

# U.S. NUCLEAR REGULATORY COMMISSION

## **DIRECTIVE TRANSMITTAL**

TN: DT-04-06

**To:** NRC Management Directives Custodians

**Subject:** Transmittal of Management Directive 10.41, "Pay Administration"

**Purpose:** Appendix 4130-C, Part VIII, is being revised to update agency salary schedules. On March 3, 2004, the President signed Executive Order 13332 implementing a retroactive pay increase for various Federal pay systems. As a result, 2004 pay rates were increased an average of 4.1% rather than the 2.0% initially authorized. The Executive Order provided for an across-the-board increase of 2.7% for statutory pay systems, including the General Schedule (which the GG parallels) as well as an average additional 1.4% locality increase for certain positions. The actual increase varies by pay system and locality. The effective date of the increase at the Nuclear Regulatory Commission was January 11, 2004. Appropriate pay schedules have been revised.

The National Defense Authorization Act for Fiscal Year 2004, signed November 24, 2003, established a new pay-for-performance system for the Senior Executive Service (SES). The six-level SES pay system was replaced by a single open pay range. Exhibit R (locality rates applicable to the SES) has been discontinued as a result of the pay system changes.

The Consolidated Appropriations Act, 2004 (Public Law 108-199, January 23, 2004), contained provisions that affected the determination of pay adjustments for certain prevailing rate (wage) employees in FY 2004. The effective date of the wage increase is October 19, 2003. Exhibits 17 and 18 have been revised accordingly.

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**OFFICE OF ADMINISTRATION**

Other changes include enlarging the pay tables wherever possible, clarifying when locality adjustments are added or rates are derived from special schedules in the salary schedules for students, and reflecting Senior Level System and NRC Administrative Judge pay as ranges.

**Note:** Please remove pages 59 through 115 revised April 8, 2004, and replace with new pages 59 through 115 revised April 19, 2004.

**Office of Origin:** Office of Human Resources

**Contact:** Nancy Johns, 301-415-6244

**Date Approved:** April 8, 2004 (Revised: April 19, 2004)

**Volume:** 10 Personnel Management

**Part:** 2 Position Evaluation and Management, Pay Administration, and Leave

**Directive:** 10.41 Pay Administration

**Availability:** Rules and Directives Branch  
Office of Administration  
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## Exhibit 1

## GENERAL GRADE SALARY TABLE

Salary Table 2004-GG  
2004 General ScheduleINCORPORATING A 2.70% GENERAL INCREASE  
Effective January 11, 2004

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

These rates are basic pay for most GG employees who are not on special salary schedules. Refer to Exhibits A through Q for applicable locality rates.

**Exhibit 2**

**EXECUTIVE SCHEDULE (EX)**

**2004**

**Per Annum Rates**

<b>Level I</b>	<b>175,700</b>
<b>Level II</b>	<b>158,100</b>
<b>Level III</b>	<b>145,600</b>
<b>Level IV</b>	<b>136,900</b>
<b>Level V</b>	<b>128,200</b>

Locality adjustments do not apply.

**Exhibit 3**

**SENIOR EXECUTIVE SERVICE SCHEDULE (SES)**

**2004**

**Pay Range  
Per Annum Rates**

<b>Minimum</b>	<b>Maximum</b>
<b>\$104,927</b>	<b>\$145,600</b>

The National Defense Authorization Act for Fiscal Year 2004, signed November 24, 2003, established a new pay-for-performance system for the Senior Executive Service (SES). The six-level SES pay system was replaced by a single open pay range.

As a result of the pay system changes, locality adjustments no longer apply to SES pay, and Exhibit R has been discontinued. The SES pay rate is basic pay for all pay computation purposes.

**Exhibit 4**

**NRC SENIOR LEVEL SERVICE (SLS)  
PAY BANDS**

**2004**

**Pay Ranges  
Per Annum Rates**

<b>Range</b>	<b>Basic Pay</b>	<b>Locality Pay Wash. DC Area</b>
<b>Maximum</b>	<b>136,900</b>	<b>145,600</b>
<b>Minimum</b>	<b>104,927</b>	<b>120,278</b>

**Pay rates for Senior Level Service pay bands and pay levels  
to be determined.**

**Exhibit 5****NRC ADMINISTRATIVE JUDGE SCHEDULE**

2004

**Per Annum Rates**

<b>Range</b>	<b>Basic Pay</b>	<b>Locality Pay Wash. DC Area</b>
<b>Maximum</b>	<b>136,900</b>	<b>145,600</b>
<b>Minimum</b>	<b>119,646</b>	<b>137,150</b>

Pay rates for NRC Administrative Judge pay levels to be determined.

**Exhibit 6**

**ADMINISTRATIVE LAW JUDGE SCHEDULE**

**2004**

**Per Annum Rates**

	<u>Basic Pay</u>	<u>Locality Pay Wash. DC Area</u>	
AL-1	136,900	145,600	
AL-2	133,300	145,600	
			<u>AL-3 WAITING PERIOD FOR HIGHER RATE</u>
AL-3/F	126,100	144,548	
AL-3/E	119,200	136,639	2 Years
AL-3/D	112,200	128,615	2 Years
AL-3/C	105,200	120,591	1 Year
AL-3/B	98,100	112,452	1 Year
AL-3/A	91,200	104,543	1 Year

Exhibit 7

**SPECIAL SALARY SCHEDULE**  
Positions in Series 510 and 511, Accountant or Auditor  
2004

Location: Positions at NRC Headquarters  
Annual Rates and Pay Steps

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
GG-5	28,090	28,893	29,696	30,499	31,302	32,105	32,908	33,711	34,514	35,317	803
7	33,797	34,791	35,785	36,779	37,773	38,767	39,761	40,755	41,749	42,743	994
9	40,126	41,342	42,558	43,774	44,990	46,206	47,422	48,638	49,854	51,070	1,216

Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates in this schedule. Locality pay is higher for GG-5 steps 6 through 10, GG-7 steps 1 through 10, and GG-9 steps 1 through 10. For these steps and grades, use Exhibit P.

The date of approval of this schedule is January 6, 2004, and the effective date is January 11, 2004.

Exhibit 8

**SPECIAL SALARY SCHEDULE**  
All Professional Series in the GG-800 Engineering Group and the GG-1300 Scientific Group  
2004

Location: Nationwide

Annual Pay Rates and Steps

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
5	37,525	38,355	39,185	40,015	40,845	41,675	42,505	43,335	44,165	44,995	830
7	42,038	43,065	44,092	45,119	46,146	47,173	48,200	49,227	50,254	51,281	1,027
9	48,996	50,252	51,508	52,764	54,020	55,276	56,532	57,788	59,044	60,300	1,256
11	56,241	57,762	59,283	60,804	62,325	63,846	65,367	66,888	68,409	69,930	1,521
12	60,124	61,946	63,768	65,590	67,412	69,234	71,056	72,878	74,700	76,522	1,822

Establishes a special schedule for NRC professional positions at GG-5 through GG-12 in Occupational Group GG-800, Engineering, and GG-1300, Scientific Group. These rates are basic pay for applicable employees.

Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates on this schedule. Check Exhibits A through Q for applicable locality rates.

See Exhibit 19 for entry level pay rates.

The date of approval for this schedule is January 6, 2004, and the effective date is January 11, 2004.

Exhibit 9

**SPECIAL SALARY SCHEDULE**

**All Resident Inspector Program Personnel In Scientific and Technical Positions who are Duty Stationed at Reactor or Nuclear Facility Sites**

**2004**

**Location: Nationwide**

**Annual Pay Rates and Steps**

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
11	55,904	57,375	58,846	60,317	61,788	63,259	64,730	66,201	67,672	69,143	1,471
12	63,477	65,240	67,003	68,766	70,529	72,292	74,055	75,818	77,581	79,344	1,763
13	69,196	71,293	73,390	75,487	77,584	79,681	81,778	83,875	85,972	88,069	2,097
14	81,769	84,247	86,725	89,203	91,681	94,159	96,637	99,115	101,593	104,071	2,478

Grades 11 and 12 are based on the OPM Special Salary Rate Table # 0422. Grades 13 and 14 are extrapolated from the 2004 General Schedule (Exhibit 1).

Employees paid from this schedule receive full locality adjustments for the appropriate locality pay area.

The date of approval of this schedule is January 6, 2004, and the effective date is January 11, 2004.

**Exhibit 9 – Special Salary Schedule for Positions in  
the Resident Inspector Program (continued)**

**1. Purpose**

Establishes the special salary schedule for personnel in the Resident Inspector Program and the general pay setting regulations pertaining to that Program.

**2. Background**

To aid the proper discharge of the Commission's responsibilities, and pursuant to Section 161.d of the Atomic Energy Act of 1954, as amended, a special salary schedule has been established for scientific and technical positions specifically designated as Resident Inspector and Senior Resident Inspector (GG-11, 12, 13, 14). This special salary schedule applies to all NRC GG-11 through GG-14 level employees in the Resident Inspector Program who are duty stationed at a reactor or nuclear facility site.

**3. Entering the Resident Inspector Program**

When an individual enters the Resident Inspector Program, his or her salary should be set by (1) determining the step the individual would have received if he or she were entering a position not in the Program (by application, as appropriate, of the promotion, in-hiring, etc., rule in Management Directive 10.41, Appendix 4130-C), and (2) applying the Resident Inspector Special Salary Schedule to the grade and step obtained by (1) above. Resident inspectors are paid a full locality adjustment<sup>1</sup> in addition to their rate of pay from the Resident Inspector Special Salary Schedule.

An individual's salary that is not set in accordance with the provisions described in the paragraph above may be set at an appropriate Administratively Determined (AD) rate, such as when the individual's salary would be above the maximum rate of the grade on the General Salary Schedule (Exhibit 1) when step (1) above is followed.

Examples: A GG-840-9/5 non-Resident Inspector employee is selected for a GG-11 Resident Inspector position. Application of step (1) shows that the employee would have been placed at the GG-11/2 level (on the GG-800 Engineering Group Salary Schedule, Exhibit 8), by application of the promotion rule in Appendix 4130-C, if the employee were not entering the Program. Application of step (2) places the

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<sup>1</sup>Locality adjustments for Resident Inspectors are treated the same as other locality adjustments. For example, they are basic pay for retirement, life insurance premium pay, severance pay, advances in pay, and workers' compensation payment purposes. They are not basic pay for the purpose of within-grade increases, promotions, pay retention, highest previous rate, recruitment/relocation/retention payments, supervisory differentials, or other payments/benefits calculated as a percentage of basic pay.

