

SALARY TABLE 2003-GS

INCORPORATING A 3.10% GENERAL INCREASE

Effective January 2003

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 | WITHIN-GRADE AMOUNTS |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|-----------------------------|
| GS-1 | \$ 15,214 | \$ 15,722 | \$ 16,228 | \$ 16,731 | \$ 17,238 | \$ 17,536 | \$ 18,034 | \$ 18,538 | \$ 18,559 | \$ 19,031 | VARIES |
| 2 | 17,106 | 17,512 | 18,079 | 18,559 | 18,767 | 19,319 | 19,871 | 20,423 | 20,975 | 21,527 | VARIES |
| 3 | 18,664 | 19,286 | 19,908 | 20,530 | 21,152 | 21,774 | 22,396 | 23,018 | 23,640 | 24,262 | 622 |
| 4 | 20,952 | 21,650 | 22,348 | 23,046 | 23,744 | 24,442 | 25,140 | 25,838 | 26,536 | 27,234 | 698 |
| 5 | 23,442 | 24,223 | 25,004 | 25,785 | 26,566 | 27,347 | 28,128 | 28,909 | 29,690 | 30,471 | 781 |
| 6 | 26,130 | 27,001 | 27,872 | 28,743 | 29,614 | 30,485 | 31,356 | 32,227 | 33,098 | 33,969 | 871 |
| 7 | 29,037 | 30,005 | 30,973 | 31,941 | 32,909 | 33,877 | 34,845 | 35,813 | 36,781 | 37,749 | 968 |
| 8 | 32,158 | 33,230 | 34,302 | 35,374 | 36,446 | 37,518 | 38,590 | 39,662 | 40,734 | 41,806 | 1,072 |
| 9 | 35,519 | 36,703 | 37,887 | 39,071 | 40,255 | 41,439 | 42,623 | 43,807 | 44,991 | 46,175 | 1,184 |
| 10 | 39,115 | 40,419 | 41,723 | 43,027 | 44,331 | 45,635 | 46,939 | 48,243 | 49,547 | 50,851 | 1,304 |
| 11 | 42,976 | 44,409 | 45,842 | 47,275 | 48,708 | 50,141 | 51,574 | 53,007 | 54,440 | 55,873 | 1,433 |
| 12 | 51,508 | 53,225 | 54,942 | 56,659 | 58,376 | 60,093 | 61,810 | 63,527 | 65,244 | 66,961 | 1,717 |
| 13 | 61,251 | 63,293 | 65,335 | 67,377 | 69,419 | 71,461 | 73,503 | 75,545 | 77,587 | 79,629 | 2,042 |
| 14 | 72,381 | 74,794 | 77,207 | 79,620 | 82,033 | 84,446 | 86,859 | 89,272 | 91,685 | 94,098 | 2,413 |
| 15 | 85,140 | 87,978 | 90,816 | 93,654 | 96,492 | 99,330 | 102,168 | 105,006 | 107,844 | 110,682 | 2,838 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 16,865 | \$ 17,428 | \$ 17,989 | \$ 18,546 | \$ 19,108 | \$ 19,439 | \$ 19,991 | \$ 20,549 | \$ 20,573 | \$ 21,096 |
| 2 | 18,962 | 19,412 | 20,041 | 20,573 | 20,803 | 21,415 | 22,027 | 22,639 | 23,251 | 23,863 |
| 3 | 20,689 | 21,379 | 22,068 | 22,758 | 23,447 | 24,136 | 24,826 | 25,515 | 26,205 | 26,894 |
| 4 | 23,225 | 23,999 | 24,773 | 25,546 | 26,320 | 27,094 | 27,868 | 28,641 | 29,415 | 30,189 |
| 5 | 25,985 | 26,851 | 27,717 | 28,583 | 29,448 | 30,314 | 31,180 | 32,046 | 32,911 | 33,777 |
| 6 | 28,965 | 29,931 | 30,896 | 31,862 | 32,827 | 33,793 | 34,758 | 35,724 | 36,689 | 37,655 |
| 7 | 32,188 | 33,261 | 34,334 | 35,407 | 36,480 | 37,553 | 38,626 | 39,699 | 40,772 | 41,845 |
| 8 | 35,647 | 36,835 | 38,024 | 39,212 | 40,400 | 41,589 | 42,777 | 43,965 | 45,154 | 46,342 |
| 9 | 39,373 | 40,685 | 41,998 | 43,310 | 44,623 | 45,935 | 47,248 | 48,560 | 49,873 | 51,185 |
| 10 | 43,359 | 44,804 | 46,250 | 47,695 | 49,141 | 50,586 | 52,032 | 53,477 | 54,923 | 56,368 |
| 11 | 47,639 | 49,227 | 50,816 | 52,404 | 53,993 | 55,581 | 57,170 | 58,758 | 60,347 | 61,935 |
| 12 | 57,097 | 59,000 | 60,903 | 62,807 | 64,710 | 66,613 | 68,516 | 70,420 | 72,323 | 74,226 |
| 13 | 67,897 | 70,160 | 72,424 | 74,687 | 76,951 | 79,215 | 81,478 | 83,742 | 86,005 | 88,269 |
| 14 | 80,234 | 82,909 | 85,584 | 88,259 | 90,934 | 93,608 | 96,283 | 98,958 | 101,633 | 104,308 |
| 15 | 94,378 | 97,524 | 100,670 | 103,815 | 106,961 | 110,107 | 113,253 | 116,399 | 119,545 | 122,691 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 17,496 | \$ 18,080 | \$ 18,662 | \$ 19,241 | \$ 19,824 | \$ 20,166 | \$ 20,739 | \$ 21,319 | \$ 21,343 | \$ 21,886 |
| 2 | 19,672 | 20,139 | 20,791 | 21,343 | 21,582 | 22,217 | 22,852 | 23,486 | 24,121 | 24,756 |
| 3 | 21,464 | 22,179 | 22,894 | 23,610 | 24,325 | 25,040 | 25,755 | 26,471 | 27,186 | 27,901 |
| 4 | 24,095 | 24,898 | 25,700 | 26,503 | 27,306 | 28,108 | 28,911 | 29,714 | 30,516 | 31,319 |
| 5 | 26,958 | 27,856 | 28,755 | 29,653 | 30,551 | 31,449 | 32,347 | 33,245 | 34,144 | 35,042 |
| 6 | 30,050 | 31,051 | 32,053 | 33,054 | 34,056 | 35,058 | 36,059 | 37,061 | 38,063 | 39,064 |
| 7 | 33,393 | 34,506 | 35,619 | 36,732 | 37,845 | 38,959 | 40,072 | 41,185 | 42,298 | 43,411 |
| 8 | 36,982 | 38,215 | 39,447 | 40,680 | 41,913 | 43,146 | 44,379 | 45,611 | 46,844 | 48,077 |
| 9 | 40,847 | 42,208 | 43,570 | 44,932 | 46,293 | 47,655 | 49,016 | 50,378 | 51,740 | 53,101 |
| 10 | 44,982 | 46,482 | 47,981 | 49,481 | 50,981 | 52,480 | 53,980 | 55,479 | 56,979 | 58,479 |
| 11 | 49,422 | 51,070 | 52,718 | 54,366 | 56,014 | 57,662 | 59,310 | 60,958 | 62,606 | 64,254 |
| 12 | 59,234 | 61,209 | 63,183 | 65,158 | 67,132 | 69,107 | 71,082 | 73,056 | 75,031 | 77,005 |
| 13 | 70,439 | 72,787 | 75,135 | 77,484 | 79,832 | 82,180 | 84,528 | 86,877 | 89,225 | 91,573 |
| 14 | 83,238 | 86,013 | 88,788 | 91,563 | 94,338 | 97,113 | 99,888 | 102,663 | 105,438 | 108,213 |
| 15 | 97,911 | 101,175 | 104,438 | 107,702 | 110,966 | 114,230 | 117,493 | 120,757 | 124,021 | 127,284 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 17,671 | \$ 18,261 | \$ 18,849 | \$ 19,433 | \$ 20,022 | \$ 20,368 | \$ 20,946 | \$ 21,532 | \$ 21,556 | \$ 22,105 |
| 2 | 19,869 | 20,340 | 20,999 | 21,556 | 21,798 | 22,439 | 23,080 | 23,721 | 24,362 | 25,004 |
| 3 | 21,678 | 22,401 | 23,123 | 23,846 | 24,568 | 25,291 | 26,013 | 26,735 | 27,458 | 28,180 |
| 4 | 24,336 | 25,146 | 25,957 | 26,768 | 27,579 | 28,389 | 29,200 | 30,011 | 30,822 | 31,632 |
| 5 | 27,228 | 28,135 | 29,042 | 29,949 | 30,856 | 31,764 | 32,671 | 33,578 | 34,485 | 35,392 |
| 6 | 30,350 | 31,362 | 32,373 | 33,385 | 34,397 | 35,408 | 36,420 | 37,432 | 38,443 | 39,455 |
| 7 | 33,726 | 34,851 | 35,975 | 37,099 | 38,224 | 39,348 | 40,472 | 41,597 | 42,721 | 43,845 |
| 8 | 37,352 | 38,597 | 39,842 | 41,087 | 42,332 | 43,577 | 44,822 | 46,067 | 47,313 | 48,558 |
| 9 | 41,255 | 42,631 | 44,006 | 45,381 | 46,756 | 48,131 | 49,507 | 50,882 | 52,257 | 53,632 |
| 10 | 45,432 | 46,947 | 48,461 | 49,976 | 51,490 | 53,005 | 54,520 | 56,034 | 57,549 | 59,063 |
| 11 | 49,917 | 51,581 | 53,245 | 54,910 | 56,574 | 58,239 | 59,903 | 61,568 | 63,232 | 64,896 |
| 12 | 59,827 | 61,821 | 63,815 | 65,809 | 67,804 | 69,798 | 71,792 | 73,787 | 75,781 | 77,775 |
| 13 | 71,143 | 73,515 | 75,887 | 78,258 | 80,630 | 83,002 | 85,374 | 87,746 | 90,117 | 92,489 |
| 14 | 84,071 | 86,873 | 89,676 | 92,479 | 95,281 | 98,084 | 100,887 | 103,689 | 106,492 | 109,295 |
