#### **Title 3—The President**

**Sec. 4.** *Management Reforms.* (a) The Corporation should implement internal management reforms to strengthen its oversight of national and community service programs through enforcement of performance and compliance standards and other management tools.

(b) Management reforms should include, but should not be limited to, the following:

- (i) Institutionalized changes to the budgetary and grant-making processes to ensure that financial commitments remain within available resources;
- (ii) Enhanced accounting and management systems that would ensure compliance with fiscal restrictions and provide timely, accurate, and readily available information about enrollment in AmeriCorps and about funding and obligations incurred for all national and community service programs;
- (iii) Assurance by the Chief Executive Officer and the Chief Financial Officer in the Corporation's Management Representation Letter that its financial statements, including the Statement of Budgetary Resources, are accurate and reliable; and
- Management reforms that tie employee performance to fiscal responsibility, attainment of management goals, and professional conduct.

**Sec. 5.** *Report.* Within 180 days after the date of this order, the Chief Executive Officer shall report to the President, through the Assistant to the President and Director of the USA Freedom Corps Office, the actions the Corporation proposes to undertake to accomplish the objectives set forth in this order.

**Sec. 6.** *Judicial Review.* This order is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by a party against the United States, its departments, agencies, or other entities, its officers or employees, or any other person.

GEORGE W. BUSH

The White House, *February 27, 2004.* 

#### Executive Order 13332 of March 3, 2004

#### **Further Adjustment of Certain Rates of Pay**

By the authority vested in me as President by the Constitution and the laws of the United States of America, including the laws cited herein, it is hereby ordered as follows:

**Section 1.** *Statutory Pay Systems.* The rates of basic pay or salaries of the statutory pay systems (as defined in 5 U.S.C. 5302(1)), as adjusted under 5 U.S.C. 5303(a), are set forth on the schedules attached hereto and made a part hereof:

(a) The General Schedule (5 U.S.C. 5332(a)) at Schedule 1;

(b) The Foreign Service Schedule (22 U.S.C. 3963) at Schedule 2; and

EO 13332

(c) The schedules for the Veterans Health Administration of the Department of Veterans Affairs (38 U.S.C. 7306, 7404; section 301(a) of Public Law 102–40) at Schedule 3.

**Sec. 2.** Senior Executive Service. The ranges of rates of basic pay for senior executives in the Senior Executive Service, as established pursuant to 5 U.S.C. 5382, as amended by section 1125 of Public Law 108–136, are set forth on Schedule 4 attached hereto and made a part hereof.

**Sec. 3.** *Executive and Certain Other Salaries.* The rates of basic pay or salaries for the following offices and positions are set forth on the schedules attached hereto and made a part hereof:

(a) The Executive Schedule (5 U.S.C. 5311–5318) at Schedule 5;

(b) The Vice President (3 U.S.C. 104) and the Congress (2 U.S.C. 31) at Schedule 6; and

(c) Justices and judges (28 U.S.C. 5, 44(d), 135, 252, and 461(a), section 140 of Public Law 97–92, and Public Law 108–167) at Schedule 7.

**Sec. 4.** Uniformed Services. Pursuant to section 601(a)–(b) of Public Law 108–136, the rates of monthly basic pay (37 U.S.C. 203) for members of the uniformed services, as adjusted under 37 U.S.C. 1009, and the rate of monthly cadet or midshipman pay are set forth on Schedule 8 attached hereto and made a part hereof.

#### Sec. 5. Locality-Based Comparability Payments.

(a) Pursuant to section 5304 of title 5, United States Code, and in accordance with section 640(a) of Division F of Public Law 108–199, localitybased comparability payments shall be paid in accordance with Schedule 9 attached hereto and made a part hereof.

(b) The Director of the Office of Personnel Management shall take such actions as may be necessary to implement these payments and to publish appropriate notice of such payments in the **Federal Register**.

**Sec. 6.** Administrative Law Judges. The rates of pay for administrative law judges, as adjusted under 5 U.S.C. 5372(b)(4), are set forth on Schedule 10 attached hereto and made a part hereof.