### **Exhibit 9 – Special Salary Schedule for Positions in the Resident Inspector Program (continued)**

#### **3. Entering the Resident Inspector Program (continued)**

Exhibit 8), by application of the promotion rule in Appendix 4130-C, if the employee were not entering the Program. Application of step (2) places the employee at the GG-11/2 level on this Resident Inspector Special Salary Schedule. If the resident site is located in an area that has a locality rate of 12.61%, the employee would receive a locality adjustment of 12.61% in addition to the GG-11/2 salary from the Resident Inspector Special Salary Schedule. If the resident site is located in a REST OF US (RUS) locality area (10.90%), the employee would receive a 10.90% locality adjustment in addition to the GG-11/2 salary from the Resident Inspector Special Salary Schedule.

A GG-840-12/5 non-Resident Inspector employee is selected for a GG-13 Resident Inspector position. Application of step (1) shows that the employee would have been placed at the GG-13/5 level (on the General Salary Schedule, Exhibit 1), by application of the promotion rule in Appendix 4130-C, if the employee were not entering the Program. Application of step (2) places the employee at the GG-13/5 level on this Resident Inspector Special Salary Schedule. If the resident site is located in an area that has a locality rate of 12.61%, the employee would receive a locality adjustment of 12.61% in addition to the GG-13/5 salary from the Resident Inspector Special Salary Schedule.

#### **4. Leaving the Resident Inspector Program**

For purposes of salary administration, all normal salary administration procedures contained in Appendix 4130-C shall apply to individuals being paid under this Resident Inspector Special Salary Schedule except:

- a. A salary paid under this special salary schedule shall not constitute a "highest previous rate" (Appendix 4130-C, Part III); the "highest previous rate" shall be computed as that rate which an employee in that grade and step would have received if he or she had not been paid under this special salary schedule. (See exceptions to this rule as described in c. and d. below.)
- b. When an individual leaves the Resident Inspector Program, except through reassignment (c. below) or promotion (d. below), his or her salary shall be set by (1) determining the step the individual would have received if he or she had received in the NRC the same promotions, within-grade increases, and/or high quality increases not under the Resident Inspector Special Salary Schedule; and (2) computing the individual's new salary, by application of the appropriate (e.g., reassignment) rule in Appendix 4130-C to the grade and step obtained by step (1) above.

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**Exhibit 9 – Special Salary Schedule for Positions in  
the Resident Inspector Program** (continued)**4. Leaving the Resident Inspector Program** (continued)

- c. When a Resident Inspector or Senior Resident Inspector is reassigned to a position outside of the Resident Inspector Program, and the requirements<sup>2</sup> for pay saving are met, the employee's pay from the Resident Inspector Salary Schedule is retained as basic pay, and a locality adjustment is added until such time as the application of normal pay setting procedures meets or exceeds the employee's saved pay. The employee will also receive as a part of saved pay one half of any general pay increase prior to the application of any locality adjustment.

Employees' saved pay under these provisions should be compared to what their pay would be using normal pay setting procedures as described in b. above as follows:

- (i) determine the appropriate grade and step under normal pay setting procedures.
  - (ii) Apply any within-grade increases, promotions, and annual comparability increases.
  - (iii) When the application of normal pay setting procedures equals or exceeds the employee's saved pay, the employee is taken off saved pay.
- d. When an employee is promoted from a Resident Inspector Program position to another NRC position, his or her new salary shall be set at the lowest step of the higher grade on the applicable salary schedule which equals or exceeds his or her salary as a Resident Inspector. Appropriate adjustments, e.g., locality pay, would then be added. However, this provision shall not serve to increase the pay of an individual who later returns to the Resident Inspector Program. Upon re-entry, the individual's salary shall be set using this exhibit without the benefit accrued under this provision. returns to the Resident Inspector Program. Upon

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<sup>2</sup>Pay saving requirements:

1. Must have successfully completed at least six full consecutive years in the resident inspector program for Resident Inspector assignments made on or after June 20, 1999. (Must have successfully completed at least 4 full consecutive years in the resident inspector program for resident inspector assignments made before June 20, 1999.)
2. Must be a management directed reassignment.
3. Must have a performance appraisal of Fully Successful or better for at least the last six years.
4. Saved pay will not be available to former residents who are reassigned out of the resident program for cause (performance, objectivity or conduct) or based solely on personal request.

**Exhibit 9 – Special Salary Schedule for Positions in  
the Resident Inspector Program (continued)**

**4. Leaving the Resident Inspector Program (continued)**

re-entry, the individual's salary shall be set using this exhibit without the benefit accrued under this provision.

**5. Limitations**

The pay adjustment is not an equivalent increase within the meaning of Appendix 4130-C, Part IV.

Exhibit 10

**SPECIAL SALARY SCHEDULE**

**Law Enforcement Officers in Grades 3 through 10  
2004**

**Locations: Nationwide**

**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	Step Interval
3	23,002	23,641	24,280	24,919	25,558	26,197	26,836	27,475	28,114	28,753	639
4	25,820	26,537	27,254	27,971	28,688	29,405	30,122	30,839	31,556	32,273	717
5	29,696	30,499	31,302	32,105	32,908	33,711	34,514	35,317	36,120	36,923	803
6	31,311	32,206	33,101	33,996	34,891	35,786	36,681	37,576	38,471	39,366	895
7	33,797	34,791	35,785	36,779	37,773	38,767	39,761	40,755	41,749	42,743	994
8	35,228	36,329	37,430	38,531	39,632	40,733	41,834	42,935	44,036	45,137	1,101
9	37,694	38,910	40,126	41,342	42,558	43,774	44,990	46,206	47,422	48,638	1,216
10	41,510	42,849	44,188	45,527	46,866	48,205	49,544	50,883	52,222	53,561	1,339

Refer to Exhibits AA through EE for the applicable locality rates.

These rates are basic pay for the purpose of retirement, life insurance, promotions, reductions in grade, transfer or reassignment, and highest previous rate determinations.

The date of approval for this schedule is January 6, 2004, and the effective date is January 11, 2004.

Exhibit 11

**SPECIAL SALARY SCHEDULE**  
**Positions Requiring Office Automation, Typing or Stenography Proficiency**  
**2004**

**Locations: Positions at NRC Headquarters and Calvert County, MD**  
**Annual Rates and Pay Steps**

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
2	21,542	22,109	22,676	23,243	23,810	24,377	24,944	25,511	26,078	26,645	567
3	23,002	23,641	24,280	24,919	25,558	26,197	26,836	27,475	28,114	28,753	639
4	24,386	25,103	25,820	26,537	27,254	27,971	28,688	29,405	30,122	30,839	717
5	26,484	27,287	28,090	28,893	29,696	30,499	31,302	32,105	32,908	33,711	803
6	28,626	29,521	30,416	31,311	32,206	33,101	33,996	34,891	35,786	36,681	895
7	30,815	31,809	32,803	33,797	34,791	35,785	36,779	37,773	38,767	39,761	994

This schedule covers positions in occupational series that require full typing, office automation, data transcribing or stenographic proficiency for grades GG-2 through GG-7 in Headquarters and Calvert County, MD.

Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates in this schedule. Locality pay is higher for GG-4, GG-5, GG-6 and GG-7 steps 1 through 10. For these steps and grades, see Exhibit P.

These rates are basic pay for the purpose of retirement, life insurance, promotion, reductions in grade, transfer, or reassignment and highest previous rate determinations.

The date of approval of this schedule is January 6, 2004, and the effective date is January 11, 2004.

Exhibit 12

**SPECIAL SALARY SCHEDULE**  
**Positions Requiring Office Automation, Typing or Stenography Proficiency**  
**2004**

**Locations: Positions in the Dallas, TX metropolitan area**  
**Annual Rates and Pay Steps**

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
2	20,975	21,542	22,109	22,676	23,243	23,810	24,377	24,944	25,511	26,078	567
3	22,363	23,002	23,641	24,280	24,919	25,558	26,197	26,836	27,475	28,114	639
4	23,669	24,386	25,103	25,820	26,537	27,254	27,971	28,688	29,405	30,122	717
5	25,681	26,484	27,287	28,090	28,893	29,696	30,499	31,302	32,105	32,908	803

This schedule covers positions in occupational series that require full typing, office automation, or stenographic proficiency for grades GG-2 through GG-5 in Dallas, TX and the surrounding metropolitan area.

Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates in this schedule. Locality pay is higher for GG-3 steps 8 through 10, GG-4 steps 1 through 10, and GG-5 steps 1 through 10. For these steps and grades, see Exhibit E.

These rates are basic pay for the purpose of retirement, life insurance, promotion, reductions in grade, transfer, or reassignment and highest previous rate determinations.

The date of approval of this schedule is January 6, 2004, and the effective date is January 11, 2004.

## Exhibit 13

**SPECIAL SALARY SCHEDULE**  
**Positions Requiring Office Automation, Typing or Stenography Proficiency**  
**2004**

**Locations: Positions in Cook, Lake, and DuPage counties, IL**  
**Annual Rates and Pay Steps**

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
2	20,408	20,975	21,542	22,109	22,676	23,243	23,810	24,377	24,944	25,511	567
3	21,724	22,363	23,002	23,641	24,280	24,919	25,558	26,197	26,836	27,475	639
4	24,386	25,103	25,820	26,537	27,254	27,971	28,688	29,405	30,122	30,839	717
5	26,484	27,287	28,090	28,893	29,696	30,499	31,302	32,105	32,908	33,711	803

This schedule covers positions in occupational series that require full typing, office automation, data transcribing or stenographic proficiency for grades GG-2 through GG-5 in Cook, Lake and DuPage counties, IL.

Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates in this schedule. Locality pay (Exhibit C) is higher for all grades and steps (GG-2, GG-3, GG-4, and GG-5 steps 1 through 10). For these steps and grades, use Exhibit C.

These rates are basic pay for the purpose of retirement, life insurance, promotion, reductions in grade, transfer, or reassignment and highest previous rate determinations.

The date of approval of this schedule is January 6, 2004, and the effective date is January 11, 2004.

Exhibit 14

**SPECIAL SALARY SCHEDULE**  
**Positions Requiring Office Automation, Typing or Stenography Proficiency**  
**2004**

**Locations: Positions in Westchester, New York**  
**Annual Rates and Pay Steps**

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
2	22,109	22,676	23,243	23,810	24,377	24,944	25,511	26,078	26,645	27,212	567
3	24,280	24,919	25,558	26,197	26,836	27,475	28,114	28,753	29,392	30,031	639
4	25,820	26,537	27,254	27,971	28,688	29,405	30,122	30,839	31,556	32,273	717
5	27,287	28,090	28,893	29,696	30,499	31,302	32,105	32,908	33,711	34,514	803
6	28,626	29,521	30,416	31,311	32,206	33,101	33,996	34,891	35,786	36,681	895

This schedule covers positions in occupational series that require full typing, office automation, data transcribing or stenographic proficiency at grades GG-2 through GG-6 in Westchester, New York.

Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates in this schedule. Locality pay is higher for GG-4, GG-5, and GG-6 steps 1 through 10. For these steps and grades, see Exhibit K.

These rates are basic pay for the purpose of retirement, life insurance, promotion, reductions in grade, transfer, or reassignment and highest previous rate determinations.

The date of approval of this schedule is January 6, 2004, and the effective date is January 11, 2004.

## Exhibit 15

**SPECIAL SALARY SCHEDULE**  
**Specific Non-Professional Support Positions**  
**2004**

**Locations: Positions in Connecticut**  
**Annual Rates and Pay Steps**

Grade	Step 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
1	17,183	17,703	18,009	18,521	19,039	19,060	19,543	20,044	20,545	21,046	Varies
2	19,060	19,274	19,841	20,408	20,975	21,542	22,109	22,676	23,243	23,810	Varies
3	21,085	21,724	22,363	23,002	23,641	24,280	24,919	25,558	26,197	26,836	639
4	23,669	24,386	25,103	25,820	26,537	27,254	27,971	28,688	29,405	30,122	717
5	26,484	27,287	28,090	28,893	29,696	30,499	31,302	32,105	32,908	33,711	803
6	29,521	30,416	31,311	32,206	33,101	33,996	34,891	35,786	36,681	37,576	895

This schedule covers positions in occupational series that require full typing; office automation, data transcribing, stenographic or other special support proficiency at grades GG-2 through GG-6 in Connecticut.

Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates in this schedule. Locality pay (Exhibit G) is higher for all grades and steps (GG-1 through GG-6, steps 1 through 10). Use Exhibit G.

These rates are basic pay for the purpose of retirement, life insurance, promotion, reductions in grade, transfer, or reassignment and highest previous rate determinations.

The date of approval of this schedule is January 6, 2004, and the effective date is January 11, 2004.

Exhibit 16

**SPECIAL SALARY SCHEDULE**  
**Specific Non-Professional Support Positions**  
**2004**

**Locations: Positions in Boston, MA and Surrounding Areas**  
**Annual Rates and Pay Steps**

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
2	22,109	22,676	23,243	23,810	24,377	24,944	25,511	26,078	26,645	27,212	567
3	23,641	24,280	24,919	25,558	26,197	26,836	27,475	28,114	28,753	29,392	639
4	25,103	25,820	26,537	27,254	27,971	28,688	29,405	30,122	30,839	31,556	717
5	26,484	27,287	28,090	28,893	29,696	30,499	31,302	32,105	32,908	33,711	803
6	28,626	29,521	30,416	31,311	32,206	33,101	33,996	34,891	35,786	36,681	895
7	30,815	31,809	32,803	33,797	34,791	35,785	36,779	37,773	38,767	39,761	994
8	34,127	35,228	36,329	37,430	38,531	39,632	40,733	41,834	42,935	44,036	1101

This schedule covers positions in occupational series that require full typing, office automation, data transcribing, stenographic or other special support proficiency at grades GG-2 through GG-8 in Boston, MA and surrounding areas.

Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates in this schedule. Locality pay is higher for GG-4, GG-5, GG-6, GG-7, and GG-8 steps 1 through 10. For these steps and grades, see Exhibit B.

These rates are basic pay for the purpose of retirement, life insurance, promotion, reductions in grade, transfer, or reassignment and highest previous rate determinations.

The date of approval of this schedule is January 6, 2004, and the effective date is January 11, 2004.

Exhibit 17

**Wage Grade Schedule**  
 AC-0027R DoD Civilian Personnel Management Service (AW)  
 Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules  
 for the Washington, District of Columbia (DCB) Wage Area  
 Effective Date: October 19, 2003  
 Issue Date: March 15, 2004

WG-WL-WS Grade	WG-Rates					WL-Rates					WS-WD-WN Rates					WD-WN Level	
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5		
1	9.09	9.47	9.84	10.22	10.60	10.00	10.42	10.83	11.25	11.67	15.42	16.05	16.69	17.34	17.98		
2	10.42	10.85	11.29	11.72	12.16	11.46	11.94	12.42	12.89	13.37	16.74	17.44	18.14	18.84	19.53		
3	11.75	12.24	12.73	13.22	13.72	12.92	13.46	14.01	14.54	15.08	18.08	18.83	19.58	20.34	21.09	1	
4	13.09	13.63	14.17	14.72	15.27	14.40	15.00	15.59	16.20	16.80	19.42	20.22	21.02	21.84	22.64	2	
5	14.43	15.03	15.64	16.23	16.84	15.88	16.53	17.19	17.86	18.52	20.75	21.62	22.49	23.35	24.21	3	
6	15.76	16.42	17.08	17.74	18.39	17.34	18.06	18.78	19.50	20.22	22.09	23.01	23.93	24.85	25.77	4	
7	17.10	17.81	18.52	19.23	19.95	18.81	19.59	20.38	21.16	21.94	23.43	24.40	25.37	26.35	27.32	5	1
8	18.40	19.09	19.88	20.67	21.40	20.26	21.08	21.89	22.78	23.61	24.59	25.55	26.57	27.66	28.66	6	2
9	19.39	20.26	21.02	21.83	22.66	21.36	22.25	23.11	24.06	24.97	25.59	26.66	27.75	28.82	29.88	7	3
10	20.48	21.35	22.23	23.08	23.93	22.55	23.48	24.40	25.38	26.32	26.69	27.79	28.87	29.98	31.11	8	4
11	21.55	22.50	23.40	24.30	25.17	23.71	24.73	25.72	26.74	27.70	27.33	28.48	29.62	30.77	31.91	9	5
12	22.64	23.60	24.53	25.49	26.42	24.87	25.92	26.99	27.99	29.05	28.20	29.37	30.55	31.73	32.93	10	6
13	23.70	24.68	25.69	26.71	27.66	26.07	27.19	28.26	29.36	30.44	29.10	30.31	31.52	32.73	33.94	11	7
14	24.77	25.81	26.84	27.87	28.93	27.27	28.40	29.56	30.70	31.83	29.92	31.16	32.41	33.66	34.90		8
15	25.85	26.92	27.99	29.11	30.15	28.47	29.64	30.86	32.03	33.22	30.87	32.16	33.44	34.72	36.01		9
WS-16											31.95	33.27	34.60	35.94	37.26		
WS-17											33.16	34.54	35.92	37.30	38.68		
WS-18											34.49	35.94	37.38	38.81	40.25		
WS-19											35.51	36.99	38.47	39.95	41.43		

Exhibit 18

**Special Schedule for Printing & Litho (XP/XL/XS)**  
**AC-0027P DoD Civilian Personnel Management Service (AW)**  
 Federal Wage System Special Printing Schedules for Printing and Lithographic Occupations  
 for the Washington, District of Columbia (DCB) Wage Area  
 Effective Date: October 19, 2003  
 Issue Date: March 16, 2004

XP XL-XS Grade	XP-Rates			XL-Rates			XS-XD-XN Rates			XD-XN Pay Level	
	1	2	3	1	2	3	1	2	3		
1	9.79	10.20	10.60	10.77	11.22	11.67	16.60	17.29	17.98		
2	11.22	11.69	12.16	12.35	12.86	13.37	18.03	18.78	19.53		
3	12.66	13.19	13.72	13.91	14.50	15.08	19.46	20.27	21.09		1
4	14.10	14.69	15.27	15.50	16.15	16.80	20.91	21.78	22.64		2
5	15.54	16.19	16.84	17.10	17.81	18.52	22.35	23.28	24.21		3
6	16.97	17.68	18.39	18.68	19.45	20.22	23.78	24.77	25.77		4
7	18.42	19.19	19.95	20.25	21.10	21.94	25.21	26.27	27.32		5
8	19.75	20.58	21.40	21.79	22.70	23.61	26.44	27.55	28.66		6
9	20.92	21.80	22.66	23.05	24.01	24.97	27.58	28.73	29.88		7
10	22.09	23.01	23.93	24.29	25.31	26.32	28.71	29.91	31.11		8
11	23.83	24.83	25.82	26.21	27.31	28.41	29.45	30.68	31.91		9
12	25.65	26.72	27.78	28.21	29.39	30.57	30.40	31.67	32.93		10
13	27.45	28.60	29.74	30.20	31.46	32.71	31.33	32.64	33.94		11
14	29.26	30.49	31.71	32.20	33.53	34.87	32.21	33.56	34.90		
15	31.07	32.36	33.66	34.18	35.60	37.02	33.23	34.62	36.01		
XS-16							34.40	35.83	37.26		
XS-17							35.72	37.20	38.68		
XS-18							37.16	38.70	40.25		
XS-19							38.25	39.84	41.43		

## Exhibit 19

## SPECIAL SALARY SCHEDULE

NRC Entry-Level Engineering (GG-800 Group),  
Scientific (1300), and Legal Positions  
2004

Location: Headquarters and Regional Offices

## Annual Pay Rate

	Bachelor's Degree		Master's Degree	Ph.D./J.D. Degree
	Average Qualifications	Superior Qualifications		
All Engineering Series in the 800 Group and Scientific Disciplines in the 1300 Group	GG-5/10* (\$44,995)	GG-7/10* (\$51,281)	GG-9/7* (\$56,532)	GG-11/9* (\$68,409)
Honor Law Graduate	GG-11/9** (\$55,904)			

\* Rates are from the Special Salary Schedule for the GG- 800 Engineering Group and the GG-1300 General Physical Science Group, Exhibit 8. Employees paid these special salary rates do not receive locality adjustments because the special salary rates are higher than corresponding locality rates in each locality area.

\*\*This rate is from the General Salary Schedule, Exhibit 1. Employees paid this rate also receive locality adjustments. Check Exhibits A through Q for applicable locality rates.

The date of approval for this schedule is January 6, 2004, and the effective date is January 11, 2004.

**Exhibit 19** (continued)

**Special Salary Schedules for Professional Entry-Level  
Engineering (GG-800 Group), Scientific (GG-1300 Group), and  
Legal Positions**

**Purpose**

Establishes the special salary schedules for Entry-Level professional positions.

This special salary schedule has been established for NRC positions in programs for students graduating from or enrolled in accredited colleges and universities. Other Management Directive 10.41, Appendix 4130-C, pay exhibits cover salaries for positions not based on college recruitment. Normal pay setting rules such as locality adjustments (Exhibits A through Q) apply, as appropriate.

For the Entry-Level Program, related work experience will be a factor in determining salaries in addition to academic qualifications. Normally, a one-step increase (not to exceed the 10th step) will be allowed for each 6 months of related work experience.