| 15 | 98,890 | 102,186 | 105,483 | 108,779 | 112,075 | 115,372 | 118,668 | 121,964 | 125,261 | 128,557 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 17,259 | \$ 17,835 | \$ 18,409 | \$ 18,980 | \$ 19,555 | \$ 19,893 | \$ 20,458 | \$ 21,030 | \$ 21,053 | \$ 21,589 |
| 2 | 19,405 | 19,866 | 20,509 | 21,053 | 21,289 | 21,915 | 22,542 | 23,168 | 23,794 | 24,420 |
| 3 | 21,172 | 21,878 | 22,584 | 23,289 | 23,995 | 24,700 | 25,406 | 26,112 | 26,817 | 27,523 |
| 4 | 23,768 | 24,560 | 25,352 | 26,143 | 26,935 | 27,727 | 28,519 | 29,311 | 30,102 | 30,894 |
| 5 | 26,593 | 27,479 | 28,365 | 29,251 | 30,136 | 31,022 | 31,908 | 32,794 | 33,680 | 34,566 |
| 6 | 29,642 | 30,630 | 31,618 | 32,606 | 33,594 | 34,582 | 35,570 | 36,558 | 37,546 | 38,534 |
| 7 | 32,940 | 34,038 | 35,136 | 36,234 | 37,332 | 38,430 | 39,528 | 40,626 | 41,724 | 42,822 |
| 8 | 36,480 | 37,696 | 38,912 | 40,128 | 41,344 | 42,560 | 43,776 | 44,993 | 46,209 | 47,425 |
| 9 | 40,293 | 41,636 | 42,979 | 44,322 | 45,665 | 47,008 | 48,352 | 49,695 | 51,038 | 52,381 |
| 10 | 44,372 | 45,851 | 47,331 | 48,810 | 50,289 | 51,768 | 53,248 | 54,727 | 56,206 | 57,685 |
| 11 | 48,752 | 50,378 | 52,003 | 53,629 | 55,254 | 56,880 | 58,506 | 60,131 | 61,757 | 63,382 |
| 12 | 58,431 | 60,378 | 62,326 | 64,274 | 66,222 | 68,169 | 70,117 | 72,065 | 74,013 | 75,961 |
| 13 | 69,483 | 71,800 | 74,116 | 76,432 | 78,749 | 81,065 | 83,382 | 85,698 | 88,015 | 90,331 |
| 14 | 82,109 | 84,846 | 87,584 | 90,321 | 93,058 | 95,796 | 98,533 | 101,270 | 104,007 | 106,745 |
| 15 | 96,583 | 99,802 | 103,022 | 106,241 | 109,461 | 112,680 | 115,899 | 119,119 | 122,338 | 125,558 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 16,964 | \$ 17,530 | \$ 18,094 | \$ 18,655 | \$ 19,220 | \$ 19,553 | \$ 20,108 | \$ 20,670 | \$ 20,693 | \$ 21,220 |
| 2 | 19,073 | 19,526 | 20,158 | 20,693 | 20,925 | 21,541 | 22,156 | 22,772 | 23,387 | 24,003 |
| 3 | 20,810 | 21,504 | 22,197 | 22,891 | 23,584 | 24,278 | 24,972 | 25,665 | 26,359 | 27,052 |
| 4 | 23,361 | 24,140 | 24,918 | 25,696 | 26,475 | 27,253 | 28,031 | 28,809 | 29,588 | 30,366 |
| 5 | 26,138 | 27,009 | 27,879 | 28,750 | 29,621 | 30,492 | 31,363 | 32,234 | 33,104 | 33,975 |
| 6 | 29,135 | 30,106 | 31,077 | 32,048 | 33,020 | 33,991 | 34,962 | 35,933 | 36,904 | 37,875 |
| 7 | 32,376 | 33,456 | 34,535 | 35,614 | 36,694 | 37,773 | 38,852 | 39,931 | 41,011 | 42,090 |
| 8 | 35,856 | 37,051 | 38,247 | 39,442 | 40,637 | 41,833 | 43,028 | 44,223 | 45,418 | 46,614 |
| 9 | 39,604 | 40,924 | 42,244 | 43,564 | 44,884 | 46,204 | 47,525 | 48,845 | 50,165 | 51,485 |
| 10 | 43,613 | 45,067 | 46,521 | 47,975 | 49,429 | 50,883 | 52,337 | 53,791 | 55,245 | 56,699 |
| 11 | 47,918 | 49,516 | 51,114 | 52,712 | 54,309 | 55,907 | 57,505 | 59,103 | 60,701 | 62,298 |
| 12 | 57,431 | 59,346 | 61,260 | 63,175 | 65,089 | 67,004 | 68,918 | 70,833 | 72,747 | 74,662 |
| 13 | 68,295 | 70,572 | 72,849 | 75,125 | 77,402 | 79,679 | 81,956 | 84,233 | 86,510 | 88,786 |
| 14 | 80,705 | 83,395 | 86,086 | 88,776 | 91,467 | 94,157 | 96,848 | 99,538 | 102,229 | 104,919 |
| 15 | 94,931 | 98,095 | 101,260 | 104,424 | 107,589 | 110,753 | 113,917 | 117,082 | 120,246 | 123,410 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 17,006 | \$ 17,574 | \$ 18,140 | \$ 18,702 | \$ 19,269 | \$ 19,602 | \$ 20,158 | \$ 20,722 | \$ 20,745 | \$ 21,273 |
| 2 | 19,121 | 19,575 | 20,209 | 20,745 | 20,978 | 21,595 | 22,212 | 22,829 | 23,446 | 24,063 |
| 3 | 20,863 | 21,558 | 22,253 | 22,948 | 23,644 | 24,339 | 25,034 | 25,730 | 26,425 | 27,120 |
| 4 | 23,420 | 24,200 | 24,981 | 25,761 | 26,541 | 27,321 | 28,101 | 28,882 | 29,662 | 30,442 |
| 5 | 26,203 | 27,076 | 27,949 | 28,822 | 29,695 | 30,568 | 31,441 | 32,314 | 33,187 | 34,060 |
| 6 | 29,208 | 30,182 | 31,155 | 32,129 | 33,103 | 34,076 | 35,050 | 36,023 | 36,997 | 37,971 |
| 7 | 32,458 | 33,540 | 34,622 | 35,704 | 36,786 | 37,868 | 38,950 | 40,032 | 41,114 | 42,196 |
| 8 | 35,946 | 37,144 | 38,343 | 39,541 | 40,739 | 41,938 | 43,136 | 44,334 | 45,532 | 46,731 |
| 9 | 39,703 | 41,027 | 42,350 | 43,674 | 44,997 | 46,321 | 47,644 | 48,967 | 50,291 | 51,614 |
| 10 | 43,723 | 45,180 | 46,638 | 48,096 | 49,553 | 51,011 | 52,468 | 53,926 | 55,384 | 56,841 |
| 11 | 48,039 | 49,640 | 51,242 | 52,844 | 54,446 | 56,048 | 57,649 | 59,251 | 60,853 | 62,455 |
| 12 | 57,576 | 59,495 | 61,414 | 63,333 | 65,253 | 67,172 | 69,091 | 71,010 | 72,930 | 74,849 |
| 13 | 68,466 | 70,749 | 73,031 | 75,314 | 77,597 | 79,879 | 82,162 | 84,444 | 86,727 | 89,009 |
| 14 | 80,907 | 83,605 | 86,302 | 88,999 | 91,696 | 94,394 | 97,091 | 99,788 | 102,485 | 105,183 |
| 15 | 95,169 | 98,342 | 101,514 | 104,686 | 107,859 | 111,031 | 114,203 | 117,376 | 120,548 | 123,720 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1 | \$ 17,055 | \$ 17,624 | \$ 18,192 | \$ 18,755 | \$ 19,324 | \$ 19,658 | \$ 20,216 | \$ 20,781 | \$ 20,805 | \$ 21,334 |
| 2 | 19,176 | 19,631 | 20,267 | 20,805 | 21,038 | 21,657 | 22,275 | 22,894 | 23,513 | 24,132 |
| 3 | 20,922 | 21,620 | 22,317 | 23,014 | 23,711 | 24,409 | 25,106 | 25,803 | 26,500 | 27,198 |
| 4 | 23,487 | 24,270 | 25,052 | 25,835 | 26,617 | 27,399 | 28,182 | 28,964 | 29,747 | 30,529 |
| 5 | 26,278 | 27,154 | 28,029 | 28,905 | 29,780 | 30,656 | 31,531 | 32,407 | 33,282 | 34,158 |
| 6 | 29,292 | 30,268 | 31,245 | 32,221 | 33,197 | 34,174 | 35,150 | 36,126 | 37,103 | 38,079 |
| 7 | 32,550 | 33,636 | 34,721 | 35,806 | 36,891 | 37,976 | 39,061 | 40,146 | 41,232 | 42,317 |
| 8 | 36,049 | 37,251 | 38,453 | 39,654 | 40,856 | 42,058 | 43,259 | 44,461 | 45,663 | 46,865 |
| 9 | 39,817 | 41,144 | 42,471 | 43,799 | 45,126 | 46,453 | 47,780 | 49,108 | 50,435 | 51,762 |
| 10 | 43,848 | 45,310 | 46,771 | 48,233 | 49,695 | 51,157 | 52,619 | 54,080 | 55,542 | 57,004 |
| 11 | 48,176 | 49,782 | 51,389 | 52,995 | 54,602 | 56,208 | 57,814 | 59,421 | 61,027 | 62,634 |
| 12 | 57,740 | 59,665 | 61,590 | 63,515 | 65,439 | 67,364 | 69,289 | 71,214 | 73,139 | 75,063 |
| 13 | 68,662 | 70,951 | 73,241 | 75,530 | 77,819 | 80,108 | 82,397 | 84,686 | 86,975 | 89,264 |
| 14 | 81,139 | 83,844 | 86,549 | 89,254 | 91,959 | 94,664 | 97,369 | 100,074 | 102,779 | 105,484 |
| 15 | 95,442 | 98,623 | 101,805 | 104,986 | 108,168 | 111,349 | 114,530 | 117,712 | 120,893 | 124,075 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 16,837 | \$ 17,400 | \$ 17,960 | \$ 18,516 | \$ 19,077 | \$ 19,407 | \$ 19,958 | \$ 20,516 | \$ 20,539 | \$ 21,062 |
| 2 | 18,931 | 19,381 | 20,008 | 20,539 | 20,769 | 21,380 | 21,991 | 22,602 | 23,213 | 23,824 |
