81	16.29	16.76	17.24	17.72	18.20	18.68
	O	21.56	22.28	23.00	23.72	24.44	25.14	25.86	26.58	27.30	28.02
7	B	15.97	16.50	17.03	17.57	18.10	18.63	19.16	19.69	20.23	20.76
	O	23.96	24.75	25.55	26.36	27.15	27.95	28.74	29.54	30.35	31.14
8	B	17.68	18.27	18.86	19.45	20.04	20.63	21.22	21.81	22.40	22.99
	O	26.52	27.41	28.29	29.18	30.06	30.95	31.83	32.27	32.27	32.27
9	B	19.53	20.18	20.84	21.49	22.14	22.79	23.44	24.09	24.74	25.39
	O	29.30	30.27	31.26	32.24	32.27	32.27	32.27	32.27	32.27	32.27
10	B	21.51	22.23	22.94	23.66	24.38	25.10	25.81	26.53	27.25	27.96
	O	32.27	32.27	32.27	32.27	32.27	32.27	32.27	32.27	32.27	32.27
11	B	23.63	24.42	25.21	26.00	26.79	27.57	28.36	29.15	29.94	30.73
	O	32.27	32.27	32.27	32.27	32.27	32.27	32.27	32.27	32.27	32.27
12	B	28.33	29.27	30.21	31.16	32.10	33.05	33.99	34.94	35.88	36.82
	O	32.27	32.27	32.27	32.27	32.27	32.27	32.27	32.27	32.27	32.27
13	B	33.68	34.81	35.93	37.05	38.18	39.30	40.42	41.54	42.67	43.79
	O	32.27	32.27	32.27	32.27	32.27	32.27	32.27	32.27	32.27	32.27
14	B	39.80	41.13	42.46	43.79	45.11	46.44	47.77	49.09	50.42	51.75
	O	32.27	32.27	32.27	32.27	32.27	32.27	32.27	32.27	32.27	32.27
15	B	46.82	48.38	49.94	51.50	53.06	54.62	56.18	57.75	59.31	60.87
	O	32.27	32.27	32.27	32.27	32.27	32.27	32.27	32.27	32.27	32.27

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-DET**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.27%  
FOR THE LOCALITY PAY AREA OF DETROIT-ANN ARBOR-FLINT, MI  
(Total Increase 4.50%)  
Effective January 2003**

*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	\$ 8.48	\$ 8.76	\$ 9.04	\$ 9.32	\$ 9.60	\$ 9.77	\$ 10.05	\$ 10.33	\$ 10.34	\$ 10.60
	O	12.72	13.14	13.56	13.98	14.40	14.66	15.08	15.50	15.51	15.90
2	B	9.53	9.76	10.07	10.34	10.46	10.76	11.07	11.38	11.69	11.99
	O	14.30	14.64	15.11	15.51	15.69	16.14	16.61	17.07	17.54	17.99
3	B	10.40	10.74	11.09	11.44	11.78	12.13	12.48	12.82	13.17	13.52
	O	15.60	16.11	16.64	17.16	17.67	18.20	18.72	19.23	19.76	20.28
4	B	11.67	12.06	12.45	12.84	13.23	13.62	14.01	14.39	14.78	15.17
	O	17.51	18.09	18.68	19.26	19.85	20.43	21.02	21.59	22.17	22.76
5	B	13.06	13.49	13.93	14.37	14.80	15.24	15.67	16.11	16.54	16.98
	O	19.59	20.24	20.90	21.56	22.20	22.86	23.51	24.17	24.81	25.47
6	B	14.56	15.04	15.53	16.01	16.50	16.98	17.47	17.95	18.44	18.92
	O	21.84	22.56	23.30	24.02	24.75	25.47	26.21	26.93	27.66	28.38
7	B	16.18	16.72	17.26	17.79	18.33	18.87	19.41	19.95	20.49	21.03
	O	24.27	25.08	25.89	26.69	27.50	28.31	29.12	29.93	30.74	31.55
8	B	17.92	18.51	19.11	19.71	20.30	20.90	21.50	22.10	22.69	23.29
	O	26.88	27.77	28.67	29.57	30.45	31.35	32.25	32.69	32.69	32.69
9	B	19.79	20.45	21.11	21.77	22.43	23.09	23.75	24.41	25.07	25.72
	O	29.69	30.68	31.67	32.66	32.69	32.69	32.69	32.69	32.69	32.69
10	B	21.79	22.52	23.24	23.97	24.70	25.42	26.15	26.88	27.60	28.33
	O	32.69	32.69	32.69	32.69	32.69	32.69	32.69	32.69	32.69	32.69
11	B	23.94	24.74	25.54	26.34	27.14	27.93	28.73	29.53	30.33	31.13
	O	32.69	32.69	32.69	32.69	32.69	32.69	32.69	32.69	32.69	32.69
12	B	28.70	29.65	30.61	31.57	32.52	33.48	34.44	35.39	36.35	37.31
	O	32.69	32.69	32.69	32.69	32.69	32.69	32.69	32.69	32.69	32.69
13	B	34.12	35.26	36.40	37.54	38.67	39.81	40.95	42.09	43.22	44.36
	O	32.69	32.69	32.69	32.69	32.69	32.69	32.69	32.69	32.69	32.69
14	B	40.32	41.67	43.01	44.36	45.70	47.05	48.39	49.74	51.08	52.42
	O	32.69	32.69	32.69	32.69	32.69	32.69	32.69	32.69	32.69	32.69
15	B	47.43	49.01	50.60	52.18	53.76	55.34	56.92	58.50	60.08	61.66
	O	32.69	32.69	32.69	32.69	32.69	32.69	32.69	32.69	32.69	32.69

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-HAR**  
**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.56%**  
**FOR THE LOCALITY PAY AREA OF HARTFORD, CT**  
**(INCLUDING ALL OF NEW LONDON COUNTY, CT)**  
**(Total Increase 4.41%)**  
**Effective January 2003**

*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	\$ 8.42	\$ 8.71	\$ 8.99	\$ 9.26	\$ 9.54	\$ 9.71	\$ 9.99	\$ 10.26	\$ 10.28	\$ 10.54
	O	12.63	13.07	13.49	13.89	14.31	14.57	14.99	15.39	15.42	15.81
2	B	9.47	9.70	10.01	10.28	10.39	10.70	11.00	11.31	11.61	11.92
	O	14.21	14.55	15.02	15.42	15.59	16.05	16.50	16.97	17.42	17.88
3	B	10.33	10.68	11.02	11.37	11.71	12.06	12.40	12.75	13.09	13.43
	O	15.50	16.02	16.53	17.06	17.57	18.09	18.60	19.13	19.64	20.15
4	B	11.60	11.99	12.37	12.76	13.15	13.53	13.92	14.31	14.69	15.08
	O	17.40	17.99	18.56	19.14	19.73	20.30	20.88	21.47	22.04	22.62
5	B	12.98	13.41	13.85	14.28	14.71	15.14	15.57	16.01	16.44	16.87
	O	19.47	20.12	20.78	21.42	22.07	22.71	23.36	24.02	24.66	25.31
6	B	14.47	14.95	15.43	15.92	16.40	16.88	17.36	17.84	18.33	18.81
	O	21.71	22.43	23.15	23.88	24.60	25.32	26.04	26.76	27.50	28.22
7	B	16.08	16.61	17.15	17.69	18.22	18.76	19.29	19.83	20.37	20.90
	O	24.12	24.92	25.73	26.54	27.33	28.14	28.94	29.75	30.56	31.35
8	B	17.81	18.40	18.99	19.59	20.18	20.77	21.37	21.96	22.55	23.15
	O	26.72	27.60	28.49	29.39	30.27	31.16	32.06	32.49	32.49	32.49
9	B	19.67	20.32	20.98	21.63	22.29	22.95	23.60	24.26	24.91	25.57
	O	29.51	30.48	31.47	32.45	32.49	32.49	32.49	32.49	32.49	32.49
10	B	21.66	22.38	23.10	23.82	24.55	25.27	25.99	26.71	27.44	28.16
	O	32.49	32.49	32.49	32.49	32.49	32.49	32.49	32.49	32.49	32.49
11	B	23.80	24.59	25.38	26.18	26.97	27.76	28.56	29.35	30.14	30.94
	O	32.49	32.49	32.49	32.49	32.49	32.49	32.49	32.49	32.49	32.49
12	B	28.52	29.47	30.42	31.37	32.32	33.27	34.23	35.18	36.13	37.08
	O	32.49	32.49	32.49	32.49	32.49	32.49	32.49	32.49	32.49	32.49
13	B	33.92	35.05	36.18	37.31	38.44	39.57	40.70	41.83	42.96	44.09
	O	32.49	32.49	32.49	32.49	32.49	32.49	32.49	32.49	32.49	32.49
14	B	40.08	41.41	42.75	44.09	45.42	46.76	48.09	49.43	50.77	52.10
	O	32.49	32.49	32.49	32.49	32.49	32.49	32.49	32.49	32.49	32.49
15	B	47.14	48.71	50.29	51.86	53.43	55.00	56.57	58.14	59.71	61.29
	O	32.49	32.49	32.49	32.49	32.49	32.49	32.49	32.49	32.49	32.49

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-HOU**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.53%  
FOR THE LOCALITY PAY AREA OF HOUSTON-GALVESTON-BRAZORIA, TX**