Salary determinations for individuals with Bachelor's Degrees selected for Entry-Level Engineering (800 Group) or Scientific (1300 Group) positions are based also on scholastic achievements. Individuals qualify for appointments at the GG-7 step 10 based on superior qualifications defined as:

1. An overall Grade Point Average (GPA) of at least 2.85 on a 4.0 scale (GPA may not be rounded up to reach 2.85) or at least 3.5 in the major (GPA may not be rounded up to reach 3.5); or
2. Standing in the upper third of student's class; or
3. Election to membership in one of the national honorary scholastic societies; or
4. Other significant scholastic/academic achievements.

It is the student's responsibility to document superior qualifications by providing the appropriate NRC Program Coordinator with either a transcript, report card, or other official school document.

**Pay Administration****Exhibit 19** (continued)**Procedures for Career-Ladder Promotions for Entry-Level Employees at the GG-5/10 and GG-7/10 levels**

Promotions from GG-5/10 and GG-7/10 should be carried out using standard pay setting practices. Examples are provided below for movement from GG-5 to GG-7 (Example 1) and from GG-7 to GG-9 (Example 2).

Example 1

GG-5/10, entry level salary = \$44,995.

Add 2 steps to this figure, using the step interval for GG-5 from Exhibit 8  
( $\$830 \times 2 = \$1,660$ )

$\$44,995 + \$1,660 = \$46,655$ .

Find this amount on the GG-7 scale, (use Exhibit 8).

This amount falls between step 5 and step 6 of the GG-7 scale.

Promote the individual to the **GG-7 step 6 (\$47,173)**.

Example 2

GG-7/10, entry level salary = \$51,281.

Add 2 steps to this figure, using the step interval for the GG -7 from Exhibit 8  
( $\$1,027 \times 2 = \$2,054$ ).

$\$51,281 + \$2,054 = \$53,335$ .

Find this amount on the GG-9 scale (use Exhibit 8).

This amount falls between step 4 and step 5 of the GG-9 scale.

Promote the individual to the **GG-9 step 5 (\$54,020)**.

**Exhibit 20**

**SPECIAL SALARY SCHEDULE**

**Student Career Experience Program Positions and  
Student Temporary Employment Program Positions  
( Engineering and Scientific Disciplines )  
2004**

**Location: Nationwide**

**Annual Pay Rates and Steps**

<b>Engineering and Scientific Disciplines</b>	<b>Semester Hours</b>	<b>Pay Rate</b>	<b>Annual Salary</b>	<b>Hourly Rates</b>
<b>Undergraduate Programs</b>				
Sophomore	30 through 59	GG--4/5	\$24,386 plus locality*	\$11.68 plus locality*
Junior	60 through 89	GG-5/6	\$35,317**	\$16.92**
Senior	90 or more	GG-5/10	\$38,529**	\$18.46**
<b>Graduate Programs</b>				
	Undergraduate GPA below 2.85	GG-5/10	\$44,995***	\$21.56***
	Undergraduate GPA 2.85 and above	GG-7/10	\$51,281***	\$24.57***

\*Rates are from the General Schedule, Exhibit 1. Refer to Exhibits A thru Q for applicable locality rates.

\*\*Rates are from the Special Salary Schedule for Engineering and Scientific Positions, Table #0414 (See Exhibit 20-A). Locality rates are not applicable.

\*\*\*Rates are from the NRC Special Salary Schedule for Engineers and Scientific Positions, Exhibit 8. Locality rates are not applicable.

The date of approval for this schedule is January 6, 2004, and the effective date is January 11, 2004.

Exhibit 20-A

**SPECIAL SALARY SCHEDULE**

**Student Career Experience Program Positions and Student Temporary Employment Program Positions  
(Engineering and Scientific Disciplines)**

**2004**

**Location: Nationwide**

**ANNUAL Pay Rates and Steps**

	Steps										Step Interval
	1	2	3	4	5	6	7	8	9	10	
<b>GG-5</b>	<b>31,302</b>	<b>32,105</b>	<b>32,908</b>	<b>33,711</b>	<b>34,514</b>	<b>35,317</b>	<b>36,120</b>	<b>36,923</b>	<b>37,726</b>	<b>38,529</b>	<b>803</b>

Extracted from OPM Special Salary Rate Table # 0414.

Employees paid from this schedule do not receive locality adjustments.

**Exhibit 20-B**

**SPECIAL SALARY SCHEDULE**

**Student Career Experience Program Positions and  
Student Temporary Employment Program Positions  
(Administrative and Management Disciplines)  
2004**

**Location: Nationwide**

**Annual Pay Rates and Steps**

<b>Administrative/ Management Disciplines</b>	<b>Semester Hours</b>	<b>Pay Rate</b>	<b>Annual Salary</b>	<b>Hourly Rates</b>
<b>Undergraduate Programs</b>	30 through 89	GG--4/1	\$21,518 plus locality*	\$10.31 plus locality*
	90 or more	GG-5/1	\$24,075 plus locality*	\$11.54 plus locality*
<b>Graduate Programs</b>	Undergraduate GPA below 2.85	GG-5/1	\$24,075 plus locality*	\$11.54 plus locality*
	Undergraduate GPA 2.85 and above	GG-7/1	\$29,821 plus locality*	\$14.29 plus locality*

\* Rates are from the General Schedule, Exhibit 1. Refer to Exhibits A thru Q for applicable locality rates.

Note: For positions in Information Technology series (1550 and 2210), see Exhibits 21-A through 21-C for applicable rates.

The date of approval for this schedule is January 6, 2004, and the effective date is January 11, 2004.

**Exhibit 20-C**

**SPECIAL SALARY SCHEDULE**  
**for**  
**Student Career Experience Program Positions and**  
**Student Temporary Employment Program Positions**  
**( Law Clerk )**

**2004**

**Location: Nationwide**

**Annual Pay Rates and Steps**

	<b>Semester Hours</b>	<b>Pay Rate</b>	<b>Annual Salary</b>	<b>Hourly Pay Rates</b>
<b>Law Clerk</b>	30 through 49	GG-7/10	\$38,767 plus locality*	\$18.58 plus locality*
	50 through 60	GG-9/8	\$44,990 plus locality*	\$21.56 plus locality*

\*Rates are from the General Schedule, Exhibit 1. Refer to Exhibits A thru Q for applicable locality rates.

The date of approval for this schedule is January 6, 2004, and the effective date is January 11, 2004.

**Exhibit 20-D**

**SPECIAL SALARY SCHEDULE**

**Student Career Experience Program Positions and  
Student Temporary Employment Program Positions  
(Clerical)  
2004**

**Location: Nationwide**

**Annual Pay Rates and Steps**

	<b>Semester Hours</b>	<b>Pay Rate</b>	<b>Annual Salary</b>	<b>Hourly Rates</b>
<b>Clerical (Typing)</b>				
No Work Experience	High School Student	GG-1/1	Basic pay may be from the General Schedule (Exhibit 1) or applicable special salary rates for positions requiring typing (Exhibits 11 through 16). Employees receive locality adjustments (Exhibits A through Q) when the locality rate is higher than the special rate.	
	High School Graduate	GG-2/1		
6 months Work Experience	OR 1 year of college credits (1 to 29)	GG-3/1		
1 Year of Work Experience	OR 2 years of college credits (30 to 60)	GG-4/1		
<b>Clerk (No typing)</b>				
No Work Experience	High School Student	GG-1/1	\$15,625 plus locality*	\$7.49 plus locality*
	High School Graduate	GG-2/1	\$17,568 plus locality*	\$8.42 plus locality*
6 months Work Experience	OR 1 year of college credits (1 to 29)	GG-3/1	\$19,168 plus locality*	\$9.18 plus locality*
1 Year of Work Experience	OR 2 years of college credits (30 to 60)	GG-4/1	\$21,518 plus locality*	\$10.31 plus locality*

\* Rates are from the General Schedule, Exhibit 1. Refer to Exhibits A through Q for applicable locality rate.

The date of approval for this schedule is January 6, 2004, and the effective date is January 11, 2004.

**Exhibit 20** (continued)**Special Salary Schedules for Positions in the Student Career Experience Program and the Student Temporary Employment Program****Purpose:**

Establishes special salary schedules for individuals who are:

- Enrolled or who have been accepted for enrollment (during the upcoming semester, quarter, etc.) as degree-seeking (diploma, certificate) students and taking at least a half-time academic, vocational, or technical course load in accredited high schools, technical or vocational schools, two-year or four-year colleges or universities, or graduate or professional schools; and
- Working at NRC Headquarters or Regional Offices in Student Career Experience Program (SCEP) positions (formerly referred to as the Cooperative Education Program, i.e., Co-op) or Student Temporary Employment Program (STEP) positions.

Please note that sons and daughters (including stepsons and stepdaughters) of NRC employees, or of any employee of another agency who is assigned to the NRC, normally may not be appointed to the SCEP or STEP programs. Further information on nepotism restrictions, as well as on age restrictions and other aspects of the SCEP and STEP programs, is contained in Management Directive 10.13.

Academic credit hours specified in Exhibit 20 are semester hours. Credit from schools using the quarter system will be converted to semester hours by multiplying the number of quarter hours earned by two-thirds.

In order to be placed in or advanced to a higher grade or step, the student is responsible for documenting earned credit hours by providing either a transcript, report card, or other official school document. Grade determinations must be supported by position descriptions.

**SCEP Positions:**

The SCEP provides students experience that is directly related to their educational program and career goals and allows for their noncompetitive conversion to NRC Regular (Excepted) Appointments after they complete course work and career-related work requirements.

**Exhibit 20** (continued)

Related work experience will be a factor in determining salaries in addition to academic qualifications. Normally, a one-step increase (not to exceed the 10th step) will be allowed for each 6 months of related work experience.

**STEP Positions:**

The STEP provides students experience in temporary positions in the occupations and grades identified (any occupations not reflected in the described categories will be decided on a case-by-case basis). Duties do not have to be related to the student's educational program or career goals. The STEP does not allow for noncompetitive conversion to NRC Regular (Excepted) Appointments.

Exhibit 21-A

IT Schedule: Headquarters, Region I & Region IV

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
5	33,705	34,829	35,953	37,078	38,202	39,326	40,450	41,574	42,699	43,823	VARIES
7	40,258	41,600	42,942	44,284	45,626	46,968	48,310	49,652	50,994	52,335	VARIES
9	47,421	49,002	50,583	52,164	53,745	55,325	56,906	58,487	60,068	61,649	VARIES
11	52,963	54,728	56,494	58,259	60,024	61,789	63,554	65,320	67,085	68,850	VARIES
12	60,834	62,861	64,889	66,916	68,944	70,971	72,999	75,026	77,053	79,081	VARIES
13*	66,050	68,252	70,454	72,656	74,858	77,060	79,261	81,463	83,665	85,867	VARIES

Occupation(s):	0334	COMPUTER SPECIALIST
	1550	COMPUTER SCIENCE SPECIALIST
	2210	INFORMATION TECHNOLOGY MANAGER

Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates in this schedule. Check Exhibits A through Q for applicable locality rates.