| 3 | 20,655 | 21,344 | 22,032 | 22,721 | 23,409 | 24,097 | 24,786 | 25,474 | 26,162 | 26,851 |
| 4 | 23,188 | 23,960 | 24,733 | 25,505 | 26,277 | 27,050 | 27,822 | 28,595 | 29,367 | 30,140 |
| 5 | 25,943 | 26,808 | 27,672 | 28,536 | 29,401 | 30,265 | 31,129 | 31,994 | 32,858 | 33,722 |
| 6 | 28,918 | 29,882 | 30,846 | 31,810 | 32,774 | 33,738 | 34,702 | 35,666 | 36,630 | 37,593 |
| 7 | 32,135 | 33,207 | 34,278 | 35,349 | 36,420 | 37,492 | 38,563 | 39,634 | 40,706 | 41,777 |
| 8 | 35,589 | 36,776 | 37,962 | 39,148 | 40,335 | 41,521 | 42,708 | 43,894 | 45,080 | 46,267 |
| 9 | 39,309 | 40,619 | 41,930 | 43,240 | 44,550 | 45,861 | 47,171 | 48,481 | 49,792 | 51,102 |
| 10 | 43,289 | 44,732 | 46,175 | 47,618 | 49,061 | 50,504 | 51,947 | 53,391 | 54,834 | 56,277 |
| 11 | 47,562 | 49,147 | 50,733 | 52,319 | 53,905 | 55,491 | 57,077 | 58,663 | 60,249 | 61,835 |
| 12 | 57,004 | 58,904 | 60,804 | 62,705 | 64,605 | 66,505 | 68,405 | 70,305 | 72,206 | 74,106 |
| 13 | 67,786 | 70,046 | 72,306 | 74,566 | 76,826 | 79,086 | 81,346 | 83,606 | 85,866 | 88,125 |
| 14 | 80,104 | 82,775 | 85,445 | 88,115 | 90,786 | 93,456 | 96,127 | 98,797 | 101,468 | 104,138 |
| 15 | 94,224 | 97,365 | 100,506 | 103,647 | 106,788 | 109,929 | 113,069 | 116,210 | 119,351 | 122,492 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 17,461 | \$ 18,044 | \$ 18,625 | \$ 19,202 | \$ 19,784 | \$ 20,126 | \$ 20,698 | \$ 21,276 | \$ 21,300 | \$ 21,842 |
| 2 | 19,633 | 20,099 | 20,749 | 21,300 | 21,539 | 22,172 | 22,806 | 23,439 | 24,073 | 24,707 |
| 3 | 21,421 | 22,135 | 22,848 | 23,562 | 24,276 | 24,990 | 25,704 | 26,418 | 27,132 | 27,845 |
| 4 | 24,047 | 24,848 | 25,649 | 26,450 | 27,251 | 28,052 | 28,853 | 29,654 | 30,455 | 31,256 |
| 5 | 26,904 | 27,801 | 28,697 | 29,593 | 30,490 | 31,386 | 32,283 | 33,179 | 34,075 | 34,972 |
| 6 | 29,989 | 30,989 | 31,989 | 32,988 | 33,988 | 34,988 | 35,987 | 36,987 | 37,987 | 38,986 |
| 7 | 33,326 | 34,437 | 35,548 | 36,659 | 37,770 | 38,881 | 39,992 | 41,103 | 42,214 | 43,325 |
| 8 | 36,908 | 38,138 | 39,368 | 40,599 | 41,829 | 43,059 | 44,290 | 45,520 | 46,750 | 47,981 |
| 9 | 40,765 | 42,124 | 43,483 | 44,842 | 46,201 | 47,560 | 48,918 | 50,277 | 51,636 | 52,995 |
| 10 | 44,892 | 46,389 | 47,885 | 49,382 | 50,879 | 52,375 | 53,872 | 55,368 | 56,865 | 58,362 |
| 11 | 49,324 | 50,968 | 52,613 | 54,258 | 55,902 | 57,547 | 59,191 | 60,836 | 62,481 | 64,125 |
| 12 | 59,116 | 61,086 | 63,057 | 65,028 | 66,998 | 68,969 | 70,939 | 72,910 | 74,881 | 76,851 |
| 13 | 70,298 | 72,641 | 74,985 | 77,329 | 79,672 | 82,016 | 84,359 | 86,703 | 89,047 | 91,390 |
| 14 | 83,072 | 85,841 | 88,610 | 91,380 | 94,149 | 96,919 | 99,688 | 102,457 | 105,227 | 107,996 |
| 15 | 97,715 | 100,972 | 104,230 | 107,487 | 110,744 | 114,001 | 117,258 | 120,515 | 123,773 | 127,030 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1 | \$ 17,689 | \$ 18,280 | \$ 18,868 | \$ 19,453 | \$ 20,043 | \$ 20,389 | \$ 20,968 | \$ 21,554 | \$ 21,579 | \$ 22,127 |
| 2 | 19,889 | 20,361 | 21,020 | 21,579 | 21,820 | 22,462 | 23,104 | 23,746 | 24,388 | 25,029 |
| 3 | 21,701 | 22,424 | 23,147 | 23,870 | 24,593 | 25,317 | 26,040 | 26,763 | 27,486 | 28,209 |
| 4 | 24,361 | 25,172 | 25,984 | 26,796 | 27,607 | 28,419 | 29,230 | 30,042 | 30,853 | 31,665 |
| 5 | 27,256 | 28,164 | 29,072 | 29,980 | 30,888 | 31,796 | 32,704 | 33,612 | 34,521 | 35,429 |
| 6 | 30,381 | 31,394 | 32,407 | 33,419 | 34,432 | 35,445 | 36,458 | 37,470 | 38,483 | 39,496 |
| 7 | 33,761 | 34,887 | 36,012 | 37,138 | 38,263 | 39,389 | 40,514 | 41,640 | 42,765 | 43,891 |
| 8 | 37,390 | 38,637 | 39,883 | 41,129 | 42,376 | 43,622 | 44,869 | 46,115 | 47,361 | 48,608 |
| 9 | 41,298 | 42,675 | 44,051 | 45,428 | 46,804 | 48,181 | 49,558 | 50,934 | 52,311 | 53,688 |
| 10 | 45,479 | 46,995 | 48,511 | 50,027 | 51,544 | 53,060 | 54,576 | 56,092 | 57,608 | 59,124 |
| 11 | 49,968 | 51,634 | 53,300 | 54,967 | 56,633 | 58,299 | 59,965 | 61,631 | 63,297 | 64,964 |
| 12 | 59,888 | 61,885 | 63,881 | 65,877 | 67,874 | 69,870 | 71,866 | 73,863 | 75,859 | 77,856 |
| 13 | 71,217 | 73,591 | 75,965 | 78,339 | 80,713 | 83,088 | 85,462 | 87,836 | 90,210 | 92,585 |
| 14 | 84,157 | 86,963 | 89,769 | 92,574 | 95,380 | 98,185 | 100,991 | 103,797 | 106,602 | 109,408 |
| 15 | 98,992 | 102,292 | 105,592 | 108,892 | 112,191 | 115,491 | 118,791 | 122,090 | 125,390 | 128,690 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1 | \$ 17,581 | \$ 18,168 | \$ 18,753 | \$ 19,334 | \$ 19,920 | \$ 20,265 | \$ 20,840 | \$ 21,423 | \$ 21,447 | \$ 21,992 |
| 2 | 19,768 | 20,237 | 20,892 | 21,447 | 21,687 | 22,325 | 22,963 | 23,601 | 24,239 | 24,877 |
| 3 | 21,568 | 22,287 | 23,006 | 23,724 | 24,443 | 25,162 | 25,881 | 26,600 | 27,318 | 28,037 |
| 4 | 24,212 | 25,019 | 25,825 | 26,632 | 27,439 | 28,245 | 29,052 | 29,858 | 30,665 | 31,472 |
| 5 | 27,090 | 27,992 | 28,895 | 29,797 | 30,700 | 31,602 | 32,505 | 33,407 | 34,310 | 35,212 |
| 6 | 30,196 | 31,202 | 32,209 | 33,215 | 34,222 | 35,228 | 36,235 | 37,242 | 38,248 | 39,255 |
| 7 | 33,555 | 34,674 | 35,792 | 36,911 | 38,030 | 39,148 | 40,267 | 41,386 | 42,504 | 43,623 |
| 8 | 37,162 | 38,401 | 39,639 | 40,878 | 42,117 | 43,356 | 44,595 | 45,833 | 47,072 | 48,311 |
| 9 | 41,046 | 42,414 | 43,782 | 45,150 | 46,519 | 47,887 | 49,255 | 50,623 | 51,992 | 53,360 |
| 10 | 45,201 | 46,708 | 48,215 | 49,722 | 51,229 | 52,736 | 54,243 | 55,750 | 57,257 | 58,763 |
| 11 | 49,663 | 51,319 | 52,975 | 54,631 | 56,287 | 57,943 | 59,599 | 61,255 | 62,911 | 64,567 |
| 12 | 59,523 | 61,507 | 63,491 | 65,475 | 67,459 | 69,443 | 71,428 | 73,412 | 75,396 | 77,380 |
| 13 | 70,782 | 73,141 | 75,501 | 77,861 | 80,221 | 82,580 | 84,940 | 87,300 | 89,660 | 92,019 |
| 14 | 83,643 | 86,432 | 89,220 | 92,009 | 94,797 | 97,586 | 100,374 | 103,163 | 105,951 | 108,740 |
| 15 | 98,388 | 101,667 | 104,947 | 108,227 | 111,506 | 114,786 | 118,065 | 121,345 | 124,625 | 127,904 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 18,337 | \$ 18,950 | \$ 19,560 | \$ 20,166 | \$ 20,777 | \$ 21,136 | \$ 21,736 | \$ 22,344 | \$ 22,369 | \$ 22,938 |
| 2 | 20,618 | 21,107 | 21,791 | 22,369 | 22,620 | 23,285 | 23,951 | 24,616 | 25,281 | 25,946 |
| 3 | 22,496 | 23,245 | 23,995 | 24,745 | 25,495 | 26,244 | 26,994 | 27,744 | 28,493 | 29,243 |
| 4 | 25,253 | 26,095 | 26,936 | 27,777 | 28,619 | 29,460 | 30,301 | 31,143 | 31,984 | 32,825 |