**Sec.** 7. *Effective Dates.* Schedule 8 is effective on January 1, 2004. The other schedules contained herein are effective on the first day of the first pay period beginning on or after January 1, 2004.

Sec. 8. Prior Order Superseded. Executive Order 13322 of December 30, 2003, is superseded.

GEORGE W. BUSH

The White House, March 3, 2004.

	10	\$19,543	22,109	24,919	27,971	31,302	34,891	38,767	42,935	47,422	52,222	57,375	68,766	81,778	96,637	113,674
	ი	\$19,060	21,542	24,280	27,254	30,499	33,996	37,773	41,834	46,206	50,883	55,904	67,003	79,681	94,159	110,759
pay period	ω	\$19,039	20,975	23,641	26,537	29,696	33,101	36,779	40,733	44,990	49,544	54,433	65,240	77,584	91,681	107,844
first applicable anuary 1, 2004)	7	\$18,521	20,408	23,002	25,820	28,893	32,206	35,785	39,632	43,774	48,205	52,962	63,477	75,487	89,203	104,929
of the first applicabl after January 1, 2004)	9	\$18,009	19,841	22,363	25,103	28,090	31,311	34,791	38,531	42,558	46,866	51,491	61,714	73,390	86,725	102,014
st day of t on or afte	ß	\$17,703	19,274	21,724	24,386	27,287	30,416	33,797	37,430	41,342	45,527	50,020	59,951	71,293	84,247	99,099
on the first day beginning on or	4	\$17,183	19,060	21,085	23,669	26,484	29,521	32,803	36,329	40,126	44,188	48,549	58,188	69,196	81,769	96,184
Effective o	м	\$16,666	18,567	20,446	22,952	25,681	28,626	31,809	35,228	38,910	42,849	47,078	56,425	67,099	79,291	93,269
( E	0	\$16,146	17,985	19,807	22,235	24,878	27,731	30,815	34,127	37,694	41,510	45,607	54,662	65,002	76,813	90,354
	۲	\$15,625	17,568	19,168	21,518	24,075	26,836	29,821	33,026	36,478	40,171	44,136	52,899	62,905	74,335	87,439
		GS-1	GS-2	GS-3	GS-4	GS-5	GS-6	GS-7	GS-8	GS-9	GS-10	GS-11	GS-12	GS-13	GS-14	GS-15

SCHEDULE 1--GENERAL SCHEDULE

# Title 3—The President

SCHEDULE
SERVICE
<b>2FOREIGN</b>
SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2004)

Class	σ	\$24,075	24,797	25,541	26,307	27,097	27,910	28,747	29,609	30,497	31,412	32,355	33,325	34,325	35,355
Class	ω	\$26,930	27,738	28,570	29,427	30,310	31,219	32,156	33,121	34,114	35,138	36,192	37,277	38,396	39,548
Class	7	\$30,12 <b>4</b>	31,028	31,959	32,917	33,905	34,922	35,970	37,049	38,160	39,305	40,484	41,699	42,950	44,238
Class	9	\$33,697	34,708	35,749	36,822	37,926	39,064	40,236	41,443	42,686	43,967	45,286	46,645	48,044	49,485
Class	Ъ	\$37,69 <b>4</b>	38,825	39,990	41,189	42,425	43,698	45,009	46,359	47,750	49,182	50,658	52,177	53,743	55,355
Class	4	\$46,519	47,915	49,352	50,833	52,358	53,928	55,546	57,213	58,929	60,697	62,518	64,393	66,325	68,315
Class	m	\$57, <b>4</b> 10	59,132	60,906	62,733	64,615	66,554	68,551	70,607	72,725	74,907	77,154	79,469	81,853	84,309
Class	7	\$70,851	72,977	75,166	77,421	79,743	82,136	84,600	87,138	89,752	92,444	95,218	98,074	101,017	104,047
Class	Ч	\$87 <b>,</b> 439	90,062	92,764	95,547	98,413	101,366	104,407	107,539	110,765	113,674	113,674	113,674	113,674	113,674
i	Step	Ч	7	с	4	വ	9	7	ω	ი	10	11	12	13	14