**(Total Increase 4.77%)**

**Effective January 2003**

*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	\$ 8.79	\$ 9.08	\$ 9.37	\$ 9.66	\$ 9.96	\$ 10.13	\$ 10.41	\$ 10.71	\$ 10.72	\$ 10.99
	O	13.19	13.62	14.06	14.49	14.94	15.20	15.62	16.07	16.08	16.49
2	B	9.88	10.11	10.44	10.72	10.84	11.16	11.48	11.79	12.11	12.43
	O	14.82	15.17	15.66	16.08	16.26	16.74	17.22	17.69	18.17	18.65
3	B	10.78	11.14	11.50	11.86	12.22	12.57	12.93	13.29	13.65	14.01
	O	16.17	16.71	17.25	17.79	18.33	18.86	19.40	19.94	20.48	21.02
4	B	12.10	12.50	12.91	13.31	13.71	14.12	14.52	14.92	15.33	15.73
	O	18.15	18.75	19.37	19.97	20.57	21.18	21.78	22.38	23.00	23.60
5	B	13.54	13.99	14.44	14.89	15.34	15.79	16.24	16.70	17.15	17.60
	O	20.31	20.99	21.66	22.34	23.01	23.69	24.36	25.05	25.73	26.40
6	B	15.09	15.59	16.10	16.60	17.10	17.61	18.11	18.61	19.11	19.62
	O	22.64	23.39	24.15	24.90	25.65	26.42	27.17	27.92	28.67	29.43
7	B	16.77	17.33	17.89	18.45	19.01	19.56	20.12	20.68	21.24	21.80
	O	25.16	26.00	26.84	27.68	28.52	29.34	30.18	31.02	31.86	32.70
8	B	18.57	19.19	19.81	20.43	21.05	21.67	22.29	22.91	23.53	24.14
	O	27.86	28.79	29.72	30.65	31.58	32.51	33.44	33.89	33.89	33.89
9	B	20.51	21.20	21.88	22.56	23.25	23.93	24.62	25.30	25.98	26.67
	O	30.77	31.80	32.82	33.84	33.89	33.89	33.89	33.89	33.89	33.89
10	B	22.59	23.34	24.10	24.85	25.60	26.36	27.11	27.86	28.61	29.37
	O	33.89	33.89	33.89	33.89	33.89	33.89	33.89	33.89	33.89	33.89
11	B	24.82	25.65	26.47	27.30	28.13	28.96	29.79	30.61	31.44	32.27
	O	33.89	33.89	33.89	33.89	33.89	33.89	33.89	33.89	33.89	33.89
12	B	29.75	30.74	31.73	32.72	33.71	34.71	35.70	36.69	37.68	38.67
	O	33.89	33.89	33.89	33.89	33.89	33.89	33.89	33.89	33.89	33.89
13	B	35.37	36.55	37.73	38.91	40.09	41.27	42.45	43.63	44.81	45.99
	O	33.89	33.89	33.89	33.89	33.89	33.89	33.89	33.89	33.89	33.89
14	B	41.80	43.20	44.59	45.98	47.38	48.77	50.16	51.56	52.95	54.34
	O	33.89	33.89	33.89	33.89	33.89	33.89	33.89	33.89	33.89	33.89
15	B	49.17	50.81	52.45	54.09	55.73	57.37	59.00	60.64	62.28	63.92
	O	33.89	33.89	33.89	33.89	33.89	33.89	33.89	33.89	33.89	33.89

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-HNT**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 10.06%  
FOR THE LOCALITY PAY AREA OF HUNTSVILLE, AL  
(Total Increase 4.03%)  
Effective January 2003**

*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	\$ 8.02	\$ 8.29	\$ 8.56	\$ 8.82	\$ 9.09	\$ 9.25	\$ 9.51	\$ 9.78	\$ 9.79	\$ 10.04
	O	12.03	12.44	12.84	13.23	13.64	13.88	14.27	14.67	14.69	15.06
2	B	9.02	9.24	9.53	9.79	9.90	10.19	10.48	10.77	11.06	11.35
	O	13.53	13.86	14.30	14.69	14.85	15.29	15.72	16.16	16.59	17.03
3	B	9.84	10.17	10.50	10.83	11.15	11.48	11.81	12.14	12.47	12.79
	O	14.76	15.26	15.75	16.25	16.73	17.22	17.72	18.21	18.71	19.19
4	B	11.05	11.42	11.79	12.15	12.52	12.89	13.26	13.63	13.99	14.36
	O	16.58	17.13	17.69	18.23	18.78	19.34	19.89	20.45	20.99	21.54
5	B	12.36	12.77	13.19	13.60	14.01	14.42	14.83	15.25	15.66	16.07
	O	18.54	19.16	19.79	20.40	21.02	21.63	22.25	22.88	23.49	24.11
6	B	13.78	14.24	14.70	15.16	15.62	16.08	16.54	17.00	17.45	17.91
	O	20.67	21.36	22.05	22.74	23.43	24.12	24.81	25.50	26.18	26.87
7	B	15.31	15.82	16.33	16.84	17.36	17.87	18.38	18.89	19.40	19.91
	O	22.97	23.73	24.50	25.26	26.04	26.81	27.57	28.34	29.10	29.87
8	B	16.96	17.52	18.09	18.66	19.22	19.79	20.35	20.92	21.48	22.05
	O	25.44	26.28	27.14	27.99	28.83	29.69	30.53	30.95	30.95	30.95
9	B	18.73	19.36	19.98	20.60	21.23	21.85	22.48	23.10	23.73	24.35
	O	28.10	29.04	29.97	30.90	30.95	30.95	30.95	30.95	30.95	30.95
10	B	20.63	21.32	22.00	22.69	23.38	24.07	24.75	25.44	26.13	26.82
	O	30.95	30.95	30.95	30.95	30.95	30.95	30.95	30.95	30.95	30.95
11	B	22.66	23.42	24.18	24.93	25.69	26.44	27.20	27.95	28.71	29.47
	O	30.95	30.95	30.95	30.95	30.95	30.95	30.95	30.95	30.95	30.95
12	B	27.16	28.07	28.97	29.88	30.79	31.69	32.60	33.50	34.41	35.31
	O	30.95	30.95	30.95	30.95	30.95	30.95	30.95	30.95	30.95	30.95
13	B	32.30	33.38	34.46	35.53	36.61	37.69	38.76	39.84	40.92	41.99
	O	30.95	30.95	30.95	30.95	30.95	30.95	30.95	30.95	30.95	30.95
14	B	38.17	39.44	40.72	41.99	43.26	44.53	45.81	47.08	48.35	49.62
	O	30.95	30.95	30.95	30.95	30.95	30.95	30.95	30.95	30.95	30.95
15	B	44.90	46.40	47.89	49.39	50.89	52.38	53.88	55.38	56.87	58.37
	O	30.95	30.95	30.95	30.95	30.95	30.95	30.95	30.95	30.95	30.95

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-IND**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 9.83%  
FOR THE LOCALITY PAY AREA OF INDIANAPOLIS, IN**

**(Total Increase 4.03%)**

**Effective January 2003**

*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	\$ 8.01	\$ 8.27	\$ 8.54	\$ 8.80	\$ 9.07	\$ 9.23	\$ 9.49	\$ 9.76	\$ 9.77	\$ 10.02
	O	12.02	12.41	12.81	13.20	13.61	13.85	14.24	14.64	14.66	15.03
2	B	9.00	9.22	9.51	9.77	9.88	10.17	10.46	10.75	11.04	11.33
	O	13.50	13.83	14.27	14.66	14.82	15.26	15.69	16.13	16.56	17.00
3	B	9.82	10.15	10.48	10.80	11.13	11.46	11.79	12.11	12.44	12.77
	O	14.73	15.23	15.72	16.20	16.70	17.19	17.69	18.17	18.66	19.16
4	B	11.03	11.39	11.76	12.13	12.50	12.86	13.23	13.60	13.96	14.33
	O	16.55	17.09	17.64	18.20	18.75	19.29	19.85	20.40	20.94	21.50
5	B	12.34	12.75	13.16	13.57	13.98	14.39	14.80	15.21	15.62	16.04
	O	18.51	19.13	19.74	20.36	20.97	21.59	22.20	22.82	23.43	24.06
6	B	13.75	14.21	14.67	15.13	15.58	16.04	16.50	16.96	17.42	17.88
	O	20.63	21.32	22.01	22.70	23.37	24.06	24.75	25.44	26.13	26.82
7	B	15.28	15.79	16.30	16.81	17.32	17.83	18.34	18.85	19.36	19.87
	O	22.92	23.69	24.45	25.22	25.98	26.75	27.51	28.28	29.04	29.81
8	B	16.92	17.49	18.05	18.62	19.18	19.74	20.31	20.87	21.44	22.00
	O	25.38	26.24	27.08	27.93	28.77	29.61	30.47	30.87	30.87	30.87
9	B	18.69	19.32	19.94	20.56	21.18	21.81	22.43	23.05	23.68	24.30
	O	28.04	28.98	29.91	30.84	30.87	30.87	30.87	30.87	30.87	30.87
10	B	20.58	21.27	21.96	22.64	23.33	24.02	24.70	25.39	26.07	26.76
	O	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87
11	B	22.62	23.37	24.12	24.88	25.63	26.39	27.14	27.90	28.65	29.40
	O	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87
12	B	27.11	28.01	28.91	29.82	30.72	31.62	32.53	33.43	34.33	35.24
	O	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87
13	B	32.23	33.31	34.38	35.46	36.53	37.61	38.68	39.76	40.83	41.91
	O	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87
14	B	38.09	39.36	40.63	41.90	43.17	44.44	45.71	46.98	48.25	49.52
	O	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87
15	B	44.81	46.30	47.79	49.29	50.78	52.27	53.77	55.26	56.75	58.25
	O	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-KC**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 10.26%  
FOR THE LOCALITY PAY AREA OF KANSAS CITY, MO-KS**