| 5 | 28,255 | 29,196 | 30,137 | 31,079 | 32,020 | 32,961 | 33,903 | 34,844 | 35,785 | 36,727 |
| 6 | 31,494 | 32,544 | 33,594 | 34,644 | 35,694 | 36,744 | 37,793 | 38,843 | 39,893 | 40,943 |
| 7 | 34,998 | 36,165 | 37,332 | 38,498 | 39,665 | 40,832 | 41,999 | 43,165 | 44,332 | 45,499 |
| 8 | 38,760 | 40,052 | 41,344 | 42,636 | 43,928 | 45,220 | 46,513 | 47,805 | 49,097 | 50,389 |
| 9 | 42,811 | 44,238 | 45,665 | 47,092 | 48,519 | 49,946 | 51,374 | 52,801 | 54,228 | 55,655 |
| 10 | 47,145 | 48,717 | 50,289 | 51,860 | 53,432 | 55,004 | 56,576 | 58,147 | 59,719 | 61,291 |
| 11 | 51,799 | 53,526 | 55,253 | 56,981 | 58,708 | 60,435 | 62,162 | 63,889 | 65,617 | 67,344 |
| 12 | 62,083 | 64,152 | 66,222 | 68,291 | 70,361 | 72,430 | 74,500 | 76,569 | 78,639 | 80,708 |
| 13 | 73,826 | 76,287 | 78,748 | 81,209 | 83,671 | 86,132 | 88,593 | 91,054 | 93,516 | 95,977 |
| 14 | 87,241 | 90,149 | 93,058 | 95,966 | 98,874 | 101,783 | 104,691 | 107,600 | 110,508 | 113,416 |
| 15 | 102,619 | 106,040 | 109,461 | 112,881 | 116,302 | 119,722 | 123,143 | 126,564 | 129,984 | 133,405 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 16,745 | \$ 17,304 | \$ 17,861 | \$ 18,414 | \$ 18,972 | \$ 19,300 | \$ 19,848 | \$ 20,403 | \$ 20,426 | \$ 20,946 |
| 2 | 18,827 | 19,274 | 19,898 | 20,426 | 20,655 | 21,262 | 21,870 | 22,478 | 23,085 | 23,693 |
| 3 | 20,542 | 21,226 | 21,911 | 22,595 | 23,280 | 23,964 | 24,649 | 25,334 | 26,018 | 26,703 |
| 4 | 23,060 | 23,828 | 24,596 | 25,364 | 26,133 | 26,901 | 27,669 | 28,437 | 29,206 | 29,974 |
| 5 | 25,800 | 26,660 | 27,519 | 28,379 | 29,239 | 30,098 | 30,958 | 31,817 | 32,677 | 33,536 |
| 6 | 28,759 | 29,717 | 30,676 | 31,635 | 32,593 | 33,552 | 34,510 | 35,469 | 36,428 | 37,386 |
| 7 | 31,958 | 33,024 | 34,089 | 35,154 | 36,220 | 37,285 | 38,350 | 39,416 | 40,481 | 41,547 |
| 8 | 35,393 | 36,573 | 37,753 | 38,933 | 40,112 | 41,292 | 42,472 | 43,652 | 44,832 | 46,012 |
| 9 | 39,092 | 40,395 | 41,698 | 43,002 | 44,305 | 45,608 | 46,911 | 48,214 | 49,517 | 50,820 |
| 10 | 43,050 | 44,485 | 45,920 | 47,356 | 48,791 | 50,226 | 51,661 | 53,096 | 54,531 | 55,967 |
| 11 | 47,299 | 48,877 | 50,454 | 52,031 | 53,608 | 55,185 | 56,762 | 58,340 | 59,917 | 61,494 |
| 12 | 56,690 | 58,579 | 60,469 | 62,359 | 64,249 | 66,138 | 68,028 | 69,918 | 71,808 | 73,697 |
| 13 | 67,413 | 69,660 | 71,908 | 74,155 | 76,403 | 78,650 | 80,897 | 83,145 | 85,392 | 87,640 |
| 14 | 79,663 | 82,318 | 84,974 | 87,630 | 90,286 | 92,941 | 95,597 | 98,253 | 100,909 | 103,564 |
| 15 | 93,705 | 96,829 | 99,952 | 103,076 | 106,199 | 109,323 | 112,446 | 115,570 | 118,693 | 121,817 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 16,710 | \$ 17,267 | \$ 17,823 | \$ 18,376 | \$ 18,932 | \$ 19,260 | \$ 19,807 | \$ 20,360 | \$ 20,383 | \$ 20,902 |
| 2 | 18,788 | 19,233 | 19,856 | 20,383 | 20,612 | 21,218 | 21,824 | 22,431 | 23,037 | 23,643 |
| 3 | 20,499 | 21,182 | 21,865 | 22,548 | 23,231 | 23,914 | 24,598 | 25,281 | 25,964 | 26,647 |
| 4 | 23,012 | 23,778 | 24,545 | 25,311 | 26,078 | 26,845 | 27,611 | 28,378 | 29,144 | 29,911 |
| 5 | 25,746 | 26,604 | 27,462 | 28,320 | 29,177 | 30,035 | 30,893 | 31,751 | 32,609 | 33,466 |
| 6 | 28,699 | 29,655 | 30,612 | 31,568 | 32,525 | 33,482 | 34,438 | 35,395 | 36,352 | 37,308 |
| 7 | 31,891 | 32,954 | 34,018 | 35,081 | 36,144 | 37,207 | 38,270 | 39,333 | 40,397 | 41,460 |
| 8 | 35,319 | 36,497 | 37,674 | 38,851 | 40,029 | 41,206 | 42,383 | 43,561 | 44,738 | 45,916 |
| 9 | 39,011 | 40,311 | 41,611 | 42,912 | 44,212 | 45,512 | 46,813 | 48,113 | 49,414 | 50,714 |
| 10 | 42,960 | 44,392 | 45,824 | 47,257 | 48,689 | 50,121 | 51,553 | 52,985 | 54,417 | 55,850 |
| 11 | 47,201 | 48,774 | 50,348 | 51,922 | 53,496 | 55,070 | 56,644 | 58,218 | 59,791 | 61,365 |
| 12 | 56,571 | 58,457 | 60,343 | 62,229 | 64,114 | 66,000 | 67,886 | 69,772 | 71,657 | 73,543 |
| 13 | 67,272 | 69,515 | 71,757 | 74,000 | 76,243 | 78,486 | 80,728 | 82,971 | 85,214 | 87,457 |
| 14 | 79,496 | 82,146 | 84,796 | 87,447 | 90,097 | 92,747 | 95,397 | 98,047 | 100,698 | 103,348 |
| 15 | 93,509 | 96,626 | 99,743 | 102,860 | 105,977 | 109,094 | 112,211 | 115,328 | 118,445 | 121,562 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 16,775 | \$ 17,335 | \$ 17,893 | \$ 18,448 | \$ 19,007 | \$ 19,335 | \$ 19,884 | \$ 20,440 | \$ 20,463 | \$ 20,984 |
| 2 | 18,861 | 19,309 | 19,934 | 20,463 | 20,692 | 21,301 | 21,910 | 22,518 | 23,127 | 23,736 |
| 3 | 20,579 | 21,265 | 21,951 | 22,636 | 23,322 | 24,008 | 24,694 | 25,380 | 26,065 | 26,751 |
| 4 | 23,102 | 23,871 | 24,641 | 25,411 | 26,180 | 26,950 | 27,719 | 28,489 | 29,259 | 30,028 |
| 5 | 25,847 | 26,708 | 27,569 | 28,431 | 29,292 | 30,153 | 31,014 | 31,875 | 32,736 | 33,597 |
| 6 | 28,811 | 29,771 | 30,732 | 31,692 | 32,652 | 33,613 | 34,573 | 35,533 | 36,494 | 37,454 |
| 7 | 32,016 | 33,084 | 34,151 | 35,218 | 36,285 | 37,353 | 38,420 | 39,487 | 40,555 | 41,622 |
| 8 | 35,457 | 36,639 | 37,821 | 39,003 | 40,185 | 41,367 | 42,549 | 43,731 | 44,913 | 46,095 |
| 9 | 39,163 | 40,469 | 41,774 | 43,080 | 44,385 | 45,691 | 46,996 | 48,302 | 49,607 | 50,913 |
| 10 | 43,128 | 44,566 | 46,004 | 47,442 | 48,879 | 50,317 | 51,755 | 53,193 | 54,631 | 56,068 |
| 11 | 47,385 | 48,965 | 50,545 | 52,125 | 53,705 | 55,285 | 56,865 | 58,446 | 60,026 | 61,606 |
| 12 | 56,793 | 58,686 | 60,579 | 62,472 | 64,365 | 66,259 | 68,152 | 70,045 | 71,938 | 73,831 |
| 13 | 67,535 | 69,787 | 72,038 | 74,290 | 76,541 | 78,793 | 81,044 | 83,296 | 85,547 | 87,799 |
| 14 | 79,807 | 82,468 | 85,128 | 87,789 | 90,450 | 93,110 | 95,771 | 98,431 | 101,092 | 103,752 |
| 15 | 93,875 | 97,005 | 100,134 | 103,263 | 106,392 | 109,521 | 112,650 | 115,780 | 118,909 | 122,038 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1 | \$ 17,908 | \$ 18,506 | \$ 19,102 | \$ 19,694 | \$ 20,291 | \$ 20,642 | \$ 21,228 | \$ 21,821 | \$ 21,846 | \$ 22,401 |
| 2 | 20,135 | 20,613 | 21,281 | 21,846 | 22,091 | 22,740 | 23,390 | 24,040 | 24,690 | 25,339 |
| 3 | 21,969 | 22,702 | 23,434 | 24,166 | 24,898 | 25,630 | 26,362 | 27,094 | 27,827 | 28,559 |
| 4 | 24,663 | 25,484 | 26,306 | 27,127 | 27,949 | 28,771 | 29,592 | 30,414 | 31,236 | 32,057 |
| 5 | 27,594 | 28,513 | 29,432 | 30,352 | 31,271 | 32,190 | 33,109 | 34,029 | 34,948 | 35,867 |
| 6 | 30,758 | 31,783 | 32,808 | 33,833 | 34,859 | 35,884 | 36,909 | 37,934 | 38,960 | 39,985 |
| 7 | 34,179 | 35,319 | 36,458 | 37,598 | 38,737 | 39,877 | 41,016 | 42,155 | 43,295 | 44,434 |