# **Executive Orders**

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#### Title 3—The President

#### SCHEDULE 3--VETERANS HEALTH ADMINISTRATION SCHEDULES DEPARTMENT OF VETERANS AFFAIRS

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2004)

Schedule for the Office of the Under Secretary for Health (38 U.S.C. 7306)\*

Deputy Under Secretary	for Health	 	 . \$148,495 **
Associate Deputy Under	Secretary for Health .	 	 . 142,230 ***
Assistant Under Secret	aries for Health	 	 . 138,037 ***

Medical Directors Service Directors										<u>Maximum</u> \$133,481 127,359	***
Director, National Cent for Preventive Health	er										

#### Physician and Dentist Schedule

Director Grade												\$127,359
Executive Grade											94,694	120,684
Chief Grade											87,439	113,674
Senior Grade											74,335	96,637
Intermediate Grade.											62,905	81,778
Full Grade											52,899	68,766
Associate Grade		÷		÷	÷						44,136	57,375
	-										,	, =

Clinical Podiatrist and Optometrist Schedule

Chief Grade				۰.						\$87,439	\$113,674
Senior Grade										74,335	96,637
Intermediate Grade.										62,905	81,778
Full Grade									۰.	52,899	68,766
Associate Grade										44,136	57,375

#### Physician Assistant and Expanded-Function Dental Auxiliary Schedule \*\*\*\*

Director Grade									\$87,439	\$113,674
Assistant Director Grade.									74,335	96,637
Chief Grade								۰.	62,905	81,778
Senior Grade									52,899	68,766
Intermediate Grade	۰.								44,136	57,375
Full Grade									36,478	47,422
Associate Grade									31,390	40,804
Junior Grade									26,836	34,891

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

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

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

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

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#### SCHEDULE 4--SENIOR EXECUTIVE SERVICE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2004)

Agencies with a Certified SES	<u>Minimum</u>	<u>Maximum</u>
Performance Appraisal System	\$104,927	\$158,100
Agencies without a Certified SES Performance Appraisal System	\$104,927	\$145,600

#### SCHEDULE 5--EXECUTIVE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2004)

Level	I	•					•		•	•	•							\$175,700
Level	II																	158,100
Level	III	Γ.																145,600
Level	IV																	136,900
Level	V			•	•		•		•		•	٠	•	•				128,200

#### SCHEDULE 6--VICE PRESIDENT AND MEMBERS OF CONGRESS

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2004)

Vice President	00C
Senators	100
Members of the House of Representatives	100
Delegates to the House of Representatives	100
Resident Commissioner from Puerto Rico	100
President pro tempore of the Senate	700
Majority leader and minority leader of the Senate 175,	700
Majority leader and minority leader of the House	
of Representatives	700
Speaker of the House of Representatives	000

#### SCHEDULE 7--JUDICIAL SALARIES

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2004

Chief Justice of the United States \$	203,000
Associate Justices of the Supreme Court	194,300
Circuit Judges	167,600
District Judges	158,100
Judges of the Court of International Trade	158,100