\*At GG-13, the IT special rates are lower than the corresponding locality pay rates in each locality pay area. Therefore, employees will receive the higher locality pay rates in all cases.

The date of approval for this schedule is January 6, 2004, and the effective date is January 11, 2004.

Exhibit 21-B

IT Schedule: Region II

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
5	33,224	34,332	35,440	36,548	37,656	38,764	39,872	40,980	42,089	43,197	VARIES
7	39,662	40,984	42,306	43,628	44,950	46,272	47,594	48,916	50,238	51,560	1322
9	47,421	49,002	50,583	52,164	53,745	55,325	56,906	58,487	60,068	61,649	VARIES
11	52,080	53,816	55,552	57,288	59,024	60,759	62,495	64,231	65,967	67,703	VARIES
12	59,776	61,768	63,760	65,752	67,745	69,737	71,729	73,721	75,713	77,706	VARIES
13*	64,792	66,952	69,112	71,272	73,432	75,592	77,752	79,912	82,071	84,231	VARIES

Occupation(s):	0334	COMPUTER SPECIALIST
	1550	COMPUTER SCIENCE SPECIALIST
	2210	INFORMATION TECHNOLOGY MANAGER

Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates in this schedule. Check Exhibits A through Q for applicable locality rates.

\*At GG-13, the IT special rates are lower than the corresponding locality pay rates in each locality pay area. Therefore, employees will receive the higher locality pay rates in all cases.

The date of approval for this schedule is January 6, 2004, and the effective date is January 11, 2004.

Exhibit 21-C

IT Schedule: Region III

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	Step Interval
05	34,427	35,576	36,724	37,872	39,020	40,169	41,317	42,465	43,614	44,762	VARIES
07	41,153	42,525	43,896	45,268	46,640	48,012	49,383	50,755	52,127	53,498	VARIES
09	48,516	50,133	51,750	53,368	54,985	56,602	58,219	59,837	61,454	63,071	VARIES
11	54,287	56,097	57,906	59,715	61,525	63,334	65,143	66,953	68,762	70,571	VARIES
12	62,421	64,501	66,582	68,662	70,742	72,823	74,903	76,983	79,064	81,144	VARIES
13	67,937	70,202	72,467	74,732	76,996	79,261	81,526	83,791	86,055	88,320	VARIES

Occupation(s):	0334	COMPUTER SPECIALIST
	1550	COMPUTER SCIENCE SPECIALIST
	2210	INFORMATION TECHNOLOGY MANAGER

Employees paid from this schedule do not receive locality adjustments unless the locality rates are higher than the rates in this schedule. Check Exhibits A through Q for applicable locality rates.

\*At GG-13, the IT special rates are lower than the corresponding locality pay rates in each locality pay area. Therefore, employees will receive the higher locality pay rates in all cases.

The date of approval for this schedule is January 6, 2004; and the effective date is January 11, 2004.

Exhibit A

**SALARY TABLE 2004-ATL**

INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.61%  
FOR THE LOCALITY PAY AREA OF ATLANTA, GA  
(Total Increase: 4.33%)  
Effective January 2004

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
GG-1	17,595	18,182	18,768	19,350	19,935	20,280	20,856	21,440	21,463	22,007
2	19,783	20,253	20,908	21,463	21,704	22,343	22,981	23,620	24,258	24,897
3	21,585	22,305	23,024	23,744	24,463	25,183	25,903	26,622	27,342	28,061
4	24,231	25,039	25,846	26,654	27,461	28,268	29,076	29,883	30,691	31,498
5	27,111	28,015	28,919	29,824	30,728	31,632	32,536	33,441	34,345	35,249
6	30,220	31,228	32,236	33,244	34,251	35,259	36,267	37,275	38,283	39,291
7	33,581	34,701	35,820	36,939	38,059	39,178	40,297	41,417	42,536	43,656
8	37,191	38,430	39,670	40,910	42,150	43,390	44,630	45,869	47,109	48,349
9	41,078	42,447	43,817	45,186	46,555	47,925	49,294	50,663	52,033	53,402
10	45,237	46,744	48,252	49,760	51,268	52,776	54,284	55,791	57,299	58,807
11	49,702	51,358	53,015	54,671	56,328	57,984	59,641	61,297	62,953	64,610
12	59,570	61,555	63,540	65,526	67,511	69,496	71,481	73,467	75,452	77,437
13	70,837	73,199	75,560	77,922	80,283	82,644	85,006	87,367	89,729	92,090
14	83,709	86,499	89,290	92,080	94,871	97,661	100,451	103,242	106,032	108,823
15	98,465	101,748	105,030	108,313	111,595	114,878	118,161	121,443	124,726	128,008

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see 5 C.F.R 531.606(2)(b).

## Exhibit B

**SALARY TABLE 2004-BOS**

INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.99%  
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 4.48%)  
Effective January 2004

## 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
GG-1	18,280	18,889	19,498	20,102	20,711	21,069	21,668	22,274	22,298	22,863
2	20,553	21,041	21,722	22,298	22,549	23,212	23,875	24,539	25,202	25,865
3	22,425	23,172	23,920	24,667	25,415	26,162	26,910	27,658	28,405	29,153
4	25,174	26,013	26,852	27,690	28,529	29,368	30,207	31,046	31,884	32,723
5	28,165	29,105	30,044	30,984	31,923	32,862	33,802	34,741	35,681	36,620
6	31,395	32,442	33,490	34,537	35,584	36,631	37,678	38,725	39,772	40,819
7	34,888	36,050	37,213	38,376	39,539	40,702	41,865	43,028	44,191	45,354
8	38,637	39,925	41,213	42,501	43,789	45,077	46,365	47,654	48,942	50,230
9	42,676	44,098	45,521	46,943	48,366	49,789	51,211	52,634	54,056	55,479
10	46,996	48,563	50,129	51,696	53,262	54,829	56,395	57,962	59,528	61,095
11	51,635	53,356	55,077	56,797	58,518	60,239	61,960	63,681	65,402	67,123
12	61,887	63,949	66,012	68,074	70,137	72,199	74,262	76,324	78,387	80,449
13	73,593	76,046	78,499	80,952	83,406	85,859	88,312	90,766	93,219	95,672
14	86,965	89,864	92,763	95,662	98,561	101,460	104,359	107,258	110,157	113,056
15	102,295	105,705	109,115	112,526	115,936	119,346	122,756	126,167	129,577	132,987

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see 5 C.F.R 531.606(2)(b).

Exhibit C

**SALARY TABLE 2004-CHI**

INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.26%  
FOR THE LOCALITY PAY AREA OF CHICAGO-GARY-KENOSHA, IL-IN-WI  
(Total Increase 4.57%)  
Effective January 2004

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
GG-1	18,478	19,094	19,709	20,321	20,936	21,297	21,903	22,516	22,540	23,112
2	20,776	21,269	21,957	22,540	22,793	23,464	24,135	24,805	25,476	26,146
3	22,668	23,424	24,179	24,935	25,691	26,446	27,202	27,958	28,714	29,469
4	25,447	26,295	27,143	27,991	28,839	29,687	30,535	31,383	32,231	33,079
5	28,471	29,421	30,370	31,320	32,270	33,219	34,169	35,118	36,068	37,018
6	31,736	32,795	33,853	34,912	35,970	37,028	38,087	39,145	40,204	41,262
7	35,266	36,442	37,617	38,793	39,968	41,144	42,319	43,495	44,670	45,846
8	39,057	40,359	41,661	42,963	44,265	45,567	46,869	48,171	49,473	50,775
9	43,139	44,577	46,015	47,453	48,891	50,329	51,767	53,205	54,643	56,081
10	47,506	49,090	50,673	52,257	53,840	55,424	57,007	58,591	60,174	61,758
11	52,195	53,935	55,674	57,414	59,154	60,893	62,633	64,372	66,112	67,852
12	62,558	64,643	66,728	68,813	70,898	72,983	75,068	77,153	79,238	81,323
13	74,391	76,871	79,351	81,831	84,311	86,791	89,271	91,751	94,231	96,711
14	87,909	90,839	93,770	96,700	99,631	102,561	105,491	108,422	111,352	114,283
15	103,405	106,853	110,300	113,747	117,194	120,642	124,089	127,536	130,984	134,431

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see 5 C.F.R 531.606(2)(b).

Exhibit D

**SALARY TABLE 2004-CLE**

INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.14%  
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON, OH  
(Total Increase 4.21%)  
Effective January 2004

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
GG-1	17,678	18,268	18,856	19,441	20,029	20,375	20,955	21,541	21,564	22,111
2	19,876	20,348	21,007	21,564	21,807	22,448	23,090	23,731	24,373	25,014
3	21,687	22,410	23,133	23,856	24,579	25,301	26,024	26,747	27,470	28,193
4	24,345	25,157	25,968	26,779	27,590	28,402	29,213	30,024	30,835	31,646
5	27,238	28,147	29,055	29,964	30,873	31,781	32,690	33,598	34,507	35,415
6	30,362	31,375	32,387	33,400	34,413	35,425	36,438	37,450	38,463	39,476
7	33,739	34,864	35,989	37,113	38,238	39,363	40,487	41,612	42,736	43,861
8	37,366	38,611	39,857	41,103	42,348	43,594	44,840	46,085	47,331	48,577
9	41,271	42,647	44,023	45,399	46,774	48,150	49,526	50,902	52,277	53,653
10	45,449	46,964	48,479	49,994	51,509	53,024	54,539	56,054	57,569	59,084
11	49,935	51,600	53,264	54,928	56,593	58,257	59,921	61,585	63,250	64,914
12	59,850	61,845	63,839	65,834	67,829	69,823	71,818	73,813	75,807	77,802
13	71,171	73,543	75,916	78,288	80,661	83,033	85,406	87,779	90,151	92,524
14	84,103	86,906	89,710	92,513	95,317	98,121	100,924	103,728	106,531	109,335
15	98,928	102,227	105,525	108,823	112,121	115,419	118,717	122,015	125,313	128,611

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see 5 C.F.R 531.606(2)(b).

Exhibit E

**SALARY TABLE 2004-DFW**

INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.85%  
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX  
(Total Increase 4.30%)  
Effective January 2004.