| 8 | 37,853 | 39,115 | 40,377 | 41,639 | 42,901 | 44,162 | 45,424 | 46,686 | 47,948 | 49,210 |
| 9 | 41,809 | 43,203 | 44,597 | 45,990 | 47,384 | 48,778 | 50,172 | 51,565 | 52,959 | 54,353 |
| 10 | 46,042 | 47,577 | 49,112 | 50,647 | 52,182 | 53,717 | 55,252 | 56,787 | 58,322 | 59,857 |
| 11 | 50,587 | 52,274 | 53,961 | 55,647 | 57,334 | 59,021 | 60,708 | 62,395 | 64,081 | 65,768 |
| 12 | 60,630 | 62,651 | 64,672 | 66,693 | 68,714 | 70,735 | 72,757 | 74,778 | 76,799 | 78,820 |
| 13 | 72,099 | 74,502 | 76,906 | 79,309 | 81,713 | 84,117 | 86,520 | 88,924 | 91,328 | 93,731 |
| 14 | 85,200 | 88,040 | 90,880 | 93,721 | 96,561 | 99,401 | 102,242 | 105,082 | 107,922 | 110,763 |
| 15 | 100,218 | 103,559 | 106,900 | 110,240 | 113,581 | 116,921 | 120,262 | 123,603 | 126,943 | 130,284 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1 | \$ 17,315 | \$ 17,893 | \$ 18,469 | \$ 19,042 | \$ 19,619 | \$ 19,958 | \$ 20,524 | \$ 21,098 | \$ 21,122 | \$ 21,659 |
| 2 | 19,468 | 19,930 | 20,576 | 21,122 | 21,359 | 21,987 | 22,615 | 23,243 | 23,872 | 24,500 |
| 3 | 21,241 | 21,949 | 22,657 | 23,365 | 24,073 | 24,781 | 25,489 | 26,197 | 26,905 | 27,613 |
| 4 | 23,845 | 24,640 | 25,434 | 26,229 | 27,023 | 27,817 | 28,612 | 29,406 | 30,201 | 30,995 |
| 5 | 26,679 | 27,568 | 28,457 | 29,346 | 30,235 | 31,124 | 32,012 | 32,901 | 33,790 | 34,679 |
| 6 | 29,739 | 30,730 | 31,721 | 32,712 | 33,704 | 34,695 | 35,686 | 36,678 | 37,669 | 38,660 |
| 7 | 33,047 | 34,149 | 35,250 | 36,352 | 37,454 | 38,555 | 39,657 | 40,759 | 41,860 | 42,962 |
| 8 | 36,599 | 37,819 | 39,039 | 40,259 | 41,479 | 42,699 | 43,919 | 45,139 | 46,359 | 47,579 |
| 9 | 40,424 | 41,772 | 43,119 | 44,467 | 45,814 | 47,162 | 48,509 | 49,857 | 51,204 | 52,552 |
| 10 | 44,517 | 46,001 | 47,485 | 48,969 | 50,453 | 51,937 | 53,421 | 54,905 | 56,389 | 57,874 |
| 11 | 48,911 | 50,542 | 52,173 | 53,804 | 55,435 | 57,065 | 58,696 | 60,327 | 61,958 | 63,589 |
| 12 | 58,621 | 60,575 | 62,529 | 64,484 | 66,438 | 68,392 | 70,346 | 72,300 | 74,254 | 76,208 |
| 13 | 69,710 | 72,034 | 74,358 | 76,682 | 79,006 | 81,330 | 83,654 | 85,978 | 88,302 | 90,626 |
| 14 | 82,377 | 85,123 | 87,869 | 90,616 | 93,362 | 96,108 | 98,854 | 101,600 | 104,347 | 107,093 |
| 15 | 96,898 | 100,128 | 103,358 | 106,588 | 109,818 | 113,047 | 116,277 | 119,507 | 122,737 | 125,967 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 16,918 | \$ 17,483 | \$ 18,046 | \$ 18,605 | \$ 19,169 | \$ 19,500 | \$ 20,054 | \$ 20,614 | \$ 20,638 | \$ 21,162 |
| 2 | 19,022 | 19,473 | 20,104 | 20,638 | 20,869 | 21,483 | 22,097 | 22,710 | 23,324 | 23,938 |
| 3 | 20,754 | 21,446 | 22,138 | 22,829 | 23,521 | 24,213 | 24,904 | 25,596 | 26,288 | 26,979 |
| 4 | 23,299 | 24,075 | 24,851 | 25,627 | 26,403 | 27,180 | 27,956 | 28,732 | 29,508 | 30,284 |
| 5 | 26,068 | 26,936 | 27,804 | 28,673 | 29,541 | 30,410 | 31,278 | 32,147 | 33,015 | 33,884 |
| 6 | 29,057 | 30,025 | 30,994 | 31,962 | 32,931 | 33,899 | 34,868 | 35,836 | 36,805 | 37,774 |
| 7 | 32,289 | 33,366 | 34,442 | 35,518 | 36,595 | 37,671 | 38,748 | 39,824 | 40,900 | 41,977 |
| 8 | 35,760 | 36,952 | 38,144 | 39,336 | 40,528 | 41,720 | 42,912 | 44,104 | 45,296 | 46,488 |
| 9 | 39,497 | 40,814 | 42,130 | 43,447 | 44,764 | 46,080 | 47,397 | 48,713 | 50,030 | 51,347 |
| 10 | 43,496 | 44,946 | 46,396 | 47,846 | 49,296 | 50,746 | 52,196 | 53,646 | 55,096 | 56,546 |
| 11 | 47,789 | 49,383 | 50,976 | 52,570 | 54,163 | 55,757 | 57,350 | 58,944 | 60,537 | 62,131 |
| 12 | 57,277 | 59,186 | 61,096 | 63,005 | 64,914 | 66,823 | 68,733 | 70,642 | 72,551 | 74,461 |
| 13 | 68,111 | 70,382 | 72,653 | 74,923 | 77,194 | 79,465 | 81,735 | 84,006 | 86,277 | 88,547 |
| 14 | 80,488 | 83,171 | 85,854 | 88,537 | 91,221 | 93,904 | 96,587 | 99,270 | 101,954 | 104,637 |
| 15 | 94,676 | 97,832 | 100,987 | 104,143 | 107,299 | 110,455 | 113,611 | 116,767 | 119,923 | 123,078 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| GS-1 | \$ 17,167 | \$ 17,741 | \$ 18,312 | \$ 18,879 | \$ 19,451 | \$ 19,788 | \$ 20,350 | \$ 20,918 | \$ 20,942 | \$ 21,475 |
| 2 | 19,302 | 19,761 | 20,400 | 20,942 | 21,177 | 21,800 | 22,422 | 23,045 | 23,668 | 24,291 |
| 3 | 21,060 | 21,762 | 22,464 | 23,166 | 23,868 | 24,570 | 25,272 | 25,974 | 26,675 | 27,377 |
| 4 | 23,642 | 24,430 | 25,217 | 26,005 | 26,793 | 27,580 | 28,368 | 29,156 | 29,943 | 30,731 |
| 5 | 26,452 | 27,333 | 28,215 | 29,096 | 29,977 | 30,858 | 31,740 | 32,621 | 33,502 | 34,383 |
| 6 | 29,485 | 30,468 | 31,451 | 32,434 | 33,416 | 34,399 | 35,382 | 36,365 | 37,348 | 38,331 |
| 7 | 32,765 | 33,858 | 34,950 | 36,042 | 37,135 | 38,227 | 39,319 | 40,411 | 41,504 | 42,596 |
| 8 | 36,287 | 37,497 | 38,706 | 39,916 | 41,126 | 42,335 | 43,545 | 44,755 | 45,964 | 47,174 |
| 9 | 40,080 | 41,416 | 42,752 | 44,088 | 45,424 | 46,760 | 48,096 | 49,432 | 50,768 | 52,104 |
| 10 | 44,137 | 45,609 | 47,080 | 48,552 | 50,023 | 51,495 | 52,966 | 54,437 | 55,909 | 57,380 |
| 11 | 48,494 | 50,111 | 51,728 | 53,345 | 54,962 | 56,579 | 58,196 | 59,813 | 61,430 | 63,047 |
| 12 | 58,122 | 60,059 | 61,997 | 63,934 | 65,871 | 67,809 | 69,746 | 71,684 | 73,621 | 75,559 |
| 13 | 69,116 | 71,420 | 73,724 | 76,028 | 78,332 | 80,637 | 82,941 | 85,245 | 87,549 | 89,853 |
| 14 | 81,675 | 84,398 | 87,120 | 89,843 | 92,566 | 95,289 | 98,012 | 100,735 | 103,457 | 106,180 |
| 15 | 96,072 | 99,274 | 102,477 | 105,679 | 108,882 | 112,084 | 115,286 | 118,489 | 121,691 | 124,894 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 17,775 | \$ 18,368 | \$ 18,959 | \$ 19,547 | \$ 20,139 | \$ 20,487 | \$ 21,069 | \$ 21,658 | \$ 21,682 | \$ 22,234 |
| 2 | 19,985 | 20,459 | 21,122 | 21,682 | 21,925 | 22,570 | 23,215 | 23,860 | 24,505 | 25,150 |
| 3 | 21,805 | 22,532 | 23,259 | 23,985 | 24,712 | 25,439 | 26,165 | 26,892 | 27,619 | 28,345 |
| 4 | 24,478 | 25,294 | 26,109 | 26,925 | 27,740 | 28,556 | 29,371 | 30,187 | 31,002 | 31,817 |
| 5 | 27,387 | 28,300 | 29,212 | 30,125 | 31,037 | 31,950 | 32,862 | 33,774 | 34,687 | 35,599 |
| 6 | 30,528 | 31,545 | 32,563 | 33,580 | 34,598 | 35,616 | 36,633 | 37,651 | 38,668 | 39,686 |
| 7 | 33,924 | 35,055 | 36,186 | 37,317 | 38,448 | 39,578 | 40,709 | 41,840 | 42,971 | 44,102 |
| 8 | 37,570 | 38,823 | 40,075 | 41,327 | 42,580 | 43,832 | 45,085 | 46,337 | 47,590 | 48,842 |
| 9 | 41,497 | 42,880 | 44,263 | 45,647 | 47,030 | 48,413 | 49,796 | 51,180 | 52,563 | 53,946 |
| 10 | 45,698 | 47,222 | 48,745 | 50,268 | 51,792 | 53,315 | 54,839 | 56,362 | 57,886 | 59,409 |