	Over 26		\$13,303.80*	11,738.40	10,635.30	8,285.40	6,760.80	5,733.00	4,911.30	3,609.90	2,848.50		\$5,241.30	4,180.20	3,537.00			orce, United United er	
	Over 24		\$12,847.80* \$13		10,635.30 10			5,733.00 5			2,848.50 2		\$5,241.30 \$5		3,537.00 3			For officers serving as Chairman or Vice Chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Naval Operations, Chief of Staff of the Air Force, commandant of the Marine Corps, commandant of the Coast Guard, or commander of a unified or specified combatant command (as defined in section 161(c) of title 10, United States Code), basic pay for this grade is calculated to be \$14,634.20 per month, regardless of cumulative years of service computed under section 205 of title 37, United States Code. Nevertheless, actual basic pay for these officers is limited to the rate of basic pay for level III of the Executive Schedule, which is \$12,133.20 per month.	
	Over 22		\$12,586.20* \$1		10,635.30	7,698.30	6,760.80	5,733.00	4,911.30	3,609.90	2,848.50		\$5,241.30	4,180.20	3,537.00			hief of Staff ection 161(c) r section 205 ule, which is	
	Over 20		\$12,524.70* \$	10,954.50	10,379.10	7,500.90	6,563.40	5,733.00	4,911.30	3,609.90	2,848.50		\$5,241.30	4,180.20	3,537.00		20 per month:	Operations, C defined in s computed unde ecutive Sched	
	Over 18		۰۵ ۱		\$9,995.70	7,154.10	6,389.70	5,733.00	4,911.30	3,609.90	2,848.50	COMMISSIONED OFFICERS WITH OVER & YEARS ACTIVE DUTY SERVICE AS AN ENLISYED MEMBER AND/OR WARRANT OFFICER****	\$5,241.30	4,180.20	3,537.00	Basic pay for these officers is limited to the rate of basic pay for level III of the Executive Schedule, which is \$12,133.20 per month	is \$12,133.3	ef of Naval ( command (as of service o II of the Exe	
YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)	Over 16		1	T	\$9,579.90	6,807.30	6,213.60	5,673.60	4,911.30	3,609.90	2,848.50		\$5,092.80		3,537.00		edule, which	he Army, Chi ed combatant lative years for level I	
	Over 14	ICERS	1	1	\$9,292.80	6,216.30	5,844.00	5,571.60	4,911.30	3,609.90	2,848.50		\$4,984.20		3,537.00		ecutive Sch	Staff of tl or specific ess of cumu f basic pay	
	Over 12	COMMISSIONED OFFICERS	ı	ı	\$9,197.10	5,882.10	5,602.80	5,394.00	4,794.30	3,609.90	2,848.50	TH OVER 4 Y	\$4,794.30	4,068.60	3,382.20		I of the Ex	f, Chief of f a unified th, regardl the rate o	
F SERVICE (	Over 10	COMMI	ı	ı	\$8,863.50	5,882.10	5,415.90	5,137.80	4,568.70	3,609.90	2,848.50	OFFICERS WI	\$4,568.70	3,918.60	3,269.40	-	or level II	efs of Staf commander o .20 per mon limited to	
YEARS O	Over 8		I.	ı	\$8,781.90	5,850.00	5,161.20	4,809.30	4,431.60	3,609.90	2,848.50	MISSIONED ( AS AN EN	\$4,431.60	3,724.80	3,154.50		basic pay f	e Joint Chi Guard, or be \$14,634 officers is	
	over 6			\$8,430.30 7 107 40	5,609.70	5,044.80	4,545.30	4,220.10	3,609.90	2,848.50	CO	\$4,220.10	3,609.90	3,042.30		he rate of ]	irman of the f the Coast lculated to for these		
	Over 4		I	ī	<pre></pre>		2,848.50		\$4,027.20	3,537.00	2,848.50		imited to t	or Vice Cha ommandant o grade is ca 1 basic pay					
	Over 3		ι	I	\$8,173.20	5,588.40	4,793.40	4,239.90	3,693.90	3,421.50	2,848.50		I	r	ı		ficers is 1	s Chairman o: le Corps, Cor / for this gr less, actual	
	Over 2		ī	ł		\$8,004.90	5,244.30	4,482.90	3,974.70	3,422.40	2,970.60	2,356.50		T	ı	I	I	or these of	s serving a of the Mari ), basic pa Neverthe
	2 or less		1 **	ı	\$7,751.10	6,440.70 4,773.60	3,979.50	3,433.50	** 3,018.90	0-2 *** 2,608.20	0-1 *** 2,264.40		I	ı	I		Basic pay f	For officers serving ( commandant of the Mar. States Code), basic pi States Code. Neverth month.	
	Pay Grade		0-10 *	6-0	8 r - 0 0 0	0	0-5	0-4	0-3 ***	0-2 */	0-1 *'		0-3E	0-2E	0-1E		*	*	

Reservists with more than 1,460 points as an enlisted member and/or warrant officer which are creditable toward reserve retirement also gualify for these rates.

