

**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.