**(Total Increase 4.02%)**

**Effective January 2003**

*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	\$ 8.04	\$ 8.31	\$ 8.57	\$ 8.84	\$ 9.11	\$ 9.26	\$ 9.53	\$ 9.79	\$ 9.80	\$ 10.05
	O	12.06	12.47	12.86	13.26	13.67	13.89	14.30	14.69	14.70	15.08
2	B	9.04	9.25	9.55	9.80	9.91	10.21	10.50	10.79	11.08	11.37
	O	13.56	13.88	14.33	14.70	14.87	15.32	15.75	16.19	16.62	17.06
3	B	9.86	10.19	10.52	10.85	11.17	11.50	11.83	12.16	12.49	12.82
	O	14.79	15.29	15.78	16.28	16.76	17.25	17.75	18.24	18.74	19.23
4	B	11.07	11.44	11.81	12.18	12.54	12.91	13.28	13.65	14.02	14.39
	O	16.61	17.16	17.72	18.27	18.81	19.37	19.92	20.48	21.03	21.59
5	B	12.38	12.80	13.21	13.62	14.04	14.45	14.86	15.27	15.69	16.10
	O	18.57	19.20	19.82	20.43	21.06	21.68	22.29	22.91	23.54	24.15
6	B	13.80	14.26	14.73	15.19	15.65	16.11	16.57	17.03	17.49	17.95
	O	20.70	21.39	22.10	22.79	23.48	24.17	24.86	25.55	26.24	26.93
7	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
8	B	16.99	17.56	18.12	18.69	19.25	19.82	20.39	20.95	21.52	22.09
	O	25.49	26.34	27.18	28.04	28.88	29.73	30.59	31.01	31.01	31.01
9	B	18.77	19.39	20.02	20.64	21.27	21.89	22.52	23.14	23.77	24.40
	O	28.16	29.09	30.03	30.96	31.01	31.01	31.01	31.01	31.01	31.01
10	B	20.67	21.35	22.04	22.73	23.42	24.11	24.80	25.49	26.18	26.87
	O	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01
11	B	22.70	23.46	24.22	24.98	25.73	26.49	27.25	28.00	28.76	29.52
	O	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01
12	B	27.21	28.12	29.03	29.93	30.84	31.75	32.66	33.56	34.47	35.38
	O	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01
13	B	32.36	33.44	34.52	35.60	36.68	37.75	38.83	39.91	40.99	42.07
	O	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01
14	B	38.24	39.52	40.79	42.06	43.34	44.61	45.89	47.16	48.44	49.71
	O	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01
15	B	44.98	46.48	47.98	49.48	50.98	52.48	53.98	55.48	56.98	58.48
	O	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01	31.01

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.



**SALARY TABLE 2003-LA**  
**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.71%**  
**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 4.57%)**  
**Effective January 2003**

*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	12.98	13.33	13.68
	O	15.80	16.32	16.85	17.37	17.90	18.42	18.95	19.47	20.00	20.52
4	B	11.82	12.21	12.60	13.00	13.39	13.79	14.18	14.57	14.97	15.36
	O	17.73	18.32	18.90	19.50	20.09	20.69	21.27	21.86	22.46	23.04
5	B	13.22	13.66	14.10	14.54	14.98	15.42	15.86	16.31	16.75	17.19
	O	19.83	20.49	21.15	21.81	22.47	23.13	23.79	24.47	25.13	25.79
6	B	14.74	15.23	15.72	16.21	16.70	17.19	17.69	18.18	18.67	19.16
	O	22.11	22.85	23.58	24.32	25.05	25.79	26.54	27.27	28.01	28.74
7	B	16.38	16.92	17.47	18.02	18.56	19.11	19.65	20.20	20.75	21.29
	O	24.57	25.38	26.21	27.03	27.84	28.67	29.48	30.30	31.13	31.94
8	B	18.14	18.74	19.35	19.95	20.56	21.16	21.77	22.37	22.97	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	20.03	20.70	21.37	22.04	22.70	23.37	24.04	24.71	25.38	26.04
	O	30.05	31.05	32.06	33.06	33.09	33.09	33.09	33.09	33.09	33.09
10	B	22.06	22.80	23.53	24.27	25.00	25.74	26.47	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	26.66	27.47	28.28	29.09	29.90	30.70	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	29.05	30.02	30.99	31.96	32.92	33.89	34.86	35.83	36.80	37.77
	O	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09
13	B	34.55	35.70	36.85	38.00	39.15	40.31	41.46	42.61	43.76	44.91
	O	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09
14	B	40.82	42.18	43.55	44.91	46.27	47.63	48.99	50.35	51.71	53.07
	O	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09
15	B	48.02	49.62	51.22	52.82	54.42	56.02	57.62	59.23	60.83	62.43
	O	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-MFL**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.81%  
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE, FL**

**(Total Increase 4.35%)**

**Effective January 2003**

*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	\$ 8.57	\$ 8.85	\$ 9.12	\$ 9.40	\$ 9.56	\$ 9.83	\$ 10.11	\$ 10.12	\$ 10.38
	O	12.45	12.86	13.28	13.68	14.10	14.34	14.75	15.17	15.18	15.57
2	B	9.33	9.55	9.86	10.12	10.23	10.54	10.84	11.14	11.44	11.74
	O	14.00	14.33	14.79	15.18	15.35	15.81	16.26	16.71	17.16	17.61
3	B	10.18	10.52	10.86	11.20	11.53	11.87	12.21	12.55	12.89	13.23
	O	15.27	15.78	16.29	16.80	17.30	17.81	18.32	18.83	19.34	19.85
4	B	11.43	11.81	12.19	12.57	12.95	13.33	13.71	14.09	14.47	14.85
	O	17.15	17.72	18.29	18.86	19.43	20.00	20.57	21.14	21.71	22.28
5	B	12.78	13.21	13.64	14.06	14.49	14.91	15.34	15.76	16.19	16.62
	O	19.17	19.82	20.46	21.09	21.74	22.37	23.01	23.64	24.29	24.93
6	B	14.25	14.72	15.20	15.67	16.15	16.62	17.10	17.57	18.05	18.52
	O	21.38	22.08	22.80	23.51	24.23	24.93	25.65	26.36	27.08	27.78
7	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
8	B	17.54	18.12	18.71	19.29	19.87	20.46	21.04	21.63	22.21	22.80
	O	26.31	27.18	28.07	28.94	29.81	30.69	31.56	32.00	32.00	32.00
9	B	19.37	20.02	20.66	21.31	21.95	22.60	23.24	23.89	24.53	25.18
	O	29.06	30.03	30.99	31.97	32.00	32.00	32.00	32.00	32.00	32.00
10	B	21.33	22.04	22.75	23.46	24.17	24.89	25.60	26.31	27.02	27.73
	O	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00
11	B	23.44	24.22	25.00	25.78	26.56	27.34	28.12	28.91	29.69	30.47
	O	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00
12	B	28.09	29.02	29.96	30.90	31.83	32.77	33.71	34.64	35.58	36.52
	O	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00
13	B	33.40	34.52	35.63	36.74	37.86	38.97	40.08	41.20	42.31	43.42
	O	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00
14	B	39.47	40.79	42.10	43.42	44.74	46.05	47.37	48.68	50.00	51.31
	O	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00
15	B	46.43	47.98	49.52	51.07	52.62	54.17	55.71	57.26	58.81	60.36
	O	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-MIL**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 11.20%  
FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE, WI**

**(Total Increase 4.18%)**

**Effective January 2003**

*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	\$ 8.11	\$ 8.38	\$ 8.65	\$ 8.91	\$ 9.18	\$ 9.34	\$ 9.61	\$ 9.88	\$ 9.89	\$ 10.14
	O	12.17	12.57	12.98	13.37	13.77	14.01	14.42	14.82	14.84	15.21
2	B	9.11	9.33	9.63	9.89	10.00	10.29	10.59	10.88	11.18	11.47
	O	13.67	14.00	14.45	14.84	15.00	15.44	15.89	16.32	16.77	17.21
3	B	9.94	10.28	10.61	10.94	11.27	11.60	11.93	12.26	12.60	12.93
	O	14.91	15.42	15.92	16.41	16.91	17.40	17.90	18.39	18.90	19.40
4	B	11.16	11.54	11.91	12.28	12.65	13.02	13.40	13.77	14.14	14.51
	O	16.74	17.31	17.87	18.42	18.98	19.53	20.10	20.66	21.21	21.77
5	B	12.49	12.91	13.32	13.74	14.15	14.57	14.99	15.40	15.82	16.24
	O	18.74	19.37	19.98	20.61	21.23	21.86	22.49	23.10	23.73	24.36
6	B	13.92	14.39	14.85	15.31	15.78	16.24	16.71	17.17	17.64	18.10
	O	20.88	21.59	22.28	22.97	23.67	24.36	25.07	25.76	26.46	27.15
7	B	15.47	15.99	16.50	17.02	17.53	18.05	18.57	19.08	19.60	20.11
	O	23.21	23.99	24.75	25.53	26.30	27.08	27.86	28.62	29.40	30.17
8	B	17.13	17.71	18.28	18.85	19.42	19.99	20.56	21.13	21.70	22.28
	O	25.70	26.57	27.42	28.28	29.13	29.99	30.84	31.26	31.26	31.26
9	B	18.93	19.56	20.19	20.82	21.45	22.08	22.71	23.34	23.97	24.60
	O	28.40	29.34	30.29	31.23	31.26	31.26	31.26	31.26	31.26	31.26
10	B	20.84	21.54	22.23	22.93	23.62	24.32	25.01	25.70	26.40	27.09
	O	31.26	31.26	31.26	31.26	31.26	31.26	31.26	31.26	31.26	31.26
11	B	22.90	23.66	24.43	25.19	25.95	26.72	27.48	28.24	29.01	29.77
	O	31.26	31.26	31.26	31.26	31.26	31.26	31.26	31.26	31.26	31.26
12	B	27.44	28.36	29.27	30.19	31.10	32.02	32.93	33.85	34.76	35.68
	O	31.26	31.26	31.26	31.26	31.26	31.26	31.26	31.26	31.26	31.26
13	B	32.64	33.72	34.81	35.90	36.99	38.08	39.16	40.25	41.34	42.43
	O	31.26	31.26	31.26	31.26	31.26	31.26	31.26	31.26	31.26	31.26
14	B	38.57	39.85	41.14	42.42	43.71	44.99	46.28	47.57	48.85	50.14
	O	31.26	31.26	31.26	31.26	31.26	31.26	31.26	31.26	31.26	31.26
15	B	45.36	46.88	48.39	49.90	51.41	52.93	54.44	55.95	57.46	58.97
	O	31.26	31.26	31.26	31.26	31.26	31.26	31.26	31.26	31.26	31.26