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
GG-1	17,789	18,382	18,974	19,563	20,155	20,503	21,086	21,676	21,700	22,250
2	20,001	20,476	21,139	21,700	21,943	22,589	23,235	23,880	24,526	25,171
3	21,823	22,550	23,278	24,005	24,733	25,460	26,188	26,915	27,643	28,370
4	24,498	25,315	26,131	26,947	27,763	28,580	29,396	30,212	31,029	31,845
5	27,409	28,324	29,238	30,152	31,066	31,980	32,895	33,809	34,723	35,637
6	30,553	31,572	32,591	33,610	34,629	35,648	36,667	37,685	38,704	39,723
7	33,951	35,083	36,215	37,346	38,478	39,610	40,741	41,873	43,005	44,136
8	37,600	38,854	40,107	41,361	42,614	43,868	45,121	46,375	47,628	48,881
9	41,530	42,915	44,299	45,683	47,068	48,452	49,837	51,221	52,606	53,990
10	45,735	47,259	48,784	50,308	51,832	53,357	54,881	56,406	57,930	59,455
11	50,249	51,924	53,598	55,273	56,948	58,623	60,297	61,972	63,647	65,321
12	60,226	62,233	64,240	66,247	68,254	70,261	72,269	74,276	76,283	78,290
13	71,617	74,005	76,392	78,780	81,167	83,555	85,942	88,329	90,717	93,104
14	84,630	87,452	90,273	93,094	95,915	98,736	101,558	104,379	107,200	110,021
15	99,549	102,868	106,187	109,505	112,824	116,143	119,462	122,780	126,099	129,418

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see 5 C.F.R 531.606(2)(b).

Exhibit F

**SALARY TABLE 2004-DET**

INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.32%  
FOR THE LOCALITY PAY AREA OF DETROIT-ANN ARBOR-FLINT, MI  
(Total Increase 4.51%)  
Effective January 2004

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
GG-1	18,488	19,104	19,719	20,331	20,946	21,308	21,914	22,527	22,552	23,123
2	20,786	21,280	21,968	22,552	22,805	23,476	24,147	24,818	25,488	26,159
3	22,680	23,436	24,192	24,948	25,704	26,460	27,216	27,972	28,728	29,484
4	25,460	26,308	27,157	28,005	28,854	29,702	30,550	31,399	32,247	33,095
5	28,486	29,436	30,386	31,336	32,286	33,236	34,186	35,136	36,086	37,037
6	31,752	32,811	33,870	34,929	35,988	37,047	38,106	39,165	40,224	41,283
7	35,284	36,460	37,636	38,813	39,989	41,165	42,341	43,517	44,693	45,869
8	39,076	40,379	41,682	42,984	44,287	45,590	46,893	48,195	49,498	50,801
9	43,161	44,600	46,038	47,477	48,916	50,355	51,793	53,232	54,671	56,110
10	47,530	49,115	50,699	52,283	53,868	55,452	57,036	58,620	60,205	61,789
11	52,222	53,962	55,703	57,443	59,184	60,924	62,665	64,405	66,146	67,886
12	62,590	64,676	66,762	68,848	70,934	73,020	75,106	77,192	79,278	81,364
13	74,429	76,910	79,392	81,873	84,354	86,835	89,316	91,797	94,279	96,760
14	87,953	90,885	93,817	96,749	99,681	102,613	105,545	108,477	111,409	114,341
15	103,458	106,907	110,356	113,805	117,254	120,703	124,152	127,601	131,050	134,499

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see 5 C.F.R 531.606(2)(b).

Exhibit G

**SALARY TABLE 2004-HAR**

INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.87%  
FOR THE LOCALITY PAY AREA OF HARTFORD, CT  
(INCLUDING ALL OF NEW LONDON COUNTY, CT)  
(Total Increase 4.75%)

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
GG-1	18,417	19,031	19,644	20,254	20,867	21,227	21,831	22,441	22,466	23,035
2	20,707	21,199	21,885	22,466	22,718	23,387	24,055	24,723	25,392	26,060
3	22,593	23,347	24,100	24,853	25,606	26,359	27,112	27,866	28,619	29,372
4	25,363	26,208	27,054	27,899	28,744	29,589	30,434	31,279	32,124	32,969
5	28,377	29,324	30,270	31,217	32,163	33,110	34,056	35,003	35,949	36,896
6	31,632	32,687	33,741	34,796	35,851	36,906	37,961	39,016	40,071	41,126
7	35,150	36,322	37,493	38,665	39,837	41,008	42,180	43,351	44,523	45,695
8	38,928	40,225	41,523	42,821	44,119	45,416	46,714	48,012	49,310	50,607
9	42,997	44,430	45,863	47,297	48,730	50,163	51,596	53,030	54,463	55,896
10	47,350	48,928	50,506	52,084	53,663	55,241	56,819	58,398	59,976	61,554
11	52,023	53,757	55,491	57,225	58,959	60,692	62,426	64,160	65,894	67,628
12	62,352	64,430	66,508	68,586	70,664	72,742	74,820	76,898	78,976	81,054
13	74,146	76,618	79,090	81,561	84,033	86,505	88,977	91,448	93,920	96,392
14	87,619	90,539	93,460	96,381	99,302	102,223	105,144	108,064	110,985	113,906
15	103,064	106,500	109,936	113,372	116,808	120,244	123,680	127,116	130,552	133,988

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see 5 C.F.R 531.606(2)(b).

Exhibit H

**SALARY TABLE 2004-HNT**

INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 11.49%  
FOR THE LOCALITY PAY AREA OF HUNTSVILLE, AL  
(Total Increase 4.03%)  
Effective January 2004

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
GG-1	17,420	18,001	18,581	19,157	19,737	20,078	20,649	21,227	21,250	21,788
2	19,587	20,051	20,700	21,250	21,489	22,121	22,753	23,385	24,017	24,649
3	21,370	22,083	22,795	23,508	24,220	24,933	25,645	26,357	27,070	27,782
4	23,990	24,790	25,589	26,389	27,188	27,987	28,787	29,586	30,385	31,185
5	26,841	27,736	28,632	29,527	30,422	31,318	32,213	33,108	34,003	34,899
6	29,919	30,917	31,915	32,913	33,911	34,909	35,906	36,904	37,902	38,900
7	33,247	34,356	35,464	36,572	37,680	38,788	39,897	41,005	42,113	43,221
8	36,821	38,048	39,276	40,503	41,731	42,958	44,186	45,413	46,641	47,868
9	40,669	42,025	43,381	44,736	46,092	47,448	48,804	50,159	51,515	52,871
10	44,787	46,279	47,772	49,265	50,758	52,251	53,744	55,237	56,729	58,222
11	49,207	50,847	52,487	54,127	55,767	57,407	59,047	60,687	62,327	63,967
12	58,977	60,943	62,908	64,874	66,839	68,805	70,771	72,736	74,702	76,667
13	70,133	72,471	74,809	77,147	79,485	81,823	84,160	86,498	88,836	91,174
14	82,876	85,639	88,402	91,164	93,927	96,690	99,452	102,215	104,978	107,741
15	97,486	100,736	103,986	107,236	110,485	113,735	116,985	120,235	123,485	126,735

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see 5 C.F.R 531.606(2)(b).

Exhibit I

**SALARY TABLE 2004-MFL**

INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.54%  
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE, FL  
(Total Increase 4.26%)  
Effective January 2004

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
GG-1	18,053	18,655	19,256	19,853	20,454	20,808	21,399	21,998	22,022	22,580
2	20,298	20,780	21,452	22,022	22,269	22,924	23,579	24,235	24,890	25,545
3	22,147	22,885	23,623	24,362	25,100	25,838	26,577	27,315	28,053	28,791
4	24,862	25,690	26,519	27,347	28,176	29,004	29,832	30,661	31,489	32,318
5	27,816	28,744	29,672	30,600	31,527	32,455	33,383	34,311	35,239	36,166
6	31,006	32,040	33,074	34,109	35,143	36,177	37,211	38,245	39,279	40,313
7	34,455	35,604	36,752	37,901	39,049	40,198	41,346	42,494	43,643	44,791
8	38,158	39,430	40,702	41,975	43,247	44,519	45,791	47,063	48,335	49,607
9	42,147	43,552	44,957	46,362	47,767	49,172	50,576	51,981	53,386	54,791
10	46,414	47,961	49,508	51,055	52,602	54,149	55,696	57,243	58,790	60,337
11	50,995	52,694	54,394	56,094	57,793	59,493	61,192	62,892	64,591	66,291
12	61,120	63,156	65,193	67,230	69,267	71,304	73,341	75,378	77,415	79,452
13	72,680	75,103	77,526	79,949	82,372	84,795	87,218	89,641	92,063	94,486
14	85,887	88,750	91,613	94,476	97,339	100,202	103,065	105,928	108,791	111,654
15	101,027	104,395	107,763	111,131	114,499	117,867	121,235	124,603	127,971	131,339

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see 5 C.F.R 531.606(2)(b).

Exhibit J

**SALARY TABLE 2004-MSP**

INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.75%  
FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST PAUL, MN-WI  
(Total Increase 4.44%)  
Effective January 2004

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
GG-1	17,930	18,528	19,124	19,717	20,314	20,665	21,253	21,847	21,871	22,426
2	20,159	20,638	21,306	21,871	22,117	22,768	23,418	24,069	24,719	25,370
3	21,995	22,729	23,462	24,195	24,928	25,662	26,395	27,128	27,861	28,595
4	24,692	25,515	26,337	27,160	27,983	28,806	29,628	30,451	31,274	32,097
5	27,626	28,548	29,469	30,390	31,312	32,233	33,155	34,076	34,998	35,919
6	30,794	31,821	32,848	33,875	34,902	35,929	36,956	37,983	39,010	40,037
7	34,220	35,360	36,501	37,641	38,782	39,923	41,063	42,204	43,345	44,485
8	37,897	39,161	40,424	41,688	42,951	44,214	45,478	46,741	48,005	49,268
9	41,859	43,254	44,649	46,045	47,440	48,835	50,231	51,626	53,021	54,417
10	46,096	47,633	49,169	50,706	52,242	53,779	55,315	56,852	58,388	59,925
11	50,646	52,334	54,022	55,710	57,398	59,086	60,774	62,462	64,150	65,838
12	60,702	62,725	64,748	66,771	68,794	70,817	72,840	74,863	76,886	78,909
13	72,183	74,590	76,996	79,402	81,809	84,215	86,621	89,028	91,434	93,840
14	85,299	88,143	90,986	93,830	96,673	99,517	102,360	105,204	108,047	110,891
15	100,336	103,681	107,026	110,371	113,716	117,061	120,406	123,751	127,096	130,441

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see 5 C.F.R 531.606(2)(b).

