

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.