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-MSP**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.84%  
FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST PAUL, MN-WI  
(Total Increase 4.28%)  
Effective January 2003**

*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	\$ 8.23	\$ 8.50	\$ 8.77	\$ 9.05	\$ 9.32	\$ 9.48	\$ 9.75	\$ 10.02	\$ 10.03	\$ 10.29
	O	12.35	12.75	13.16	13.58	13.98	14.22	14.63	15.03	15.05	15.44
2	B	9.25	9.47	9.77	10.03	10.15	10.45	10.74	11.04	11.34	11.64
	O	13.88	14.21	14.66	15.05	15.23	15.68	16.11	16.56	17.01	17.46
3	B	10.09	10.43	10.76	11.10	11.44	11.77	12.11	12.45	12.78	13.12
	O	15.14	15.65	16.14	16.65	17.16	17.66	18.17	18.68	19.17	19.68
4	B	11.33	11.71	12.08	12.46	12.84	13.22	13.59	13.97	14.35	14.72
	O	17.00	17.57	18.12	18.69	19.26	19.83	20.39	20.96	21.53	22.08
5	B	12.67	13.10	13.52	13.94	14.36	14.79	15.21	15.63	16.05	16.47
	O	19.01	19.65	20.28	20.91	21.54	22.19	22.82	23.45	24.08	24.71
6	B	14.13	14.60	15.07	15.54	16.01	16.48	16.95	17.42	17.90	18.37
	O	21.20	21.90	22.61	23.31	24.02	24.72	25.43	26.13	26.85	27.56
7	B	15.70	16.22	16.75	17.27	17.79	18.32	18.84	19.36	19.89	20.41
	O	23.55	24.33	25.13	25.91	26.69	27.48	28.26	29.04	29.84	30.62
8	B	17.39	17.97	18.55	19.13	19.71	20.29	20.86	21.44	22.02	22.60
	O	26.09	26.96	27.83	28.70	29.57	30.44	31.29	31.73	31.73	31.73
9	B	19.20	19.84	20.48	21.13	21.77	22.41	23.05	23.69	24.33	24.97
	O	28.80	29.76	30.72	31.70	31.73	31.73	31.73	31.73	31.73	31.73
10	B	21.15	21.85	22.56	23.26	23.97	24.67	25.38	26.08	26.79	27.49
	O	31.73	31.73	31.73	31.73	31.73	31.73	31.73	31.73	31.73	31.73
11	B	23.24	24.01	24.79	25.56	26.34	27.11	27.89	28.66	29.43	30.21
	O	31.73	31.73	31.73	31.73	31.73	31.73	31.73	31.73	31.73	31.73
12	B	27.85	28.78	29.71	30.63	31.56	32.49	33.42	34.35	35.28	36.20
	O	31.73	31.73	31.73	31.73	31.73	31.73	31.73	31.73	31.73	31.73
13	B	33.12	34.22	35.33	36.43	37.53	38.64	39.74	40.85	41.95	43.05
	O	31.73	31.73	31.73	31.73	31.73	31.73	31.73	31.73	31.73	31.73
14	B	39.14	40.44	41.74	43.05	44.35	45.66	46.96	48.27	49.57	50.88
	O	31.73	31.73	31.73	31.73	31.73	31.73	31.73	31.73	31.73	31.73
15	B	46.03	47.57	49.10	50.64	52.17	53.71	55.24	56.77	58.31	59.84
	O	31.73	31.73	31.73	31.73	31.73	31.73	31.73	31.73	31.73	31.73

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-NY**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.83%  
FOR THE LOCALITY PAY AREA OF NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA**

**(Total Increase 4.53%)**

**Effective January 2003**

*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	\$ 8.80	\$ 9.08	\$ 9.37	\$ 9.65	\$ 9.82	\$ 10.10	\$ 10.38	\$ 10.39	\$ 10.65
	O	12.78	13.20	13.62	14.06	14.48	14.73	15.15	15.57	15.59	15.98
2	B	9.58	9.80	10.12	10.39	10.51	10.81	11.12	11.43	11.74	12.05
	O	14.37	14.70	15.18	15.59	15.77	16.22	16.68	17.15	17.61	18.08
3	B	10.45	10.80	11.14	11.49	11.84	12.19	12.54	12.89	13.23	13.58
	O	15.68	16.20	16.71	17.24	17.76	18.29	18.81	19.34	19.85	20.37
4	B	11.73	12.12	12.51	12.90	13.29	13.68	14.07	14.46	14.85	15.25
	O	17.60	18.18	18.77	19.35	19.94	20.52	21.11	21.69	22.28	22.88
5	B	13.12	13.56	14.00	14.43	14.87	15.31	15.75	16.18	16.62	17.06
	O	19.68	20.34	21.00	21.65	22.31	22.97	23.63	24.27	24.93	25.59
6	B	14.63	15.11	15.60	16.09	16.58	17.07	17.55	18.04	18.53	19.02
	O	21.95	22.67	23.40	24.14	24.87	25.61	26.33	27.06	27.80	28.53
7	B	16.25	16.80	17.34	17.88	18.42	18.96	19.51	20.05	20.59	21.13
	O	24.38	25.20	26.01	26.82	27.63	28.44	29.27	30.08	30.89	31.70
8	B	18.00	18.60	19.20	19.80	20.40	21.00	21.60	22.20	22.80	23.40
	O	27.00	27.90	28.80	29.70	30.60	31.50	32.40	32.85	32.85	32.85
9	B	19.88	20.55	21.21	21.87	22.53	23.20	23.86	24.52	25.19	25.85
	O	29.82	30.83	31.82	32.81	32.85	32.85	32.85	32.85	32.85	32.85
10	B	21.90	22.63	23.36	24.09	24.82	25.55	26.28	27.01	27.74	28.47
	O	32.85	32.85	32.85	32.85	32.85	32.85	32.85	32.85	32.85	32.85
11	B	24.06	24.86	25.66	26.46	27.27	28.07	28.87	29.67	30.48	31.28
	O	32.85	32.85	32.85	32.85	32.85	32.85	32.85	32.85	32.85	32.85
12	B	28.83	29.80	30.76	31.72	32.68	33.64	34.60	35.56	36.52	37.48
	O	32.85	32.85	32.85	32.85	32.85	32.85	32.85	32.85	32.85	32.85
13	B	34.29	35.43	36.57	37.72	38.86	40.00	41.15	42.29	43.43	44.58
	O	32.85	32.85	32.85	32.85	32.85	32.85	32.85	32.85	32.85	32.85
14	B	40.52	41.87	43.22	44.57	45.92	47.27	48.62	49.97	51.33	52.68
	O	32.85	32.85	32.85	32.85	32.85	32.85	32.85	32.85	32.85	32.85
15	B	47.66	49.25	50.84	52.43	54.02	55.60	57.19	58.78	60.37	61.96
	O	32.85	32.85	32.85	32.85	32.85	32.85	32.85	32.85	32.85	32.85

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-ORL**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 9.65%  
FOR THE LOCALITY PAY AREA OF ORLANDO, FL**