Exhibit K

**SALARY TABLE 2004-NY**

INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.29%  
FOR THE LOCALITY PAY AREA OF NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA  
(Total Increase 4.86%)  
Effective January 2004

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
GG-1	18,639	19,261	19,881	20,498	21,118	21,483	22,094	22,712	22,737	23,313
2	20,957	21,454	22,149	22,737	22,992	23,668	24,345	25,021	25,697	26,374
3	22,866	23,628	24,390	25,152	25,915	26,677	27,439	28,201	28,964	29,726
4	25,669	26,524	27,379	28,235	29,090	29,945	30,801	31,656	32,511	33,367
5	28,719	29,677	30,635	31,593	32,551	33,509	34,466	35,424	36,382	37,340
6	32,013	33,080	34,148	35,216	36,283	37,351	38,419	39,486	40,554	41,621
7	35,573	36,759	37,945	39,131	40,316	41,502	42,688	43,874	45,059	46,245
8	39,397	40,710	42,023	43,337	44,650	45,964	47,277	48,590	49,904	51,217
9	43,515	44,965	46,416	47,866	49,317	50,767	52,218	53,669	55,119	56,570
10	47,920	49,517	51,115	52,712	54,309	55,906	57,504	59,101	60,698	62,296
11	52,650	54,405	56,159	57,914	59,669	61,424	63,178	64,933	66,688	68,443
12	63,103	65,206	67,309	69,412	71,516	73,619	75,722	77,825	79,928	82,031
13	75,039	77,541	80,042	82,544	85,045	87,547	90,048	92,550	95,051	97,553
14	88,674	91,630	94,586	97,542	100,498	103,454	106,410	109,366	112,322	115,278
15	104,306	107,783	111,261	114,738	118,215	121,693	125,170	128,647	132,124	135,602

NOTE: Locality rates of pay are considered basic pay only for certain purposes—see 5.C.F.R 531.606(2)(b).

Exhibit L

**SALARY TABLE 2004-PHL**

INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.32%  
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD  
(Total Increase 4.41%)  
Effective January 2004

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
GG-1	18,019	18,620	19,219	19,815	20,415	20,768	21,358	21,956	21,980	22,537
2	20,259	20,740	21,411	21,980	22,227	22,881	23,535	24,188	24,842	25,496
3	22,105	22,841	23,578	24,315	25,052	25,789	26,526	27,263	28,000	28,737
4	24,815	25,641	26,468	27,295	28,122	28,949	29,776	30,602	31,429	32,256
5	27,763	28,689	29,615	30,541	31,467	32,393	33,319	34,245	35,171	36,097
6	30,947	31,979	33,012	34,044	35,076	36,108	37,140	38,172	39,204	40,236
7	34,390	35,536	36,682	37,828	38,975	40,121	41,267	42,414	43,560	44,706
8	38,086	39,355	40,625	41,895	43,164	44,434	45,704	46,973	48,243	49,513
9	42,066	43,469	44,871	46,273	47,676	49,078	50,480	51,882	53,285	54,687
10	46,325	47,869	49,413	50,958	52,502	54,046	55,590	57,134	58,678	60,222
11	50,898	52,594	54,290	55,987	57,683	59,379	61,076	62,772	64,468	66,165
12	61,003	63,036	65,069	67,102	69,135	71,169	73,202	75,235	77,268	79,301
13	72,542	74,960	77,379	79,797	82,215	84,633	87,052	89,470	91,888	94,306
14	85,723	88,581	91,438	94,296	97,154	100,011	102,869	105,727	108,584	111,442
15	100,835	104,196	107,558	110,919	114,281	117,643	121,004	124,366	127,727	131,089

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see 5 C.F.R 531.606(2)(b).

Exhibit M

**SALARY TABLE 2004-PIT**

INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 11.92%  
FOR THE LOCALITY PAY AREA OF PITTSBURGH, PA  
(Total Increase 4.00%)  
Effective January 2004

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
GG-1	17,488	18,071	18,653	19,231	19,813	20,156	20,729	21,308	21,332	21,873
2	19,662	20,129	20,780	21,332	21,571	22,206	22,841	23,475	24,110	24,744
3	21,453	22,168	22,883	23,598	24,314	25,029	25,744	26,459	27,174	27,889
4	24,083	24,885	25,688	26,490	27,293	28,095	28,898	29,700	30,503	31,305
5	26,945	27,843	28,742	29,641	30,540	31,438	32,337	33,236	34,134	35,033
6	30,035	31,037	32,038	33,040	34,042	35,043	36,045	37,047	38,048	39,050
7	33,376	34,488	35,601	36,713	37,826	38,938	40,051	41,163	42,276	43,388
8	36,963	38,195	39,427	40,659	41,892	43,124	44,356	45,588	46,821	48,053
9	40,826	42,187	43,548	44,909	46,270	47,631	48,992	50,353	51,714	53,075
10	44,959	46,458	47,957	49,455	50,954	52,452	53,951	55,450	56,948	58,447
11	49,397	51,043	52,690	54,336	55,982	57,629	59,275	60,921	62,568	64,214
12	59,205	61,178	63,151	65,124	67,097	69,070	71,043	73,017	74,990	76,963
13	70,403	72,750	75,097	77,444	79,791	82,138	84,485	86,832	89,179	91,526
14	83,196	85,969	88,742	91,516	94,289	97,063	99,836	102,609	105,383	108,156
15	97,862	101,124	104,387	107,649	110,912	114,174	117,437	120,699	123,961	127,224

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see 5 C.F.R 531.606(2)(b).

Exhibit N

**SALARY TABLE 2004-SAC**

INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.18%  
FOR THE LOCALITY PAY AREA OF SACRAMENTO-YOLO, CA  
(Total Increase 4.41%)  
Effective January 2004

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
GG-1	17,997	18,597	19,196	19,791	20,390	20,743	21,332	21,929	21,953	22,510
2	20,235	20,715	21,385	21,953	22,200	22,853	23,506	24,159	24,812	25,465
3	22,078	22,814	23,550	24,286	25,022	25,758	26,494	27,230	27,966	28,702
4	24,784	25,610	26,436	27,262	28,088	28,914	29,739	30,565	31,391	32,217
5	27,730	28,654	29,579	30,504	31,429	32,354	33,279	34,204	35,129	36,054
6	30,910	31,941	32,971	34,002	35,033	36,064	37,095	38,126	39,157	40,187
7	34,348	35,493	36,638	37,782	38,927	40,072	41,217	42,362	43,507	44,652
8	38,039	39,307	40,576	41,844	43,112	44,380	45,648	46,916	48,184	49,453
9	42,015	43,416	44,817	46,217	47,618	49,018	50,419	51,819	53,220	54,621
10	46,269	47,811	49,353	50,896	52,438	53,980	55,523	57,065	58,607	60,149
11	50,836	52,530	54,224	55,919	57,613	59,307	61,002	62,696	64,390	66,085
12	60,929	62,960	64,990	67,021	69,052	71,082	73,113	75,143	77,174	79,205
13	72,454	74,869	77,285	79,700	82,115	84,531	86,946	89,361	91,777	94,192
14	85,619	88,473	91,327	94,182	97,036	99,890	102,744	105,598	108,452	111,306
15	100,712	104,070	107,427	110,785	114,142	117,500	120,857	124,215	127,572	130,930

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see 5 C.F.R 531.606(2)(b).

Exhibit O

**SALARY TABLE 2004-SD**

INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.16%  
FOR THE LOCALITY PAY AREA OF SAN DIEGO, CA  
(Total Increase 4.58%)  
Effective January 2004

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
GG-1	18,150	18,755	19,359	19,960	20,564	20,919	21,514	22,116	22,140	22,701
2	20,407	20,891	21,567	22,140	22,389	23,047	23,706	24,365	25,023	25,682
3	22,266	23,008	23,750	24,492	25,235	25,977	26,719	27,461	28,204	28,946
4	24,995	25,828	26,661	27,494	28,327	29,160	29,993	30,825	31,658	32,491
5	27,966	28,898	29,831	30,764	31,697	32,629	33,562	34,495	35,428	36,360
6	31,173	32,212	33,252	34,292	35,331	36,371	37,410	38,450	39,490	40,529
7	34,640	35,795	36,949	38,104	39,259	40,413	41,568	42,722	43,877	45,032
8	38,363	39,642	40,921	42,200	43,479	44,758	46,037	47,315	48,594	49,873
9	42,373	43,785	45,198	46,610	48,023	49,435	50,848	52,260	53,673	55,085
10	46,663	48,218	49,773	51,329	52,884	54,440	55,995	57,550	59,106	60,661
11	51,268	52,977	54,686	56,395	58,103	59,812	61,521	63,229	64,938	66,647
12	61,447	63,495	65,543	67,591	69,639	71,687	73,735	75,783	77,831	79,879
13	73,070	75,506	77,942	80,378	82,814	85,250	87,686	90,122	92,557	94,993
14	86,348	89,226	92,104	94,983	97,861	100,740	103,618	106,497	109,375	112,254
15	101,569	104,955	108,341	111,727	115,113	118,499	121,886	125,272	128,658	132,044

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see 5 C.F.R 531.606(2)(b).

Exhibit P

**SALARY TABLE 2004-DCB**

INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.63%  
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE, DC-MD-VA-WV  
(INCLUDING ST. MARY'S COUNTY, MD)  
(Total Increase 4.42%)  
Effective January 2004

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
GG-1	17,911	18,508	19,104	19,697	20,293	20,644	21,231	21,824	21,848	22,402
2	20,138	20,616	21,283	21,848	22,094	22,744	23,394	24,044	24,694	25,344
3	21,972	22,705	23,437	24,170	24,902	25,635	26,367	27,100	27,832	28,565
4	24,666	25,488	26,310	27,132	27,954	28,776	29,597	30,419	31,241	32,063
5	27,597	28,518	29,438	30,359	31,279	32,200	33,120	34,041	34,961	35,881
6	30,762	31,788	32,814	33,840	34,866	35,892	36,918	37,944	38,970	39,996
7	34,184	35,323	36,463	37,602	38,742	39,881	41,020	42,160	43,299	44,439
8	37,858	39,120	40,382	41,644	42,906	44,168	45,430	46,692	47,954	49,216
9	41,815	43,209	44,603	45,996	47,390	48,784	50,178	51,572	52,966	54,360
10	46,048	47,583	49,118	50,653	52,188	53,722	55,257	56,792	58,327	59,862
11	50,593	52,279	53,966	55,652	57,338	59,024	60,710	62,397	64,083	65,769
12	60,638	62,659	64,680	66,701	68,722	70,743	72,764	74,785	76,806	78,826
13	72,108	74,512	76,916	79,319	81,723	84,127	86,531	88,935	91,338	93,742
14	85,210	88,051	90,891	93,732	96,572	99,413	102,253	105,094	107,934	110,775
15	100,231	103,573	106,914	110,256	113,597	116,939	120,280	123,622	126,963	130,305

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see 5 C.F.R 531.606(2)(b).

