

APWU National Agreement
Schedule One - Salary and Rates
Effective November 15, 2003

					BIWEEKLY DEDUCTIONS											
					CSRS			FERS		FERS -- THRIFT SAVINGS PLAN						
Grade and Step	Full-time Regular Rates				Maximum										13%	
	Annual Salary	Biweekly Pay	Straight Time	Night Differential	7% CSRS	1.45% Medicare	8% TSP	0.8% FERS	7.65% FICA	USPS Minimum	3% Employee	3% USPS	5% Employee	5% USPS	Employee Maximum	
2	D	38,203	1,469.34	18.3668	1.37	102.85	21.31	117.55	11.75	112.40	14.69	44.08	58.77	73.47	73.47	191.01
	E	38,454	1,479.00	18.4875	1.38	103.53	21.45	118.32	11.83	113.14	14.79	44.37	59.16	73.95	73.95	192.27
	F	38,705	1,488.66	18.6082	1.39	104.21	21.59	119.09	11.91	113.88	14.89	44.66	59.55	74.43	74.43	193.53
	G	38,956	1,498.30	18.7288	1.40	104.88	21.73	119.86	11.99	114.62	14.98	44.95	59.93	74.92	74.92	194.78
	H	39,212	1,508.15	18.8519	1.41	105.57	21.87	120.65	12.07	115.37	15.08	45.24	60.33	75.41	75.41	196.06
3	D	38,811	1,492.73	18.6591	1.39	104.49	21.64	119.42	11.94	114.19	14.93	44.78	59.71	74.64	74.64	194.05
	E	39,082	1,503.15	18.7894	1.40	105.22	21.80	120.25	12.03	114.99	15.03	45.09	60.13	75.16	75.16	195.41
	F	39,358	1,513.77	18.9221	1.41	105.96	21.95	121.10	12.11	115.80	15.14	45.41	60.55	75.69	75.69	196.79
	G	39,626	1,524.08	19.0510	1.42	106.69	22.10	121.93	12.19	116.59	15.24	45.72	60.96	76.20	76.20	198.13
	H	39,899	1,534.58	19.1822	1.43	107.42	22.25	122.77	12.28	117.40	15.35	46.04	61.38	76.73	76.73	199.49
4	D	39,471	1,518.11	18.9764	1.42	106.27	22.01	121.45	12.14	116.14	15.18	45.54	60.72	75.91	75.91	197.35
	E	39,763	1,529.34	19.1168	1.43	107.05	22.18	122.35	12.23	116.99	15.29	45.88	61.17	76.47	76.47	198.81
	F	40,061	1,540.81	19.2601	1.44	107.86	22.34	123.26	12.33	117.87	15.41	46.22	61.63	77.04	77.04	200.31
	G	40,354	1,552.08	19.4010	1.45	108.65	22.51	124.17	12.42	118.73	15.52	46.56	62.08	77.60	77.60	201.77
	H	40,645	1,563.27	19.5409	1.46	109.43	22.67	125.06	12.51	119.59	15.63	46.90	62.53	78.16	78.16	203.23
5	D	40,186	1,545.62	19.3202	1.45	108.19	22.41	123.65	12.36	118.24	15.46	46.37	61.82	77.28	77.28	200.93
	E	40,502	1,557.77	19.4721	1.46	109.04	22.59	124.62	12.46	119.17	15.58	46.73	62.31	77.89	77.89	202.51
	F	40,819	1,569.96	19.6245	1.47	109.90	22.76	125.60	12.56	120.10	15.70	47.10	62.80	78.50	78.50	204.09
	G	41,132	1,582.00	19.7750	1.48	110.74	22.94	126.56	12.66	121.02	15.82	47.46	63.28	79.10	79.10	205.66
	H	41,451	1,594.27	19.9284	1.50	111.60	23.12	127.54	12.75	121.96	15.94	47.83	63.77	79.71	79.71	207.26
6	D	40,956	1,575.23	19.6904	1.48	110.27	22.84	126.02	12.60	120.51	15.75	47.26	63.01	78.76	78.76	204.78
	E	41,299	1,588.42	19.8553	1.49	111.19	23.03	127.07	12.71	121.51	15.88	47.65	63.54	79.42	79.42	206.50
	F	41,645	1,601.73	20.0216	1.50	112.12	23.23	128.14	12.81	122.53	16.02	48.05	64.07	80.09	80.09	208.22
	G	41,985	1,614.81	20.1851	1.52	113.04	23.41	129.18	12.92	123.53	16.15	48.44	64.59	80.74	80.74	209.93
	H	42,331	1,628.11	20.3514	1.53	113.97	23.61	130.25	13.02	124.55	16.28	48.84	65.12	81.41	81.41	211.65
7	D	41,791	1,607.34	20.0918	1.51	112.51	23.31	128.59	12.86	122.96	16.07	48.22	64.29	80.37	80.37	208.95
	E	42,161	1,621.58	20.2697	1.52	113.51	23.51	129.73	12.97	124.05	16.22	48.65	64.86	81.08	81.08	210.80
	F	42,530	1,635.77	20.4471	1.54	114.50	23.72	130.86	13.09	125.14	16.36	49.07	65.43	81.79	81.79	212.65
	G	42,900	1,650.00	20.6250	1.55	115.50	23.93	132.00	13.20	126.23	16.50	49.50	66.00	82.50	82.50	214.50
	H	43,272	1,664.30	20.8038	1.57	116.50	24.13	133.14	13.31	127.32	16.64	49.93	66.57	83.22	83.22	216.36