**(Total Increase 4.03%)**

**Effective January 2003**

*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	\$ 7.99	\$ 8.26	\$ 8.53	\$ 8.79	\$ 9.06	\$ 9.21	\$ 9.47	\$ 9.74	\$ 9.75	\$ 10.00
	O	11.99	12.39	12.80	13.19	13.59	13.82	14.21	14.61	14.63	15.00
2	B	8.99	9.20	9.50	9.75	9.86	10.15	10.44	10.73	11.02	11.31
	O	13.49	13.80	14.25	14.63	14.79	15.23	15.66	16.10	16.53	16.97
3	B	9.81	10.13	10.46	10.79	11.11	11.44	11.77	12.09	12.42	12.75
	O	14.72	15.20	15.69	16.19	16.67	17.16	17.66	18.14	18.63	19.13
4	B	11.01	11.37	11.74	12.11	12.47	12.84	13.21	13.57	13.94	14.31
	O	16.52	17.06	17.61	18.17	18.71	19.26	19.82	20.36	20.91	21.47
5	B	12.32	12.73	13.14	13.55	13.96	14.37	14.78	15.19	15.60	16.01
	O	18.48	19.10	19.71	20.33	20.94	21.56	22.17	22.79	23.40	24.02
6	B	13.73	14.19	14.64	15.10	15.56	16.02	16.47	16.93	17.39	17.85
	O	20.60	21.29	21.96	22.65	23.34	24.03	24.71	25.40	26.09	26.78
7	B	15.26	15.76	16.27	16.78	17.29	17.80	18.31	18.82	19.32	19.83
	O	22.89	23.64	24.41	25.17	25.94	26.70	27.47	28.23	28.98	29.75
8	B	16.90	17.46	18.02	18.59	19.15	19.71	20.28	20.84	21.40	21.96
	O	25.35	26.19	27.03	27.89	28.73	29.57	30.42	30.83	30.83	30.83
9	B	18.66	19.28	19.91	20.53	21.15	21.77	22.39	23.02	23.64	24.26
	O	27.99	28.92	29.87	30.80	30.83	30.83	30.83	30.83	30.83	30.83
10	B	20.55	21.24	21.92	22.61	23.29	23.98	24.66	25.35	26.03	26.72
	O	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83
11	B	22.58	23.33	24.09	24.84	25.59	26.34	27.10	27.85	28.60	29.36
	O	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83
12	B	27.06	27.96	28.87	29.77	30.67	31.57	32.47	33.38	34.28	35.18
	O	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83
13	B	32.18	33.25	34.33	35.40	36.47	37.55	38.62	39.69	40.76	41.84
	O	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83
14	B	38.03	39.30	40.56	41.83	43.10	44.37	45.64	46.90	48.17	49.44
	O	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83
15	B	44.73	46.22	47.71	49.21	50.70	52.19	53.68	55.17	56.66	58.15
	O	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-PHL**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.43%  
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD**

**(Total Increase 4.31%)**

**Effective January 2003**

*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	\$ 8.27	\$ 8.54	\$ 8.82	\$ 9.09	\$ 9.37	\$ 9.53	\$ 9.80	\$ 10.08	\$ 10.09	\$ 10.34
	O	12.41	12.81	13.23	13.64	14.06	14.30	14.70	15.12	15.14	15.51
2	B	9.30	9.52	9.83	10.09	10.20	10.50	10.80	11.10	11.40	11.70
	O	13.95	14.28	14.75	15.14	15.30	15.75	16.20	16.65	17.10	17.55
3	B	10.14	10.48	10.82	11.16	11.50	11.83	12.17	12.51	12.85	13.19
	O	15.21	15.72	16.23	16.74	17.25	17.75	18.26	18.77	19.28	19.79
4	B	11.39	11.77	12.15	12.53	12.91	13.28	13.66	14.04	14.42	14.80
	O	17.09	17.66	18.23	18.80	19.37	19.92	20.49	21.06	21.63	22.20
5	B	12.74	13.17	13.59	14.01	14.44	14.86	15.29	15.71	16.14	16.56
	O	19.11	19.76	20.39	21.02	21.66	22.29	22.94	23.57	24.21	24.84
6	B	14.20	14.68	15.15	15.62	16.10	16.57	17.04	17.52	17.99	18.46
	O	21.30	22.02	22.73	23.43	24.15	24.86	25.56	26.28	26.99	27.69
7	B	15.78	16.31	16.83	17.36	17.89	18.41	18.94	19.46	19.99	20.52
	O	23.67	24.47	25.25	26.04	26.84	27.62	28.41	29.19	29.99	30.78
8	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	29.72	30.59	31.46	31.89	31.89	31.89
9	B	19.30	19.95	20.59	21.24	21.88	22.52	23.17	23.81	24.45	25.10
	O	28.95	29.93	30.89	31.86	31.89	31.89	31.89	31.89	31.89	31.89
10	B	21.26	21.97	22.68	23.39	24.09	24.80	25.51	26.22	26.93	27.64
	O	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89
11	B	23.36	24.14	24.92	25.69	26.47	27.25	28.03	28.81	29.59	30.37
	O	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89
12	B	28.00	28.93	29.86	30.79	31.73	32.66	33.59	34.53	35.46	36.39
	O	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89
13	B	33.29	34.40	35.51	36.62	37.73	38.84	39.95	41.06	42.17	43.28
	O	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89
14	B	39.34	40.65	41.96	43.27	44.59	45.90	47.21	48.52	49.83	51.14
	O	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89
15	B	46.27	47.82	49.36	50.90	52.44	53.99	55.53	57.07	58.61	60.16
	O	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89	31.89

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-PIT**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 10.52%  
FOR THE LOCALITY PAY AREA OF PITTSBURGH, PA**

**(Total Increase 4.04%)**

**Effective January 2003**

*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	\$ 8.06	\$ 8.33	\$ 8.59	\$ 8.86	\$ 9.13	\$ 9.29	\$ 9.55	\$ 9.82	\$ 9.83	\$ 10.08
	O	12.09	12.50	12.89	13.29	13.70	13.94	14.33	14.73	14.75	15.12
2	B	9.06	9.27	9.57	9.83	9.94	10.23	10.52	10.82	11.11	11.40
	O	13.59	13.91	14.36	14.75	14.91	15.35	15.78	16.23	16.67	17.10
3	B	9.88	10.21	10.54	10.87	11.20	11.53	11.86	12.19	12.52	12.85
	O	14.82	15.32	15.81	16.31	16.80	17.30	17.79	18.29	18.78	19.28
4	B	11.10	11.47	11.83	12.20	12.57	12.94	13.31	13.68	14.05	14.42
	O	16.65	17.21	17.75	18.30	18.86	19.41	19.97	20.52	21.08	21.63
5	B	12.41	12.83	13.24	13.66	14.07	14.48	14.90	15.31	15.72	16.14
	O	18.62	19.25	19.86	20.49	21.11	21.72	22.35	22.97	23.58	24.21
6	B	13.84	14.30	14.76	15.22	15.68	16.14	16.61	17.07	17.53	17.99
	O	20.76	21.45	22.14	22.83	23.52	24.21	24.92	25.61	26.30	26.99
7	B	15.38	15.89	16.40	16.91	17.43	17.94	18.45	18.97	19.48	19.99
	O	23.07	23.84	24.60	25.37	26.15	26.91	27.68	28.46	29.22	29.99
8	B	17.03	17.60	18.17	18.73	19.30	19.87	20.44	21.00	21.57	22.14
	O	25.55	26.40	27.26	28.10	28.95	29.81	30.66	31.07	31.07	31.07
9	B	18.81	19.44	20.06	20.69	21.32	21.94	22.57	23.20	23.83	24.45
	O	28.22	29.16	30.09	31.04	31.07	31.07	31.07	31.07	31.07	31.07
10	B	20.71	21.40	22.09	22.79	23.48	24.17	24.86	25.55	26.24	26.93
	O	31.07	31.07	31.07	31.07	31.07	31.07	31.07	31.07	31.07	31.07
11	B	22.76	23.52	24.28	25.03	25.79	26.55	27.31	28.07	28.83	29.59
	O	31.07	31.07	31.07	31.07	31.07	31.07	31.07	31.07	31.07	31.07
12	B	27.28	28.19	29.10	30.00	30.91	31.82	32.73	33.64	34.55	35.46
	O	31.07	31.07	31.07	31.07	31.07	31.07	31.07	31.07	31.07	31.07
13	B	32.44	33.52	34.60	35.68	36.76	37.84	38.92	40.01	41.09	42.17
	O	31.07	31.07	31.07	31.07	31.07	31.07	31.07	31.07	31.07	31.07
14	B	38.33	39.61	40.89	42.16	43.44	44.72	46.00	47.28	48.55	49.83
	O	31.07	31.07	31.07	31.07	31.07	31.07	31.07	31.07	31.07	31.07
15	B	45.09	46.59	48.09	49.60	51.10	52.60	54.10	55.61	57.11	58.61
	O	31.07	31.07	31.07	31.07	31.07	31.07	31.07	31.07	31.07	31.07

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.



**SALARY TABLE 2003-POR**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.97%  
FOR THE LOCALITY PAY AREA OF PORTLAND-SALEM, OR-WA**