| 11 | 50,209 | 51,883 | 53,557 | 55,231 | 56,906 | 58,580 | 60,254 | 61,928 | 63,602 | 65,276 |
| 12 | 60,177 | 62,183 | 64,189 | 66,195 | 68,201 | 70,207 | 72,213 | 74,219 | 76,225 | 78,231 |
| 13 | 71,560 | 73,945 | 76,331 | 78,717 | 81,102 | 83,488 | 85,874 | 88,259 | 90,645 | 93,031 |
| 14 | 84,563 | 87,382 | 90,201 | 93,020 | 95,839 | 98,658 | 101,477 | 104,296 | 107,116 | 109,935 |
| 15 | 99,469 | 102,785 | 106,100 | 109,416 | 112,732 | 116,047 | 119,363 | 122,679 | 125,994 | 129,310 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 16,682 | \$ 17,239 | \$ 17,794 | \$ 18,346 | \$ 18,901 | \$ 19,228 | \$ 19,774 | \$ 20,327 | \$ 20,350 | \$ 20,867 |
| 2 | 18,757 | 19,202 | 19,824 | 20,350 | 20,578 | 21,183 | 21,789 | 22,394 | 22,999 | 23,604 |
| 3 | 20,465 | 21,147 | 21,829 | 22,511 | 23,193 | 23,875 | 24,557 | 25,239 | 25,921 | 26,603 |
| 4 | 22,974 | 23,739 | 24,505 | 25,270 | 26,035 | 26,801 | 27,566 | 28,331 | 29,097 | 29,862 |
| 5 | 25,704 | 26,561 | 27,417 | 28,273 | 29,130 | 29,986 | 30,842 | 31,699 | 32,555 | 33,411 |
| 6 | 28,652 | 29,607 | 30,562 | 31,517 | 32,472 | 33,427 | 34,382 | 35,337 | 36,292 | 37,247 |
| 7 | 31,839 | 32,900 | 33,962 | 35,023 | 36,085 | 37,146 | 38,208 | 39,269 | 40,330 | 41,392 |
| 8 | 35,261 | 36,437 | 37,612 | 38,788 | 39,963 | 41,138 | 42,314 | 43,489 | 44,665 | 45,840 |
| 9 | 38,947 | 40,245 | 41,543 | 42,841 | 44,140 | 45,438 | 46,736 | 48,034 | 49,333 | 50,631 |
| 10 | 42,890 | 44,319 | 45,749 | 47,179 | 48,609 | 50,039 | 51,469 | 52,898 | 54,328 | 55,758 |
| 11 | 47,123 | 48,694 | 50,266 | 51,837 | 53,408 | 54,980 | 56,551 | 58,122 | 59,693 | 61,265 |
| 12 | 56,479 | 58,361 | 60,244 | 62,127 | 64,009 | 65,892 | 67,775 | 69,657 | 71,540 | 73,423 |
| 13 | 67,162 | 69,401 | 71,640 | 73,879 | 76,118 | 78,357 | 80,596 | 82,835 | 85,074 | 87,313 |
| 14 | 79,366 | 82,012 | 84,657 | 87,303 | 89,949 | 92,595 | 95,241 | 97,887 | 100,533 | 103,178 |
| 15 | 93,356 | 96,468 | 99,580 | 102,692 | 105,803 | 108,915 | 112,027 | 115,139 | 118,251 | 121,363 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 17,257 | \$ 17,833 | \$ 18,407 | \$ 18,978 | \$ 19,553 | \$ 19,891 | \$ 20,456 | \$ 21,028 | \$ 21,051 | \$ 21,587 |
| 2 | 19,403 | 19,864 | 20,507 | 21,051 | 21,287 | 21,914 | 22,540 | 23,166 | 23,792 | 24,418 |
| 3 | 21,171 | 21,876 | 22,582 | 23,287 | 23,993 | 24,698 | 25,404 | 26,109 | 26,815 | 27,520 |
| 4 | 23,766 | 24,558 | 25,349 | 26,141 | 26,933 | 27,725 | 28,516 | 29,308 | 30,100 | 30,892 |
| 5 | 26,590 | 27,476 | 28,362 | 29,248 | 30,134 | 31,020 | 31,906 | 32,791 | 33,677 | 34,563 |
| 6 | 29,639 | 30,627 | 31,615 | 32,603 | 33,591 | 34,579 | 35,567 | 36,555 | 37,543 | 38,531 |
| 7 | 32,937 | 34,035 | 35,133 | 36,231 | 37,329 | 38,427 | 39,525 | 40,623 | 41,721 | 42,819 |
| 8 | 36,477 | 37,693 | 38,909 | 40,125 | 41,341 | 42,557 | 43,773 | 44,989 | 46,205 | 47,421 |
| 9 | 40,289 | 41,632 | 42,975 | 44,318 | 45,661 | 47,004 | 48,347 | 49,690 | 51,033 | 52,376 |
| 10 | 44,368 | 45,847 | 47,326 | 48,806 | 50,285 | 51,764 | 53,243 | 54,722 | 56,201 | 57,680 |
| 11 | 48,748 | 50,373 | 51,999 | 53,624 | 55,249 | 56,875 | 58,500 | 60,126 | 61,751 | 63,377 |
| 12 | 58,426 | 60,373 | 62,321 | 64,268 | 66,216 | 68,163 | 70,111 | 72,059 | 74,006 | 75,954 |
| 13 | 69,477 | 71,793 | 74,109 | 76,426 | 78,742 | 81,058 | 83,374 | 85,691 | 88,007 | 90,323 |
| 14 | 82,102 | 84,839 | 87,576 | 90,313 | 93,050 | 95,787 | 98,524 | 101,261 | 103,998 | 106,735 |
| 15 | 96,574 | 99,793 | 103,013 | 106,232 | 109,451 | 112,670 | 115,889 | 119,108 | 122,327 | 125,547 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 16,815 | \$ 17,376 | \$ 17,935 | \$ 18,491 | \$ 19,051 | \$ 19,381 | \$ 19,931 | \$ 20,488 | \$ 20,511 | \$ 21,033 |
| 2 | 18,906 | 19,354 | 19,981 | 20,511 | 20,741 | 21,351 | 21,961 | 22,571 | 23,182 | 23,792 |
| 3 | 20,627 | 21,315 | 22,002 | 22,690 | 23,377 | 24,065 | 24,752 | 25,439 | 26,127 | 26,814 |
| 4 | 23,156 | 23,928 | 24,699 | 25,470 | 26,242 | 27,013 | 27,785 | 28,556 | 29,328 | 30,099 |
| 5 | 25,908 | 26,771 | 27,634 | 28,498 | 29,361 | 30,224 | 31,087 | 31,950 | 32,813 | 33,677 |
| 6 | 28,879 | 29,842 | 30,804 | 31,767 | 32,729 | 33,692 | 34,655 | 35,617 | 36,580 | 37,543 |
| 7 | 32,092 | 33,162 | 34,231 | 35,301 | 36,371 | 37,441 | 38,511 | 39,581 | 40,650 | 41,720 |
| 8 | 35,541 | 36,726 | 37,911 | 39,095 | 40,280 | 41,465 | 42,650 | 43,834 | 45,019 | 46,204 |
| 9 | 39,256 | 40,564 | 41,873 | 43,181 | 44,490 | 45,798 | 47,107 | 48,415 | 49,724 | 51,033 |
| 10 | 43,230 | 44,671 | 46,112 | 47,553 | 48,995 | 50,436 | 51,877 | 53,318 | 54,759 | 56,201 |
| 11 | 47,497 | 49,081 | 50,665 | 52,248 | 53,832 | 55,416 | 57,000 | 58,583 | 60,167 | 61,751 |
| 12 | 56,927 | 58,824 | 60,722 | 62,620 | 64,517 | 66,415 | 68,312 | 70,210 | 72,108 | 74,005 |
| 13 | 67,695 | 69,951 | 72,208 | 74,465 | 76,722 | 78,979 | 81,236 | 83,492 | 85,749 | 88,006 |
| 14 | 79,995 | 82,662 | 85,329 | 87,996 | 90,663 | 93,330 | 95,997 | 98,663 | 101,330 | 103,997 |
| 15 | 94,097 | 97,233 | 100,370 | 103,506 | 106,643 | 109,780 | 112,916 | 116,053 | 119,189 | 122,326 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 17,187 | \$ 17,761 | \$ 18,333 | \$ 18,901 | \$ 19,474 | \$ 19,810 | \$ 20,373 | \$ 20,942 | \$ 20,966 | \$ 21,499 |
| 2 | 19,325 | 19,783 | 20,424 | 20,966 | 21,201 | 21,825 | 22,448 | 23,072 | 23,695 | 24,319 |
| 3 | 21,085 | 21,787 | 22,490 | 23,193 | 23,895 | 24,598 | 25,301 | 26,003 | 26,706 | 27,409 |
| 4 | 23,669 | 24,458 | 25,247 | 26,035 | 26,824 | 27,612 | 28,401 | 29,189 | 29,978 | 30,766 |
| 5 | 26,482 | 27,365 | 28,247 | 29,129 | 30,012 | 30,894 | 31,776 | 32,658 | 33,541 | 34,423 |
| 6 | 29,519 | 30,503 | 31,487 | 32,471 | 33,455 | 34,439 | 35,423 | 36,407 | 37,391 | 38,375 |
| 7 | 32,803 | 33,897 | 34,990 | 36,084 | 37,177 | 38,271 | 39,364 | 40,458 | 41,551 | 42,645 |
| 8 | 36,329 | 37,540 | 38,751 | 39,962 | 41,173 | 42,384 | 43,595 | 44,806 | 46,017 | 47,228 |
| 9 | 40,126 | 41,463 | 42,801 | 44,139 | 45,476 | 46,814 | 48,151 | 49,489 | 50,826 | 52,164 |
| 10 | 44,188 | 45,661 | 47,134 | 48,608 | 50,081 | 51,554 | 53,027 | 54,500 | 55,973 | 57,446 |
| 11 | 48,550 | 50,169 | 51,788 | 53,407 | 55,025 | 56,644 | 58,263 | 59,882 | 61,501 | 63,120 |
| 12 | 58,189 | 60,128 | 62,068 | 64,008 | 65,947 | 67,887 | 69,827 | 71,766 | 73,706 | 75,646 |
| 13 | 69,195 | 71,502 | 73,809 | 76,116 | 78,423 | 80,729 | 83,036 | 85,343 | 87,650 | 89,957 |