**APWU National Agreement
Schedule Two - Salary and Rates**

Effective November 15, 2003 (Grade 12 Effective November 29, 2003)

					BIWEEKLY DEDUCTIONS										
					CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
Grade and Step	Full-time Regular Rates				Maximum					1%					13%
	Annual Salary	Biweekly Pay	Straight Time	Night Differential	7% CSRS	1.45% Medicare	8% TSP	0.80 FERS	7.65% FICA	USPS Minimum	3% Employee	3% USPS	5% Employee	5% USPS	Employee Maximum
1 BB	24,722	950.85	11.8856	0.84	66.56	13.79	76.07	7.61	72.74	9.51	28.53	38.03	47.54	47.54	123.61
AA	25,672	987.38	12.3423	0.88	69.12	14.32	78.99	7.90	75.53	9.87	29.62	39.50	49.37	49.37	128.36
A	26,622	1,023.92	12.7990	0.92	71.67	14.85	81.91	8.19	78.33	10.24	30.72	40.96	51.20	51.20	133.11
B	27,572	1,060.46	13.2558	0.95	74.23	15.38	84.84	8.48	81.13	10.60	31.81	42.42	53.02	53.02	137.86
C	28,522	1,097.00	13.7125	0.99	76.79	15.91	87.76	8.78	83.92	10.97	32.91	43.88	54.85	54.85	142.61
D	29,472	1,133.54	14.1692	1.03	79.35	16.44	90.68	9.07	86.72	11.34	34.01	45.34	56.68	56.68	147.36
E	30,422	1,170.08	14.6260	1.07	81.91	16.97	93.61	9.36	89.51	11.70	35.10	46.80	58.50	58.50	152.11
F	31,372	1,206.62	15.0827	1.11	84.46	17.50	96.53	9.65	92.31	12.07	36.20	48.26	60.33	60.33	156.86
G	32,322	1,243.15	15.5394	1.15	87.02	18.03	99.45	9.95	95.10	12.43	37.29	49.73	62.16	62.16	161.61
H	33,272	1,279.70	15.9962	1.18	89.58	18.56	102.38	10.24	97.90	12.80	38.39	51.19	63.98	63.98	166.36
I	34,222	1,316.23	16.4529	1.22	92.14	19.09	105.30	10.53	100.69	13.16	39.49	52.65	65.81	65.81	171.11
J	35,172	1,352.77	16.9096	1.26	94.69	19.62	108.22	10.82	103.49	13.53	40.58	54.11	67.64	67.64	175.86
K	36,122	1,389.30	17.3663	1.30	97.25	20.14	111.14	11.11	106.28	13.89	41.68	55.57	69.47	69.47	180.61
L	37,072	1,425.85	17.8231	1.34	99.81	20.67	114.07	11.41	109.08	14.26	42.78	57.03	71.29	71.29	185.36
M	38,022	1,462.38	18.2798	1.37	102.37	21.20	116.99	11.70	111.87	14.62	43.87	58.50	73.12	73.12	190.11
N	38,972	1,498.92	18.7365	1.41	104.92	21.73	119.91	11.99	114.67	14.99	44.97	59.96	74.95	74.95	194.86
O	40,198	1,546.08	19.3260	1.45	108.23	22.42	123.69	12.37	118.28	15.46	46.38	61.84	77.30	77.30	200.99
RC	41,148	1,582.62	19.7827	1.46	110.78	22.95	126.61	12.66	121.07	15.83	47.48	63.30	79.13	79.13	205.74

**APWU National Agreement
Schedule Two - Salary and Rates**

Effective November 15, 2003 (Grade 12 Effective November 29, 2003)