**(Total Increase 4.33%)**

**Effective January 2003**

*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	\$ 8.24	\$ 8.51	\$ 8.78	\$ 9.06	\$ 9.33	\$ 9.49	\$ 9.76	\$ 10.03	\$ 10.05	\$ 10.30
	O	12.36	12.77	13.17	13.59	14.00	14.24	14.64	15.05	15.08	15.45
2	B	9.26	9.48	9.79	10.05	10.16	10.46	10.76	11.06	11.35	11.65
	O	13.89	14.22	14.69	15.08	15.24	15.69	16.14	16.59	17.03	17.48
3	B	10.10	10.44	10.78	11.11	11.45	11.79	12.12	12.46	12.80	13.13
	O	15.15	15.66	16.17	16.67	17.18	17.69	18.18	18.69	19.20	19.70
4	B	11.34	11.72	12.10	12.47	12.85	13.23	13.61	13.99	14.36	14.74
	O	17.01	17.58	18.15	18.71	19.28	19.85	20.42	20.99	21.54	22.11
5	B	12.69	13.11	13.53	13.96	14.38	14.80	15.23	15.65	16.07	16.49
	O	19.04	19.67	20.30	20.94	21.57	22.20	22.85	23.48	24.11	24.74
6	B	14.14	14.62	15.09	15.56	16.03	16.50	16.97	17.44	17.92	18.39
	O	21.21	21.93	22.64	23.34	24.05	24.75	25.46	26.16	26.88	27.59
7	B	15.72	16.24	16.77	17.29	17.81	18.34	18.86	19.39	19.91	20.43
	O	23.58	24.36	25.16	25.94	26.72	27.51	28.29	29.09	29.87	30.65
8	B	17.41	17.99	18.57	19.15	19.73	20.31	20.89	21.47	22.05	22.63
	O	26.12	26.99	27.86	28.73	29.60	30.47	31.34	31.76	31.76	31.76
9	B	19.23	19.87	20.51	21.15	21.79	22.43	23.07	23.71	24.35	24.99
	O	28.85	29.81	30.77	31.73	31.76	31.76	31.76	31.76	31.76	31.76
10	B	21.17	21.88	22.58	23.29	24.00	24.70	25.41	26.11	26.82	27.53
	O	31.76	31.76	31.76	31.76	31.76	31.76	31.76	31.76	31.76	31.76
11	B	23.26	24.04	24.81	25.59	26.37	27.14	27.92	28.69	29.47	30.24
	O	31.76	31.76	31.76	31.76	31.76	31.76	31.76	31.76	31.76	31.76
12	B	27.88	28.81	29.74	30.67	31.60	32.53	33.46	34.39	35.32	36.25
	O	31.76	31.76	31.76	31.76	31.76	31.76	31.76	31.76	31.76	31.76
13	B	33.16	34.26	35.37	36.47	37.58	38.68	39.79	40.89	42.00	43.10
	O	31.76	31.76	31.76	31.76	31.76	31.76	31.76	31.76	31.76	31.76
14	B	39.18	40.49	41.79	43.10	44.40	45.71	47.02	48.32	49.63	50.94
	O	31.76	31.76	31.76	31.76	31.76	31.76	31.76	31.76	31.76	31.76
15	B	46.09	47.62	49.16	50.70	52.23	53.77	55.30	56.84	58.38	59.91
	O	31.76	31.76	31.76	31.76	31.76	31.76	31.76	31.76	31.76	31.76

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-RCH**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 10.75%  
FOR THE LOCALITY PAY AREA OF RICHMOND-PETERSBURG, VA**

**(Total Increase 4.12%)**

**Effective January 2003**

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

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

<b>GRADE</b>	<b>B/O</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>
GS-1	B	\$ 8.07	\$ 8.34	\$ 8.61	\$ 8.88	\$ 9.15	\$ 9.31	\$ 9.57	\$ 9.84	\$ 9.85	\$ 10.10
	O	12.11	12.51	12.92	13.32	13.73	13.97	14.36	14.76	14.78	15.15
2	B	9.08	9.29	9.59	9.85	9.96	10.25	10.54	10.84	11.13	11.42
	O	13.62	13.94	14.39	14.78	14.94	15.38	15.81	16.26	16.70	17.13
3	B	9.90	10.23	10.56	10.89	11.22	11.55	11.89	12.21	12.54	12.87
	O	14.85	15.35	15.84	16.34	16.83	17.33	17.84	18.32	18.81	19.31
4	B	11.12	11.49	11.86	12.23	12.60	12.97	13.34	13.71	14.08	14.45
	O	16.68	17.24	17.79	18.35	18.90	19.46	20.01	20.57	21.12	21.68
5	B	12.44	12.85	13.27	13.68	14.10	14.51	14.93	15.34	15.76	16.17
	O	18.66	19.28	19.91	20.52	21.15	21.77	22.40	23.01	23.64	24.26
6	B	13.87	14.33	14.79	15.25	15.72	16.18	16.64	17.10	17.56	18.03
	O	20.81	21.50	22.19	22.88	23.58	24.27	24.96	25.65	26.34	27.05
7	B	15.41	15.92	16.44	16.95	17.46	17.98	18.49	19.00	19.52	20.03
	O	23.12	23.88	24.66	25.43	26.19	26.97	27.74	28.50	29.28	30.05
8	B	17.07	17.63	18.20	18.77	19.34	19.91	20.48	21.05	21.62	22.18
	O	25.61	26.45	27.30	28.16	29.01	29.87	30.72	31.14	31.14	31.14
9	B	18.85	19.48	20.11	20.73	21.36	21.99	22.62	23.25	23.88	24.50
	O	28.28	29.22	30.17	31.10	31.14	31.14	31.14	31.14	31.14	31.14
10	B	20.76	21.45	22.14	22.83	23.53	24.22	24.91	25.60	26.29	26.98
	O	31.14	31.14	31.14	31.14	31.14	31.14	31.14	31.14	31.14	31.14
11	B	22.81	23.57	24.33	25.09	25.85	26.61	27.37	28.13	28.89	29.65
	O	31.14	31.14	31.14	31.14	31.14	31.14	31.14	31.14	31.14	31.14
12	B	27.33	28.24	29.16	30.07	30.98	31.89	32.80	33.71	34.62	35.53
	O	31.14	31.14	31.14	31.14	31.14	31.14	31.14	31.14	31.14	31.14
13	B	32.50	33.59	34.67	35.75	36.84	37.92	39.01	40.09	41.17	42.26
	O	31.14	31.14	31.14	31.14	31.14	31.14	31.14	31.14	31.14	31.14
14	B	38.41	39.69	40.97	42.25	43.53	44.81	46.09	47.37	48.65	49.93
	O	31.14	31.14	31.14	31.14	31.14	31.14	31.14	31.14	31.14	31.14
15	B	45.18	46.69	48.19	49.70	51.21	52.71	54.22	55.72	57.23	58.74
	O	31.14	31.14	31.14	31.14	31.14	31.14	31.14	31.14	31.14	31.14

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-SAC**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.29%  
FOR THE LOCALITY PAY AREA OF SACRAMENTO-YOLO, CA**

**(Total Increase 4.30%)**

**Effective January 2003**

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

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

<b>GRADE</b>	<b>B/O</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>
GS-1	B	\$ 8.26	\$ 8.53	\$ 8.81	\$ 9.08	\$ 9.36	\$ 9.52	\$ 9.79	\$ 10.06	\$ 10.07	\$ 10.33
	O	12.39	12.80	13.22	13.62	14.04	14.28	14.69	15.09	15.11	15.50
2	B	9.29	9.51	9.81	10.07	10.19	10.49	10.79	11.09	11.39	11.69
	O	13.94	14.27	14.72	15.11	15.29	15.74	16.19	16.64	17.09	17.54
3	B	10.13	10.47	10.81	11.14	11.48	11.82	12.16	12.49	12.83	13.17
	O	15.20	15.71	16.22	16.71	17.22	17.73	18.24	18.74	19.25	19.76
4	B	11.37	11.75	12.13	12.51	12.89	13.27	13.65	14.03	14.40	14.78
	O	17.06	17.63	18.20	18.77	19.34	19.91	20.48	21.05	21.60	22.17
5	B	12.72	13.15	13.57	14.00	14.42	14.84	15.27	15.69	16.12	16.54
	O	19.08	19.73	20.36	21.00	21.63	22.26	22.91	23.54	24.18	24.81
6	B	14.18	14.66	15.13	15.60	16.08	16.55	17.02	17.49	17.97	18.44
	O	21.27	21.99	22.70	23.40	24.12	24.83	25.53	26.24	26.96	27.66
7	B	15.76	16.29	16.81	17.34	17.86	18.39	18.92	19.44	19.97	20.49
	O	23.64	24.44	25.22	26.01	26.79	27.59	28.38	29.16	29.96	30.74
8	B	17.46	18.04	18.62	19.20	19.78	20.37	20.95	21.53	22.11	22.69
	O	26.19	27.06	27.93	28.80	29.67	30.56	31.43	31.85	31.85	31.85
9	B	19.28	19.92	20.57	21.21	21.85	22.49	23.14	23.78	24.42	25.07
	O	28.92	29.88	30.86	31.82	31.85	31.85	31.85	31.85	31.85	31.85
10	B	21.23	21.94	22.65	23.36	24.06	24.77	25.48	26.19	26.90	27.60
	O	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85
11	B	23.33	24.11	24.88	25.66	26.44	27.22	28.00	28.77	29.55	30.33
	O	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85
12	B	27.96	28.89	29.82	30.76	31.69	32.62	33.55	34.48	35.42	36.35
	O	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85
13	B	33.25	34.36	35.47	36.57	37.68	38.79	39.90	41.01	42.12	43.23
	O	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85
14	B	39.29	40.60	41.91	43.22	44.53	45.84	47.15	48.46	49.77	51.08
	O	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85
15	B	46.22	47.76	49.30	50.84	52.38	53.92	55.46	57.00	58.54	60.08
	O	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-STL**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 9.99%  
FOR THE LOCALITY PAY AREA OF ST. LOUIS, MO-IL**