Exhibit Q

**SALARY TABLE 2004-RUS**

INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 10.90%  
FOR THE LOCALITY PAY AREA OF REST OF U.S.  
(Total Increase 3.90%)  
Effective January 2004

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
GG-1	17,328	17,906	18,483	19,056	19,633	19,972	20,540	21,114	21,138	21,673
2	19,483	19,945	20,591	21,138	21,375	22,004	22,632	23,261	23,890	24,519
3	21,257	21,966	22,675	23,383	24,092	24,801	25,509	26,218	26,927	27,635
4	23,863	24,659	25,454	26,249	27,044	27,839	28,634	29,430	30,225	31,020
5	26,699	27,590	28,480	29,371	30,261	31,152	32,042	32,933	33,823	34,714
6	29,761	30,754	31,746	32,739	33,731	34,724	35,716	36,709	37,702	38,694
7	33,071	34,174	35,276	36,379	37,481	38,583	39,686	40,788	41,890	42,993
8	36,626	37,847	39,068	40,289	41,510	42,731	43,952	45,173	46,394	47,615
9	40,454	41,803	43,151	44,500	45,848	47,197	48,545	49,894	51,242	52,591
10	44,550	46,035	47,520	49,004	50,489	51,974	53,459	54,944	56,429	57,914
11	48,947	50,578	52,210	53,841	55,472	57,104	58,735	60,366	61,998	63,629
12	58,665	60,620	62,575	64,530	66,486	68,441	70,396	72,351	74,306	76,261
13	69,762	72,087	74,413	76,738	79,064	81,390	83,715	86,041	88,366	90,692
14	82,438	85,186	87,934	90,682	93,430	96,178	98,926	101,674	104,422	107,170
15	96,970	100,203	103,435	106,668	109,901	113,134	116,366	119,599	122,832	126,064

NOTE: Locality rates of pay are considered basic pay only for certain purposes--see 5 C.F.R 531.606(2)(b).

Exhibit AA

**SALARY TABLE 2004-ATL (LEO)**

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS  
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND  
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.61%  
FOR THE LOCALITY PAY AREA OF ATLANTA, GA  
(Total Increase 4.33%)  
Effective January 2004

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
GG-1	17,595	18,182	18,768	19,350	19,935	20,280	20,856	21,440	21,463	22,007
2	19,783	20,253	20,908	21,463	21,704	22,343	22,981	23,620	24,258	24,897
3	25,903	26,622	27,342	28,061	28,781	29,500	30,220	30,940	31,659	32,379
4	29,076	29,883	30,691	31,498	32,306	33,113	33,920	34,728	35,535	36,343
5	33,441	34,345	35,249	36,153	37,058	37,962	38,866	39,770	40,675	41,579
6	35,259	36,267	37,275	38,283	39,291	40,299	41,306	42,314	43,322	44,330
7	38,059	39,178	40,297	41,417	42,536	43,656	44,775	45,894	47,014	48,133
8	39,670	40,910	42,150	43,390	44,630	45,869	47,109	48,349	49,589	50,829
9	42,447	43,817	45,186	46,555	47,925	49,294	50,663	52,033	53,402	54,771
10	46,744	48,252	49,760	51,268	52,776	54,284	55,791	57,299	58,807	60,315
11	49,702	51,358	53,015	54,671	56,328	57,984	59,641	61,297	62,953	64,610
12	59,570	61,555	63,540	65,526	67,511	69,496	71,481	73,467	75,452	77,437
13	70,837	73,199	75,560	77,922	80,283	82,644	85,006	87,367	89,729	92,090
14	83,709	86,499	89,290	92,080	94,871	97,661	100,451	103,242	106,032	108,823
15	98,465	101,748	105,030	108,313	111,595	114,878	118,161	121,443	124,726	128,008

Exhibit BB

**SALARY TABLE 2004-CHI (LEO)**

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS  
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND  
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.26%  
FOR THE LOCALITY PAY AREA OF CHICAGO-GARY-KENOSHA, IL-IN-WI  
(Total Increase 4.57%)  
Effective January 2004

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
GG-1	18,478	19,094	19,709	20,321	20,936	21,297	21,903	22,516	22,540	23,112
2	20,776	21,269	21,957	22,540	22,793	23,464	24,135	24,805	25,476	26,146
3	27,202	27,958	28,714	29,469	30,225	30,981	31,736	32,492	33,248	34,003
4	30,535	31,383	32,231	33,079	33,926	34,774	35,622	36,470	37,318	38,166
5	35,118	36,068	37,018	37,967	38,917	39,867	40,816	41,766	42,716	43,665
6	37,028	38,087	39,145	40,204	41,262	42,321	43,379	44,437	45,496	46,554
7	39,968	41,144	42,319	43,495	44,670	45,846	47,021	48,197	49,372	50,548
8	41,661	42,963	44,265	45,567	46,869	48,171	49,473	50,775	52,077	53,379
9	44,577	46,015	47,453	48,891	50,329	51,767	53,205	54,643	56,081	57,519
10	49,090	50,673	52,257	53,840	55,424	57,007	58,591	60,174	61,758	63,341
11	52,195	53,935	55,674	57,414	59,154	60,893	62,633	64,372	66,112	67,852
12	62,558	64,643	66,728	68,813	70,898	72,983	75,068	77,153	79,238	81,323
13	74,391	76,871	79,351	81,831	84,311	86,791	89,271	91,751	94,231	96,711
14	87,909	90,839	93,770	96,700	99,631	102,561	105,491	108,422	111,352	114,283
15	103,405	106,853	110,300	113,747	117,194	120,642	124,089	127,536	130,984	134,431

Exhibit CC

**SALARY TABLE 2004-DFW (LEO)**

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS  
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND  
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.85%  
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX  
(Total Increase 4.30%)  
Effective January 2004  
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
GG-1	17,789	18,382	18,974	19,563	20,155	20,503	21,086	21,676	21,700	22,250
2	20,001	20,476	21,139	21,700	21,943	22,589	23,235	23,880	24,526	25,171
3	26,188	26,915	27,643	28,370	29,098	29,825	30,553	31,280	32,008	32,735
4	29,396	30,212	31,029	31,845	32,661	33,478	34,294	35,110	35,927	36,743
5	33,809	34,723	35,637	36,552	37,466	38,380	39,294	40,208	41,123	42,037
6	35,648	36,667	37,685	38,704	39,723	40,742	41,761	42,780	43,799	44,818
7	38,478	39,610	40,741	41,873	43,005	44,136	45,268	46,400	47,531	48,663
8	40,107	41,361	42,614	43,868	45,121	46,375	47,628	48,881	50,135	51,388
9	42,915	44,299	45,683	47,068	48,452	49,837	51,221	52,606	53,990	55,374
10	47,259	48,784	50,308	51,832	53,357	54,881	56,406	57,930	59,455	60,979
11	50,249	51,924	53,598	55,273	56,948	58,623	60,297	61,972	63,647	65,321
12	60,226	62,233	64,240	66,247	68,254	70,261	72,269	74,276	76,283	78,290
13	71,617	74,005	76,392	78,780	81,167	83,555	85,942	88,329	90,717	93,104
14	84,630	87,452	90,273	93,094	95,915	98,736	101,558	104,379	107,200	110,021
15	99,549	102,868	106,187	109,505	112,824	116,143	119,462	122,780	126,099	129,418

Exhibit DD

**SALARY TABLE 2004-PHL (LEO)**

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS  
INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND  
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.32%  
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD  
(Total Increase 4.41%)  
Effective January 2004

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
GG-1	18,019	18,620	19,219	19,815	20,415	20,768	21,358	21,956	21,980	22,537
2	20,259	20,740	21,411	21,980	22,227	22,881	23,535	24,188	24,842	25,496
3	26,526	27,263	28,000	28,737	29,473	30,210	30,947	31,684	32,421	33,158
4	29,776	30,602	31,429	32,256	33,083	33,910	34,737	35,564	36,390	37,217
5	34,245	35,171	36,097	37,023	37,950	38,876	39,802	40,728	41,654	42,580
6	36,108	37,140	38,172	39,204	40,236	41,268	42,301	43,333	44,365	45,397
7	38,975	40,121	41,267	42,414	43,560	44,706	45,852	46,999	48,145	49,291
8	40,625	41,895	43,164	44,434	45,704	46,973	48,243	49,513	50,782	52,052
9	43,469	44,871	46,273	47,676	49,078	50,480	51,882	53,285	54,687	56,089
10	47,869	49,413	50,958	52,502	54,046	55,590	57,134	58,678	60,222	61,767
11	50,898	52,594	54,290	55,987	57,683	59,379	61,076	62,772	64,468	66,165
12	61,003	63,036	65,069	67,102	69,135	71,169	73,202	75,235	77,268	79,301
13	72,542	74,960	77,379	79,797	82,215	84,633	87,052	89,470	91,888	94,306
14	85,723	88,581	91,438	94,296	97,154	100,011	102,869	105,727	108,584	111,442
15	100,835	104,196	107,558	110,919	114,281	117,643	121,004	124,366	127,727	131,089

Exhibit EE

**SALARY TABLE 2004-DCB (LEO)**

RATES OF PAY FOR LAW ENFORCEMENT OFFICERS  
 INCLUDING SPECIAL SALARY RATES AT GG-3 THROUGH GG-10 AND  
 INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.63%  
 FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE, DC-MD-VA-WV  
 (INCLUDING ST. MARY'S COUNTY, MD)  
 (Total Increase 4.42%)  
 Effective January 2004  
 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
GG-1	17,911	18,508	19,104	19,697	20,293	20,644	21,231	21,824	21,848	22,402
2	20,138	20,616	21,283	21,848	22,094	22,744	23,394	24,044	24,694	25,344
3	26,367	27,100	27,832	28,565	29,297	30,030	30,762	31,495	32,227	32,960
4	29,597	30,419	31,241	32,063	32,885	33,707	34,529	35,351	36,173	36,995
5	34,041	34,961	35,881	36,802	37,722	38,643	39,563	40,484	41,404	42,325
6	35,892	36,918	37,944	38,970	39,996	41,021	42,047	43,073	44,099	45,125
7	38,742	39,881	41,020	42,160	43,299	44,439	45,578	46,717	47,857	48,996
8	40,382	41,644	42,906	44,168	45,430	46,692	47,954	49,216	50,478	51,741
9	43,209	44,603	45,996	47,390	48,784	50,178	51,572	52,966	54,360	55,754
10	47,583	49,118	50,653	52,188	53,722	55,257	56,792	58,327	59,862	61,397
11	50,593	52,279	53,966	55,652	57,338	59,024	60,710	62,397	64,083	65,769
12	60,638	62,659	64,680	66,701	68,722	70,743	72,764	74,785	76,806	78,826
13	72,108	74,512	76,916	79,319	81,723	84,127	86,531	88,935	91,338	93,742
14	85,210	88,051	90,891	93,732	96,572	99,413	102,253	105,094	107,934	110,775
15	100,231	103,573	106,914	110,256	113,597	116,939	120,280	123,622	126,963	130,305