\* \* \*

Does not apply to commissioned officers who have been credited with over 4 years of active duty service as an enlisted member or warrant officer.

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SCHEDULE 8-PAY OF THE UNIFORMED SERVICES (Effective on January 1, 2004) Part I-MONTHLY BASIC PAY

# Title 3—The President

	Over 26		\$5,914.20 5,445.90 4,716.30 4,103.70 3,535.80		55,054.70 4,314.30 4,314.30 2,809.80 2,809.80 2,367.90 1,885.50 1,1337.70 1,1337.70 1,1337.70 1,1337.70 1,1333.50 1,1333.70 1,133.40 1,133.40 1,133.40 1,133.40		
	Over 24		\$5,728.80 5,277.00 4,570.20 4,103.70 3,535.80		<ul> <li></li></ul>		
	Over 22		\$5,544.30 5,112.00 4,424.10 3,972.60 3,535.80		84.594.20 3.986.40 3.988.00 2.809.80 1.891.50 1.891.50 1.193.40 1.193.40 1.193.40 1.193.40 1.193.40 1.25 cf		
	Over 20		\$5,360.70 4,944.30 4,356.90 3,843.00 3,535.80		\$4,421.10 3.815.70 3.815.70 2.809.80 2.809.80 2.809.80 1.891.50 1.937.70 1.193.40 1.193.40 1.193.40 1.193.40 1.193.40 1.193.40 1.193.40 1.193.40		
	Over 18		- \$4,782.60 4,291.80 3,712.50 3,443.70		\$4,216.50 3,715.50 2,295.50 2,809.80 2,809.80 1,891.50 1,193.40 1,193.40 1,193.40 1,193.40 1,193.40 1,193.40 1,193.40 1,233.77 2,555.50 1,193.50 1,193.40 1,193.40 1,193.40 1,193.40 1,193.40 1,193.40 1,193.40 1,193.40 1,193.40 1,193.40 1,193.55 1,505.50 1,193.50 1,505.50 1,		
205)	Over 16		- \$4,617.30 4,140.60 3,643.80 3,321.90		\$4,089.30 3.517.50 3.517.50 2.739.90 2.3367.90 1.981.50 1.385.50 1.337.70 1.193.40 1.193.40 1.193.40 1.193.40 2.20 CC		
YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)	Over 14	S	\$4,359.00 3,988.80 3,562.20 3,247.20	ENLISTED MEMBERS	<pre>\$3.962.40 3.407.70 3.407.70 3.407.70 2.763.30 2.763.30 2.763.33 1.931.50 1.931.50 1.337.70 1.337.70 1.337.70 1.337.70 1.337.70 1.337.70 2.40 2.40 2.40 2.40 2.40 2.40 2.40 2.4</pre>		
	Over 12	WARRANT OFFICERS	-\$4,194.30 3,786.30 3,443.40 3,164.70		\$3,854.70 3,306.30 2,880.20 2,685.30 1,891.50 1,1937.90 1,1937.90 1,193.40 1,193.40 1,193.40 ef Petty Of month, rega		
	Over 10	WARR		ENLLI	\$3,769.20 3,222.00 2,891.10 2,596.20 1,891.50 1,881.50 1,193.40 1,193.40 1,193.40 1,193.40 1,193.40 1,193.40 1,193.40 1,90.90 per 1, 2	uty.	
YEARS OF	Over 8		- \$3,871.50 3,403.20 3,157.80 2,928.30			<pre>\$3,085.50 \$3,085.50 2,516.1140 2,516.1140 2,515.120 2,280.90 1,881.50 1,193.40 1,193.40 1,193.40 1,193.40 1,193.40 </pre>	on active d
	Over 6		\$3,710.40 3,257.10 2,943.30 2,802.30			n 4 months	
	Over 4		\$3,547.20 3,129.30 2,865.30 2,593.50			who have served less than 4 months on active duty.	
	Over 3		- \$3,452.40 3,089.40 2,774.10 2,515.20		- 52,430.60 2,131.20 1,931.20 1,726.80 1,337.70 1,193.40 1,193.40 1,193.40 1,193.40 1,193.40 1,193.60 1,193.70	o have serv	
	over 2		\$3,355.80 \$3,355.80 2,667.90 2,649.00 2,394.00				
	2 or less				<pre>2,145.00 \$2,341 \$2,145.00 \$2,341 1,955.50 2,041 1,955.50 2,041 1,558.20 1,639 1,558.20 1,639 1,537.70 1,139 1,337.70 1,139 1,133.40 1,139 1,193.40 1,139 For noncommissioned ( Sergeatt Major of th Applies to personnel Applies to personnel</pre>	Applies to personnel	
	Pay Grade		W-5 W-4 W-3 W-2 W-1		* * *	***	