**(Total Increase 4.06%)**

**Effective January 2003**

*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	\$ 8.02	\$ 8.29	\$ 8.55	\$ 8.82	\$ 9.08	\$ 9.24	\$ 9.50	\$ 9.77	\$ 9.78	\$ 10.03
	O	12.03	12.44	12.83	13.23	13.62	13.86	14.25	14.66	14.67	15.05
2	B	9.02	9.23	9.53	9.78	9.89	10.18	10.47	10.76	11.05	11.35
	O	13.53	13.85	14.30	14.67	14.84	15.27	15.71	16.14	16.58	17.03
3	B	9.84	10.16	10.49	10.82	11.15	11.48	11.80	12.13	12.46	12.79
	O	14.76	15.24	15.74	16.23	16.73	17.22	17.70	18.20	18.69	19.19
4	B	11.04	11.41	11.78	12.15	12.51	12.88	13.25	13.62	13.99	14.35
	O	16.56	17.12	17.67	18.23	18.77	19.32	19.88	20.43	20.99	21.53
5	B	12.35	12.77	13.18	13.59	14.00	14.41	14.82	15.24	15.65	16.06
	O	18.53	19.16	19.77	20.39	21.00	21.62	22.23	22.86	23.48	24.09
6	B	13.77	14.23	14.69	15.15	15.61	16.07	16.53	16.98	17.44	17.90
	O	20.66	21.35	22.04	22.73	23.42	24.11	24.80	25.47	26.16	26.85
7	B	15.30	15.81	16.32	16.83	17.34	17.85	18.36	18.87	19.38	19.89
	O	22.95	23.72	24.48	25.25	26.01	26.78	27.54	28.31	29.07	29.84
8	B	16.95	17.51	18.08	18.64	19.21	19.77	20.34	20.90	21.47	22.03
	O	25.43	26.27	27.12	27.96	28.82	29.66	30.51	30.92	30.92	30.92
9	B	18.72	19.34	19.97	20.59	21.22	21.84	22.46	23.09	23.71	24.34
	O	28.08	29.01	29.96	30.89	30.92	30.92	30.92	30.92	30.92	30.92
10	B	20.61	21.30	21.99	22.68	23.36	24.05	24.74	25.43	26.11	26.80
	O	30.92	30.92	30.92	30.92	30.92	30.92	30.92	30.92	30.92	30.92
11	B	22.65	23.40	24.16	24.92	25.67	26.43	27.18	27.94	28.69	29.45
	O	30.92	30.92	30.92	30.92	30.92	30.92	30.92	30.92	30.92	30.92
12	B	27.15	28.05	28.96	29.86	30.77	31.67	32.58	33.48	34.39	35.29
	O	30.92	30.92	30.92	30.92	30.92	30.92	30.92	30.92	30.92	30.92
13	B	32.28	33.36	34.43	35.51	36.59	37.66	38.74	39.81	40.89	41.97
	O	30.92	30.92	30.92	30.92	30.92	30.92	30.92	30.92	30.92	30.92
14	B	38.15	39.42	40.69	41.96	43.23	44.51	45.78	47.05	48.32	49.59
	O	30.92	30.92	30.92	30.92	30.92	30.92	30.92	30.92	30.92	30.92
15	B	44.87	46.37	47.86	49.36	50.85	52.35	53.85	55.34	56.84	58.33
	O	30.92	30.92	30.92	30.92	30.92	30.92	30.92	30.92	30.92	30.92

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-SD**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.07%  
FOR THE LOCALITY PAY AREA OF SAN DIEGO, CA**

**(Total Increase 4.35%)**

**Effective January 2003**

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

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

<b>GRADE</b>	<b>B/O</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>
GS-1	B	\$ 8.32	\$ 8.59	\$ 8.87	\$ 9.14	\$ 9.42	\$ 9.58	\$ 9.86	\$ 10.13	\$ 10.14	\$ 10.40
	O	12.48	12.89	13.31	13.71	14.13	14.37	14.79	15.20	15.21	15.60
2	B	9.35	9.57	9.88	10.14	10.26	10.56	10.86	11.16	11.46	11.77
	O	14.03	14.36	14.82	15.21	15.39	15.84	16.29	16.74	17.19	17.66
3	B	10.20	10.54	10.88	11.22	11.56	11.90	12.24	12.58	12.92	13.26
	O	15.30	15.81	16.32	16.83	17.34	17.85	18.36	18.87	19.38	19.89
4	B	11.45	11.83	12.21	12.60	12.98	13.36	13.74	14.12	14.50	14.89
	O	17.18	17.75	18.32	18.90	19.47	20.04	20.61	21.18	21.75	22.34
5	B	12.81	13.24	13.67	14.09	14.52	14.95	15.37	15.80	16.23	16.65
	O	19.22	19.86	20.51	21.14	21.78	22.43	23.06	23.70	24.35	24.98
6	B	14.28	14.76	15.23	15.71	16.19	16.66	17.14	17.61	18.09	18.57
	O	21.42	22.14	22.85	23.57	24.29	24.99	25.71	26.42	27.14	27.86
7	B	15.87	16.40	16.93	17.46	17.99	18.52	19.05	19.57	20.10	20.63
	O	23.81	24.60	25.40	26.19	26.99	27.78	28.58	29.36	30.15	30.95
8	B	17.58	18.16	18.75	19.33	19.92	20.51	21.09	21.68	22.26	22.85
	O	26.37	27.24	28.13	29.00	29.88	30.77	31.64	32.07	32.07	32.07
9	B	19.41	20.06	20.71	21.36	22.00	22.65	23.30	23.94	24.59	25.24
	O	29.12	30.09	31.07	32.04	32.07	32.07	32.07	32.07	32.07	32.07
10	B	21.38	22.09	22.80	23.52	24.23	24.94	25.66	26.37	27.08	27.79
	O	32.07	32.07	32.07	32.07	32.07	32.07	32.07	32.07	32.07	32.07
11	B	23.49	24.27	25.06	25.84	26.62	27.41	28.19	28.97	29.76	30.54
	O	32.07	32.07	32.07	32.07	32.07	32.07	32.07	32.07	32.07	32.07
12	B	28.15	29.09	30.03	30.97	31.91	32.85	33.78	34.72	35.66	36.60
	O	32.07	32.07	32.07	32.07	32.07	32.07	32.07	32.07	32.07	32.07
13	B	33.48	34.59	35.71	36.83	37.94	39.06	40.17	41.29	42.41	43.52
	O	32.07	32.07	32.07	32.07	32.07	32.07	32.07	32.07	32.07	32.07
14	B	39.56	40.88	42.20	43.52	44.84	46.16	47.47	48.79	50.11	51.43
	O	32.07	32.07	32.07	32.07	32.07	32.07	32.07	32.07	32.07	32.07
15	B	46.54	48.09	49.64	51.19	52.74	54.29	55.84	57.39	58.94	60.50
	O	32.07	32.07	32.07	32.07	32.07	32.07	32.07	32.07	32.07	32.07

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-SF**  
**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.08%**  
**FOR THE LOCALITY PAY AREA OF SAN FRANCISCO-OAKLAND-SAN JOSE, CA**  
**(INCLUDING MONTEREY COUNTY, CA)**  
**(Total Increase 4.87%)**  
**Effective January 2003**

*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	\$ 8.83	\$ 9.12	\$ 9.41	\$ 9.71	\$ 10.00	\$ 10.17	\$ 10.46	\$ 10.76	\$ 10.77	\$ 11.04
	O	13.25	13.68	14.12	14.57	15.00	15.26	15.69	16.14	16.16	16.56
2	B	9.92	10.16	10.49	10.77	10.89	11.21	11.53	11.85	12.17	12.49
	O	14.88	15.24	15.74	16.16	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	14.08
	O	16.25	16.79	17.33	17.87	18.41	18.95	19.49	20.03	20.57	21.12
4	B	12.16	12.56	12.97	13.37	13.78	14.18	14.59	14.99	15.40	15.80
	O	18.24	18.84	19.46	20.06	20.67	21.27	21.89	22.49	23.10	23.70
5	B	13.60	14.05	14.51	14.96	15.41	15.87	16.32	16.77	17.23	17.68
	O	20.40	21.08	21.77	22.44	23.12	23.81	24.48	25.16	25.85	26.52
6	B	15.16	15.67	16.17	16.68	17.18	17.69	18.19	18.70	19.20	19.71
	O	22.74	23.51	24.26	25.02	25.77	26.54	27.29	28.05	28.80	29.57
7	B	16.85	17.41	17.97	18.53	19.09	19.65	20.22	20.78	21.34	21.90
	O	25.28	26.12	26.96	27.80	28.64	29.48	30.33	31.17	32.01	32.85
8	B	18.66	19.28	19.90	20.52	21.14	21.77	22.39	23.01	23.63	24.25
	O	27.99	28.92	29.85	30.78	31.71	32.66	33.59	34.04	34.04	34.04
9	B	20.61	21.29	21.98	22.67	23.35	24.04	24.73	25.42	26.10	26.79
	O	30.92	31.94	32.97	34.01	34.04	34.04	34.04	34.04	34.04	34.04
10	B	22.69	23.45	24.21	24.96	25.72	26.48	27.23	27.99	28.75	29.50
	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	26.60	27.43	28.26	29.09	29.92	30.75	31.58	32.42
	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	30.88	31.88	32.87	33.87	34.86	35.86	36.86	37.85	38.85
	O	34.04	34.04	34.04	34.04	34.04	34.04	34.04	34.04	34.04	34.04
13	B	35.54	36.72	37.91	39.09	40.27	41.46	42.64	43.83	45.01	46.20
	O	34.04	34.04	34.04	34.04	34.04	34.04	34.04	34.04	34.04	34.04
14	B	41.99	43.39	44.79	46.19	47.59	48.99	50.39	51.79	53.19	54.59
	O	34.04	34.04	34.04	34.04	34.04	34.04	34.04	34.04	34.04	34.04
15	B	49.40	51.04	52.69	54.33	55.98	57.63	59.27	60.92	62.57	64.21
	O	34.04	34.04	34.04	34.04	34.04	34.04	34.04	34.04	34.04	34.04

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-SEA**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.11%  
FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA-BREMERTON, WA  
(Total Increase 4.34%)  
Effective January 2003**