| 14 | 81,769 | 84,495 | 87,221 | 89,947 | 92,673 | 95,399 | 98,125 | 100,851 | 103,577 | 106,303 |
| 15 | 96,183 | 99,389 | 102,595 | 105,801 | 109,007 | 112,213 | 115,419 | 118,625 | 121,831 | 125,037 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 16,850 | \$ 17,412 | \$ 17,973 | \$ 18,530 | \$ 19,091 | \$ 19,421 | \$ 19,973 | \$ 20,531 | \$ 20,554 | \$ 21,077 |
| 2 | 18,945 | 19,395 | 20,022 | 20,554 | 20,784 | 21,396 | 22,007 | 22,618 | 23,230 | 23,841 |
| 3 | 20,670 | 21,359 | 22,048 | 22,737 | 23,426 | 24,115 | 24,804 | 25,492 | 26,181 | 26,870 |
| 4 | 23,204 | 23,977 | 24,750 | 25,523 | 26,296 | 27,070 | 27,843 | 28,616 | 29,389 | 30,162 |
| 5 | 25,962 | 26,827 | 27,692 | 28,557 | 29,422 | 30,287 | 31,152 | 32,017 | 32,882 | 33,747 |
| 6 | 28,939 | 29,904 | 30,868 | 31,833 | 32,798 | 33,762 | 34,727 | 35,691 | 36,656 | 37,621 |
| 7 | 32,158 | 33,231 | 34,303 | 35,375 | 36,447 | 37,519 | 38,591 | 39,663 | 40,735 | 41,807 |
| 8 | 35,615 | 36,802 | 37,989 | 39,177 | 40,364 | 41,551 | 42,738 | 43,926 | 45,113 | 46,300 |
| 9 | 39,337 | 40,649 | 41,960 | 43,271 | 44,582 | 45,894 | 47,205 | 48,516 | 49,828 | 51,139 |
| 10 | 43,320 | 44,764 | 46,208 | 47,652 | 49,097 | 50,541 | 51,985 | 53,429 | 54,873 | 56,317 |
| 11 | 47,596 | 49,183 | 50,770 | 52,357 | 53,944 | 55,531 | 57,118 | 58,705 | 60,292 | 61,879 |
| 12 | 57,045 | 58,947 | 60,848 | 62,750 | 64,651 | 66,553 | 68,455 | 70,356 | 72,258 | 74,159 |
| 13 | 67,835 | 70,097 | 72,359 | 74,620 | 76,882 | 79,143 | 81,405 | 83,666 | 85,928 | 88,189 |
| 14 | 80,162 | 82,834 | 85,507 | 88,179 | 90,852 | 93,524 | 96,196 | 98,869 | 101,541 | 104,214 |
| 15 | 94,293 | 97,436 | 100,579 | 103,722 | 106,865 | 110,008 | 113,151 | 116,294 | 119,437 | 122,580 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 17,236 | \$ 17,811 | \$ 18,385 | \$ 18,955 | \$ 19,529 | \$ 19,867 | \$ 20,431 | \$ 21,002 | \$ 21,025 | \$ 21,560 |
| 2 | 19,379 | 19,839 | 20,482 | 21,025 | 21,261 | 21,886 | 22,512 | 23,137 | 23,763 | 24,388 |
| 3 | 21,144 | 21,849 | 22,554 | 23,258 | 23,963 | 24,668 | 25,372 | 26,077 | 26,782 | 27,486 |
| 4 | 23,737 | 24,527 | 25,318 | 26,109 | 26,900 | 27,690 | 28,481 | 29,272 | 30,063 | 30,853 |
| 5 | 26,557 | 27,442 | 28,327 | 29,212 | 30,097 | 30,981 | 31,866 | 32,751 | 33,636 | 34,521 |
| 6 | 29,603 | 30,589 | 31,576 | 32,563 | 33,550 | 34,536 | 35,523 | 36,510 | 37,497 | 38,483 |
| 7 | 32,896 | 33,993 | 35,089 | 36,186 | 37,283 | 38,379 | 39,476 | 40,573 | 41,669 | 42,766 |
| 8 | 36,432 | 37,646 | 38,861 | 40,075 | 41,290 | 42,504 | 43,719 | 44,933 | 46,148 | 47,362 |
| 9 | 40,239 | 41,581 | 42,922 | 44,264 | 45,605 | 46,946 | 48,288 | 49,629 | 50,970 | 52,312 |
| 10 | 44,313 | 45,791 | 47,268 | 48,745 | 50,223 | 51,700 | 53,177 | 54,654 | 56,132 | 57,609 |
| 11 | 48,688 | 50,311 | 51,934 | 53,558 | 55,181 | 56,805 | 58,428 | 60,052 | 61,675 | 63,299 |
| 12 | 58,353 | 60,299 | 62,244 | 64,189 | 66,134 | 68,079 | 70,025 | 71,970 | 73,915 | 75,860 |
| 13 | 69,391 | 71,705 | 74,018 | 76,331 | 78,645 | 80,958 | 83,272 | 85,585 | 87,898 | 90,212 |
| 14 | 82,000 | 84,734 | 87,468 | 90,201 | 92,935 | 95,669 | 98,403 | 101,136 | 103,870 | 106,604 |
| 15 | 96,455 | 99,670 | 102,885 | 106,101 | 109,316 | 112,531 | 115,746 | 118,961 | 122,176 | 125,392 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 16,734 | \$ 17,293 | \$ 17,849 | \$ 18,402 | \$ 18,960 | \$ 19,288 | \$ 19,836 | \$ 20,390 | \$ 20,413 | \$ 20,932 |
| 2 | 18,815 | 19,261 | 19,885 | 20,413 | 20,642 | 21,249 | 21,856 | 22,463 | 23,070 | 23,678 |
| 3 | 20,529 | 21,213 | 21,897 | 22,581 | 23,265 | 23,949 | 24,633 | 25,317 | 26,002 | 26,686 |
| 4 | 23,045 | 23,813 | 24,581 | 25,348 | 26,116 | 26,884 | 27,651 | 28,419 | 29,187 | 29,955 |
| 5 | 25,784 | 26,643 | 27,502 | 28,361 | 29,220 | 30,079 | 30,938 | 31,797 | 32,656 | 33,515 |
| 6 | 28,740 | 29,698 | 30,656 | 31,614 | 32,572 | 33,530 | 34,488 | 35,446 | 36,404 | 37,363 |
| 7 | 31,938 | 33,002 | 34,067 | 35,132 | 36,197 | 37,261 | 38,326 | 39,391 | 40,455 | 41,520 |
| 8 | 35,371 | 36,550 | 37,729 | 38,908 | 40,087 | 41,266 | 42,445 | 43,624 | 44,803 | 45,982 |
| 9 | 39,067 | 40,370 | 41,672 | 42,974 | 44,276 | 45,579 | 46,881 | 48,183 | 49,486 | 50,788 |
| 10 | 43,023 | 44,457 | 45,891 | 47,325 | 48,760 | 50,194 | 51,628 | 53,062 | 54,497 | 55,931 |
| 11 | 47,269 | 48,845 | 50,422 | 51,998 | 53,574 | 55,150 | 56,726 | 58,302 | 59,879 | 61,455 |
| 12 | 56,654 | 58,542 | 60,431 | 62,319 | 64,208 | 66,096 | 67,985 | 69,873 | 71,762 | 73,650 |
| 13 | 67,370 | 69,616 | 71,862 | 74,108 | 76,354 | 78,600 | 80,846 | 83,092 | 85,338 | 87,584 |
| 14 | 79,612 | 82,266 | 84,920 | 87,574 | 90,228 | 92,882 | 95,536 | 98,190 | 100,844 | 103,498 |
| 15 | 93,645 | 96,767 | 99,889 | 103,010 | 106,132 | 109,253 | 112,375 | 115,496 | 118,618 | 121,739 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 17,355 | \$ 17,934 | \$ 18,511 | \$ 19,085 | \$ 19,663 | \$ 20,003 | \$ 20,571 | \$ 21,146 | \$ 21,170 | \$ 21,709 |
| 2 | 19,513 | 19,976 | 20,623 | 21,170 | 21,408 | 22,037 | 22,667 | 23,297 | 23,926 | 24,556 |
| 3 | 21,290 | 22,000 | 22,709 | 23,419 | 24,128 | 24,838 | 25,547 | 26,257 | 26,966 | 27,676 |
| 4 | 23,900 | 24,696 | 25,492 | 26,289 | 27,085 | 27,881 | 28,677 | 29,473 | 30,270 | 31,066 |
| 5 | 26,740 | 27,631 | 28,522 | 29,413 | 30,304 | 31,195 | 32,086 | 32,976 | 33,867 | 34,758 |
| 6 | 29,806 | 30,800 | 31,794 | 32,787 | 33,781 | 34,774 | 35,768 | 36,761 | 37,755 | 38,748 |
| 7 | 33,123 | 34,227 | 35,331 | 36,435 | 37,539 | 38,643 | 39,748 | 40,852 | 41,956 | 43,060 |
| 8 | 36,683 | 37,905 | 39,128 | 40,351 | 41,574 | 42,797 | 44,020 | 45,242 | 46,465 | 47,688 |
| 9 | 40,517 | 41,867 | 43,218 | 44,568 | 45,919 | 47,269 | 48,620 | 49,971 | 51,321 | 52,672 |
| 10 | 44,618 | 46,106 | 47,593 | 49,081 | 50,568 | 52,056 | 53,543 | 55,031 | 56,518 | 58,006 |
| 11 | 49,023 | 50,657 | 52,292 | 53,927 | 55,561 | 57,196 | 58,830 | 60,465 | 62,100 | 63,734 |
| 12 | 58,755 | 60,714 | 62,672 | 64,631 | 66,590 | 68,548 | 70,507 | 72,465 | 74,424 | 76,382 |
| 13 | 69,869 | 72,198 | 74,528 | 76,857 | 79,186 | 81,516 | 83,845 | 86,174 | 88,503 | 90,833 |
| 14 | 82,565 | 85,318 | 88,070 | 90,823 | 93,575 | 96,328 | 99,080 | 101,833 | 104,585 | 107,338 |
| 15 | 97,119 | 100,357 | 103,594 | 106,831 | 110,068 | 113,306 | 116,543 | 119,780 | 123,018 | 126,255 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 18,421 | \$ 19,036 | \$ 19,649 | \$ 20,258 | \$ 20,872 | \$ 21,233 | \$ 21,836 | \$ 22,446 | \$ 22,471 | \$ 23,043 |