# SCHEDULE 8-PAY OF THE UNIFORMED SERVICES (PAGE 2)

EO 13332

#### Title 3—The President

#### SCHEDULE 8-PAY OF THE UNIFORMED SERVICES (PAGE 3)

#### Part II-RATE OF MONTHLY CADET OR MIDSHIPMAN PAY

The rate of monthly cadet or midshipman pay authorized by section 203(c) of title 37, United States Code, is 792.60.

Note: As a result of the enactment of sections 602-694 of Public Law 105-85, the National Defense Authorization Act for Fiscal Year 1998, the Secretary of Defense now has the authority to adjust the rates of basic allowances for subsistence and housing. Therefore, these allowances are no longer adjusted by the President in conjunction with the adjustment of basic pay for members of the uniformed services. Accordingly, the tables of allowances included in previous orders are not included here.

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#### SCHEDULE 9--LOCALITY-BASED COMPARABILITY PAYMENTS

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2004)

Locality Pay Area <sup>1</sup>	Rate
Atlanta, GA	12.61%
Boston-Worcester-Lawrence, MA-NH-ME-CT-RI	
Chicago-Gary-Kenosha, IL-IN-WI	18.26%
Cincinnati-Hamilton, OH-KY-IN	15.07%
Cleveland-Akron, OH	13.14%
Columbus, OH	13.14%
Dallas-Fort Worth, TX	
Dayton-Springfield, OH	
Denver-Boulder-Greeley, CO	16.66%
Detroit-Ann Arbor-Flint, MI	
Hartford, CT	
Houston-Galveston-Brazoria, TX	
Huntsville, AL	
Indianapolis, IN	11.11%
Kansas City, MO-KS	
Los Angeles-Riverside-Orange County, CA .	
Miami-Fort Lauderdale, FL	
Milwaukee-Racine, WI	
Minneapolis-St. Paul, MN-WI	14.75%
New York-Northern New Jersey-Long Island,	NY-NJ-CT-PA 19.29%
Orlando, FL	10.93%
Philadelphia-Wilmington-Atlantic City, PA-	
Pittsburgh, PA	
Portland-Salem, OR-WA	
Richmond-Petersburg, VA	
Sacramento-Yolo, CA	
St. Louis, MO-IL	
San Diego, CA	
San Francisco-Oakland-San Jose, CA	
Seattle-Tacoma-Bremerton, WA	
Washington-Baltimore, DC-MD-VA-WV	14.63%
Rest of U.S	10.90%

#### SCHEDULE 10 ADMINISTRATIVE LAW JUDGES

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2004)

AL-3/A																						\$91,200
AL-3/B														•			•		•		•	98,100
AL-3/C				• '									•	•					•		•	105,200
AL-3/D	•							۰.		•.				•			•				•	112,200
AL-3/E															•							119,200
AL-3/F									•	•	·		•	•	•	•	•	•	·	•	•	126,100
																						133,300
AL-1 .		•				•	•		•	•	•	·	·	·	·	•	•,	·	·	·	·	136,900

<sup>1</sup>Locality Pay Areas are defined in 5 CFR 531.603.