*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	\$ 8.25	\$ 8.52	\$ 8.79	\$ 9.07	\$ 9.34	\$ 9.50	\$ 9.77	\$ 10.05	\$ 10.06	\$ 10.31
	O	12.38	12.78	13.19	13.61	14.01	14.25	14.66	15.08	15.09	15.47
2	B	9.27	9.49	9.80	10.06	10.17	10.47	10.77	11.07	11.37	11.67
	O	13.91	14.24	14.70	15.09	15.26	15.71	16.16	16.61	17.06	17.51
3	B	10.12	10.45	10.79	11.13	11.46	11.80	12.14	12.48	12.81	13.15
	O	15.18	15.68	16.19	16.70	17.19	17.70	18.21	18.72	19.22	19.73
4	B	11.36	11.73	12.11	12.49	12.87	13.25	13.63	14.00	14.38	14.76
	O	17.04	17.60	18.17	18.74	19.31	19.88	20.45	21.00	21.57	22.14
5	B	12.70	13.13	13.55	13.97	14.40	14.82	15.24	15.67	16.09	16.51
	O	19.05	19.70	20.33	20.96	21.60	22.23	22.86	23.51	24.14	24.77
6	B	14.16	14.63	15.11	15.58	16.05	16.52	16.99	17.47	17.94	18.41
	O	21.24	21.95	22.67	23.37	24.08	24.78	25.49	26.21	26.91	27.62
7	B	15.74	16.26	16.79	17.31	17.84	18.36	18.89	19.41	19.93	20.46
	O	23.61	24.39	25.19	25.97	26.76	27.54	28.34	29.12	29.90	30.69
8	B	17.43	18.01	18.59	19.17	19.75	20.33	20.91	21.50	22.08	22.66
	O	26.15	27.02	27.89	28.76	29.63	30.50	31.37	31.80	31.80	31.80
9	B	19.25	19.89	20.53	21.18	21.82	22.46	23.10	23.74	24.38	25.03
	O	28.88	29.84	30.80	31.77	31.80	31.80	31.80	31.80	31.80	31.80
10	B	21.20	21.91	22.61	23.32	24.03	24.73	25.44	26.15	26.85	27.56
	O	31.80	31.80	31.80	31.80	31.80	31.80	31.80	31.80	31.80	31.80
11	B	23.29	24.07	24.85	25.62	26.40	27.17	27.95	28.73	29.51	30.28
	O	31.80	31.80	31.80	31.80	31.80	31.80	31.80	31.80	31.80	31.80
12	B	27.92	28.85	29.78	30.71	31.64	32.57	33.50	34.43	35.36	36.29
	O	31.80	31.80	31.80	31.80	31.80	31.80	31.80	31.80	31.80	31.80
13	B	33.20	34.30	35.41	36.52	37.62	38.73	39.84	40.94	42.05	43.16
	O	31.80	31.80	31.80	31.80	31.80	31.80	31.80	31.80	31.80	31.80
14	B	39.23	40.54	41.84	43.15	44.46	45.77	47.08	48.38	49.69	51.00
	O	31.80	31.80	31.80	31.80	31.80	31.80	31.80	31.80	31.80	31.80
15	B	46.14	47.68	49.22	50.76	52.30	53.83	55.37	56.91	58.45	59.99
	O	31.80	31.80	31.80	31.80	31.80	31.80	31.80	31.80	31.80	31.80

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.

**SALARY TABLE 2003-DCB**  
**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.74%**  
**FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE, DC-MD-VA-WV**  
**(INCLUDING ST. MARYS COUNTY, MD)**  
**(Total Increase 4.27%)**  
**Effective January 2003**

*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	\$ 8.22	\$ 8.49	\$ 8.77	\$ 9.04	\$ 9.31	\$ 9.47	\$ 9.74	\$ 10.01	\$ 10.03	\$ 10.28
	O	12.33	12.74	13.16	13.56	13.97	14.21	14.61	15.02	15.05	15.42
2	B	9.24	9.46	9.77	10.03	10.14	10.44	10.73	11.03	11.33	11.63
	O	13.86	14.19	14.66	15.05	15.21	15.66	16.10	16.55	17.00	17.45
3	B	10.08	10.42	10.75	11.09	11.43	11.76	12.10	12.43	12.77	13.11
	O	15.12	15.63	16.13	16.64	17.15	17.64	18.15	18.65	19.16	19.67
4	B	11.32	11.70	12.07	12.45	12.83	13.20	13.58	13.96	14.33	14.71
	O	16.98	17.55	18.11	18.68	19.25	19.80	20.37	20.94	21.50	22.07
5	B	12.66	13.09	13.51	13.93	14.35	14.77	15.20	15.62	16.04	16.46
	O	18.99	19.64	20.27	20.90	21.53	22.16	22.80	23.43	24.06	24.69
6	B	14.12	14.59	15.06	15.53	16.00	16.47	16.94	17.41	17.88	18.35
	O	21.18	21.89	22.59	23.30	24.00	24.71	25.41	26.12	26.82	27.53
7	B	15.69	16.21	16.73	17.25	17.78	18.30	18.82	19.35	19.87	20.39
	O	23.54	24.32	25.10	25.88	26.67	27.45	28.23	29.03	29.81	30.59
8	B	17.37	17.95	18.53	19.11	19.69	20.27	20.85	21.43	22.00	22.58
	O	26.06	26.93	27.80	28.67	29.54	30.41	31.28	31.70	31.70	31.70
9	B	19.19	19.83	20.47	21.11	21.75	22.39	23.02	23.66	24.30	24.94
	O	28.79	29.75	30.71	31.67	31.70	31.70	31.70	31.70	31.70	31.70
10	B	21.13	21.83	22.54	23.24	23.95	24.65	25.36	26.06	26.77	27.47
	O	31.70	31.70	31.70	31.70	31.70	31.70	31.70	31.70	31.70	31.70
11	B	23.22	23.99	24.76	25.54	26.31	27.09	27.86	28.63	29.41	30.18
	O	31.70	31.70	31.70	31.70	31.70	31.70	31.70	31.70	31.70	31.70
12	B	27.82	28.75	29.68	30.61	31.53	32.46	33.39	34.32	35.24	36.17
	O	31.70	31.70	31.70	31.70	31.70	31.70	31.70	31.70	31.70	31.70
13	B	33.09	34.19	35.29	36.40	37.50	38.60	39.71	40.81	41.91	43.02
	O	31.70	31.70	31.70	31.70	31.70	31.70	31.70	31.70	31.70	31.70
14	B	39.10	40.40	41.71	43.01	44.31	45.62	46.92	48.22	49.53	50.83
	O	31.70	31.70	31.70	31.70	31.70	31.70	31.70	31.70	31.70	31.70
15	B	45.99	47.53	49.06	50.59	52.13	53.66	55.19	56.72	58.26	59.79
	O	31.70	31.70	31.70	31.70	31.70	31.70	31.70	31.70	31.70	31.70

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.



**SALARY TABLE 2003-RUS**

**INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 9.62%  
FOR THE LOCALITY PAY AREA OF REST OF U.S.**

**(Total Increase 4.03%)**

**Effective January 2003**

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

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

<b>GRADE</b>	<b>B/O</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>
GS-1	B	\$ 7.99	\$ 8.26	\$ 8.52	\$ 8.79	\$ 9.05	\$ 9.21	\$ 9.47	\$ 9.74	\$ 9.75	\$ 10.00
	O	11.99	12.39	12.78	13.19	13.58	13.82	14.21	14.61	14.63	15.00
2	B	8.99	9.20	9.50	9.75	9.86	10.15	10.44	10.73	11.02	11.31
	O	13.49	13.80	14.25	14.63	14.79	15.23	15.66	16.10	16.53	16.97
3	B	9.80	10.13	10.46	10.78	11.11	11.44	11.76	12.09	12.42	12.74
	O	14.70	15.20	15.69	16.17	16.67	17.16	17.64	18.14	18.63	19.11
4	B	11.01	11.37	11.74	12.10	12.47	12.84	13.20	13.57	13.94	14.30
	O	16.52	17.06	17.61	18.15	18.71	19.26	19.80	20.36	20.91	21.45
5	B	12.31	12.72	13.13	13.54	13.95	14.36	14.77	15.18	15.59	16.00
	O	18.47	19.08	19.70	20.31	20.93	21.54	22.16	22.77	23.39	24.00
6	B	13.72	14.18	14.64	15.10	15.55	16.01	16.47	16.93	17.38	17.84
	O	20.58	21.27	21.96	22.65	23.33	24.02	24.71	25.40	26.07	26.76
7	B	15.25	15.76	16.27	16.78	17.29	17.79	18.30	18.81	19.32	19.83
	O	22.88	23.64	24.41	25.17	25.94	26.69	27.45	28.22	28.98	29.75
8	B	16.89	17.45	18.02	18.58	19.14	19.71	20.27	20.83	21.40	21.96
	O	25.34	26.18	27.03	27.87	28.71	29.57	30.41	30.83	30.83	30.83
9	B	18.66	19.28	19.90	20.52	21.14	21.77	22.39	23.01	23.63	24.25
	O	27.99	28.92	29.85	30.78	30.83	30.83	30.83	30.83	30.83	30.83
10	B	20.55	21.23	21.92	22.60	23.29	23.97	24.66	25.34	26.02	26.71
	O	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83
11	B	22.57	23.33	24.08	24.83	25.58	26.34	27.09	27.84	28.59	29.35
	O	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83
12	B	27.05	27.96	28.86	29.76	30.66	31.56	32.47	33.37	34.27	35.17
	O	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83
13	B	32.17	33.24	34.32	35.39	36.46	37.54	38.61	39.68	40.75	41.83
	O	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83
14	B	38.02	39.29	40.55	41.82	43.09	44.36	45.62	46.89	48.16	49.43
	O	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83
15	B	44.72	46.21	47.70	49.19	50.68	52.17	53.66	55.15	56.65	58.14
	O	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83	30.83

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2003" cover sheet.