| 2 | 20,712 | 21,204 | 21,890 | 22,471 | 22,723 | 23,391 | 24,060 | 24,728 | 25,397 | 26,065 |
| 3 | 22,598 | 23,351 | 24,105 | 24,858 | 25,611 | 26,364 | 27,117 | 27,870 | 28,623 | 29,376 |
| 4 | 25,369 | 26,214 | 27,059 | 27,904 | 28,749 | 29,594 | 30,440 | 31,285 | 32,130 | 32,975 |
| 5 | 28,384 | 29,329 | 30,275 | 31,220 | 32,166 | 33,112 | 34,057 | 35,003 | 35,949 | 36,894 |
| 6 | 31,638 | 32,693 | 33,747 | 34,802 | 35,857 | 36,911 | 37,966 | 39,020 | 40,075 | 41,130 |
| 7 | 35,158 | 36,330 | 37,502 | 38,674 | 39,846 | 41,018 | 42,190 | 43,362 | 44,534 | 45,706 |
| 8 | 38,937 | 40,235 | 41,533 | 42,831 | 44,129 | 45,427 | 46,725 | 48,023 | 49,321 | 50,619 |
| 9 | 43,006 | 44,440 | 45,874 | 47,307 | 48,741 | 50,174 | 51,608 | 53,042 | 54,475 | 55,909 |
| 10 | 47,360 | 48,939 | 50,518 | 52,097 | 53,676 | 55,255 | 56,834 | 58,413 | 59,992 | 61,570 |
| 11 | 52,035 | 53,770 | 55,505 | 57,241 | 58,976 | 60,711 | 62,446 | 64,181 | 65,916 | 67,651 |
| 12 | 62,366 | 64,445 | 66,524 | 68,603 | 70,682 | 72,761 | 74,840 | 76,918 | 78,997 | 81,076 |
| 13 | 74,163 | 76,635 | 79,108 | 81,580 | 84,053 | 86,525 | 88,997 | 91,470 | 93,942 | 96,415 |
| 14 | 87,639 | 90,561 | 93,482 | 96,404 | 99,326 | 102,247 | 105,169 | 108,091 | 111,012 | 113,934 |
| 15 | 103,088 | 106,524 | 109,960 | 113,396 | 116,833 | 120,269 | 123,705 | 127,141 | 130,578 | 134,000 * |

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

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 17,209 | \$ 17,783 | \$ 18,355 | \$ 18,924 | \$ 19,498 | \$ 19,835 | \$ 20,398 | \$ 20,968 | \$ 20,992 | \$ 21,526 |
| 2 | 19,349 | 19,808 | 20,449 | 20,992 | 21,227 | 21,852 | 22,476 | 23,100 | 23,725 | 24,349 |
| 3 | 21,111 | 21,814 | 22,518 | 23,221 | 23,925 | 24,629 | 25,332 | 26,036 | 26,739 | 27,443 |
| 4 | 23,699 | 24,488 | 25,278 | 26,067 | 26,857 | 27,646 | 28,436 | 29,225 | 30,015 | 30,804 |
| 5 | 26,515 | 27,399 | 28,282 | 29,165 | 30,049 | 30,932 | 31,816 | 32,699 | 33,582 | 34,466 |
| 6 | 29,556 | 30,541 | 31,526 | 32,511 | 33,496 | 34,482 | 35,467 | 36,452 | 37,437 | 38,422 |
| 7 | 32,844 | 33,939 | 35,034 | 36,128 | 37,223 | 38,318 | 39,413 | 40,508 | 41,603 | 42,698 |
| 8 | 36,374 | 37,586 | 38,799 | 40,012 | 41,224 | 42,437 | 43,649 | 44,862 | 46,074 | 47,287 |
| 9 | 40,176 | 41,515 | 42,854 | 44,193 | 45,532 | 46,872 | 48,211 | 49,550 | 50,889 | 52,229 |
| 10 | 44,243 | 45,718 | 47,193 | 48,668 | 50,143 | 51,618 | 53,093 | 54,568 | 56,043 | 57,518 |
| 11 | 48,610 | 50,231 | 51,852 | 53,473 | 55,094 | 56,714 | 58,335 | 59,956 | 61,577 | 63,198 |
| 12 | 58,261 | 60,203 | 62,145 | 64,087 | 66,029 | 67,971 | 69,913 | 71,855 | 73,797 | 75,740 |
| 13 | 69,281 | 71,591 | 73,900 | 76,210 | 78,520 | 80,830 | 83,139 | 85,449 | 87,759 | 90,068 |
| 14 | 81,870 | 84,599 | 87,329 | 90,058 | 92,788 | 95,517 | 98,246 | 100,976 | 103,705 | 106,434 |
| 15 | 96,302 | 99,512 | 102,722 | 105,932 | 109,142 | 112,352 | 115,562 | 118,772 | 121,982 | 125,192 |

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**

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 17,152 | \$ 17,725 | \$ 18,295 | \$ 18,863 | \$ 19,434 | \$ 19,770 | \$ 20,332 | \$ 20,900 | \$ 20,923 | \$ 21,456 |
| 2 | 19,285 | 19,743 | 20,382 | 20,923 | 21,158 | 21,780 | 22,403 | 23,025 | 23,647 | 24,270 |
| 3 | 21,042 | 21,743 | 22,444 | 23,146 | 23,847 | 24,548 | 25,249 | 25,950 | 26,652 | 27,353 |
| 4 | 23,621 | 24,408 | 25,195 | 25,982 | 26,769 | 27,556 | 28,343 | 29,130 | 29,917 | 30,704 |
| 5 | 26,429 | 27,309 | 28,190 | 29,070 | 29,951 | 30,831 | 31,712 | 32,592 | 33,473 | 34,353 |
| 6 | 29,459 | 30,441 | 31,423 | 32,405 | 33,387 | 34,369 | 35,351 | 36,333 | 37,315 | 38,297 |
| 7 | 32,736 | 33,828 | 34,919 | 36,010 | 37,102 | 38,193 | 39,284 | 40,376 | 41,467 | 42,558 |
| 8 | 36,255 | 37,464 | 38,672 | 39,881 | 41,089 | 42,298 | 43,506 | 44,715 | 45,924 | 47,132 |
| 9 | 40,044 | 41,379 | 42,714 | 44,049 | 45,383 | 46,718 | 48,053 | 49,388 | 50,723 | 52,058 |
| 10 | 44,098 | 45,568 | 47,039 | 48,509 | 49,979 | 51,449 | 52,919 | 54,389 | 55,859 | 57,329 |
| 11 | 48,451 | 50,067 | 51,682 | 53,298 | 54,913 | 56,529 | 58,145 | 59,760 | 61,376 | 62,991 |
| 12 | 58,070 | 60,006 | 61,942 | 63,877 | 65,813 | 67,749 | 69,685 | 71,620 | 73,556 | 75,492 |
| 13 | 69,054 | 71,357 | 73,659 | 75,961 | 78,263 | 80,565 | 82,867 | 85,169 | 87,472 | 89,774 |
| 14 | 81,602 | 84,323 | 87,043 | 89,764 | 92,484 | 95,204 | 97,925 | 100,645 | 103,366 | 106,086 |
| 15 | 95,987 | 99,186 | 102,386 | 105,586 | 108,785 | 111,985 | 115,184 | 118,384 | 121,583 | 124,783 |

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

Annual Rates by Grade and Step

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 | STEP 10 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| GS-1 | \$ 16,678 | \$ 17,234 | \$ 17,789 | \$ 18,341 | \$ 18,896 | \$ 19,223 | \$ 19,769 | \$ 20,321 | \$ 20,344 | \$ 20,862 |
| 2 | 18,752 | 19,197 | 19,818 | 20,344 | 20,572 | 21,177 | 21,783 | 22,388 | 22,993 | 23,598 |
| 3 | 20,459 | 21,141 | 21,823 | 22,505 | 23,187 | 23,869 | 24,550 | 25,232 | 25,914 | 26,596 |
| 4 | 22,968 | 23,733 | 24,498 | 25,263 | 26,028 | 26,793 | 27,558 | 28,324 | 29,089 | 29,854 |
| 5 | 25,697 | 26,553 | 27,409 | 28,266 | 29,122 | 29,978 | 30,834 | 31,690 | 32,546 | 33,402 |
| 6 | 28,644 | 29,598 | 30,553 | 31,508 | 32,463 | 33,418 | 34,372 | 35,327 | 36,282 | 37,237 |
| 7 | 31,830 | 32,891 | 33,953 | 35,014 | 36,075 | 37,136 | 38,197 | 39,258 | 40,319 | 41,380 |
| 8 | 35,252 | 36,427 | 37,602 | 38,777 | 39,952 | 41,127 | 42,302 | 43,477 | 44,653 | 45,828 |
| 9 | 38,936 | 40,234 | 41,532 | 42,830 | 44,128 | 45,425 | 46,723 | 48,021 | 49,319 | 50,617 |
| 10 | 42,878 | 44,307 | 45,737 | 47,166 | 48,596 | 50,025 | 51,455 | 52,884 | 54,313 | 55,743 |
| 11 | 47,110 | 48,681 | 50,252 | 51,823 | 53,394 | 54,965 | 56,535 | 58,106 | 59,677 | 61,248 |
| 12 | 56,463 | 58,345 | 60,227 | 62,110 | 63,992 | 65,874 | 67,756 | 69,638 | 71,520 | 73,403 |
| 13 | 67,143 | 69,382 | 71,620 | 73,859 | 76,097 | 78,336 | 80,574 | 82,812 | 85,051 | 87,289 |
| 14 | 79,344 | 81,989 | 84,634 | 87,279 | 89,925 | 92,570 | 95,215 | 97,860 | 100,505 | 103,150 |
| 15 | 93,330 | 96,441 | 99,552 | 102,664 | 105,775 | 108,886 | 111,997 | 115,108 | 118,219 | 121,330 |

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