					BIWEEKLY DEDUCTIONS										
					CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
Grade and Step	Full-time Regular Rates				Maximum					1%					13%
	Annual Salary	Biweekly Pay	Straight Time	Night Differential	7% CSRS	1.45% Medicare	8% TSP	0.80 FERS	7.65% FICA	USPS Minimum	3% Employee	3% USPS	5% Employee	5% USPS	Employee Maximum
2 BB	25,820	993.08	12.4135	0.88	69.52	14.40	79.45	7.94	75.97	9.93	29.79	39.72	49.65	49.65	129.10
AA	26,760	1,029.23	12.8654	0.92	72.05	14.92	82.34	8.23	78.74	10.29	30.88	41.17	51.46	51.46	133.80
A	27,700	1,065.38	13.3173	0.95	74.58	15.45	85.23	8.52	81.50	10.65	31.96	42.62	53.27	53.27	138.50
B	28,640	1,101.54	13.7692	0.99	77.11	15.97	88.12	8.81	84.27	11.02	33.05	44.06	55.08	55.08	143.20
C	29,580	1,137.70	14.2212	1.03	79.64	16.50	91.02	9.10	87.03	11.38	34.13	45.51	56.88	56.88	147.90
D	30,520	1,173.85	14.6731	1.07	82.17	17.02	93.91	9.39	89.80	11.74	35.22	46.95	58.69	58.69	152.60
E	31,460	1,210.00	15.1250	1.11	84.70	17.55	96.80	9.68	92.57	12.10	36.30	48.40	60.50	60.50	157.30
F	32,400	1,246.15	15.5769	1.14	87.23	18.07	99.69	9.97	95.33	12.46	37.38	49.85	62.31	62.31	162.00
G	33,340	1,282.30	16.0288	1.18	89.76	18.59	102.58	10.26	98.10	12.82	38.47	51.29	64.12	64.12	166.70
H	34,280	1,318.46	16.4808	1.22	92.29	19.12	105.48	10.55	100.86	13.18	39.55	52.74	65.92	65.92	171.40
I	35,220	1,354.62	16.9327	1.26	94.82	19.64	108.37	10.84	103.63	13.55	40.64	54.18	67.73	67.73	176.10
J	36,160	1,390.77	17.3846	1.29	97.35	20.17	111.26	11.13	106.39	13.91	41.72	55.63	69.54	69.54	180.80
K	37,100	1,426.92	17.8365	1.33	99.88	20.69	114.15	11.42	109.16	14.27	42.81	57.08	71.35	71.35	185.50
L	38,040	1,463.08	18.2885	1.37	102.42	21.21	117.05	11.70	111.93	14.63	43.89	58.52	73.15	73.15	190.20
M	38,980	1,499.23	18.7404	1.41	104.95	21.74	119.94	11.99	114.69	14.99	44.98	59.97	74.96	74.96	194.90
N	39,920	1,535.38	19.1923	1.44	107.48	22.26	122.83	12.28	117.46	15.35	46.06	61.42	76.77	76.77	199.60
O	40,972	1,575.85	19.6981	1.48	110.31	22.85	126.07	12.61	120.55	15.76	47.28	63.03	78.79	78.79	204.86
RC	41,912	1,612.00	20.1500	1.49	112.84	23.37	128.96	12.90	123.32	16.12	48.36	64.48	80.60	80.60	209.56

**APWU National Agreement
Schedule Two - Salary and Rates**

Effective November 15, 2003 (Grade 12 Effective November 29, 2003)

					BIWEEKLY DEDUCTIONS										
					CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
Grade and Step	Full-time Regular Rates				Maximum					1%					13%
	Annual Salary	Biweekly Pay	Straight Time	Night Differential	7% CSRS	1.45% Medicare	8% TSP	0.80 FERS	7.65% FICA	USPS Minimum	3% Employee	3% USPS	5% Employee	5% USPS	Employee Maximum
3 BB	26,912	1,035.08	12.9385	0.93	72.46	15.01	82.81	8.28	79.18	10.35	31.05	41.40	51.75	51.75	134.56
AA	27,843	1,070.89	13.3861	0.97	74.96	15.53	85.67	8.57	81.92	10.71	32.13	42.84	53.54	53.54	139.22
A	28,774	1,106.70	13.8337	1.00	77.47	16.05	88.54	8.85	84.66	11.07	33.20	44.27	55.33	55.33	143.87
B	29,705	1,142.50	14.2813	1.04	79.98	16.57	91.40	9.14	87.40	11.43	34.28	45.70	57.13	57.13	148.53
C	30,636	1,178.30	14.7288	1.08	82.48	17.09	94.26	9.43	90.14	11.78	35.35	47.13	58.92	58.92	153.18
D	31,567	1,214.11	15.1764	1.11	84.99	17.60	97.13	9.71	92.88	12.14	36.42	48.56	60.71	60.71	157.83
E	32,498	1,249.92	15.6240	1.15	87.49	18.12	99.99	10.00	95.62	12.50	37.50	50.00	62.50	62.50	162.49
F	33,429	1,285.73	16.0716	1.18	90.00	18.64	102.86	10.29	98.36	12.86	38.57	51.43	64.29	64.29	167.14
G	34,360	1,321.54	16.5192	1.22	92.51	19.16	105.72	10.57	101.10	13.22	39.65	52.86	66.08	66.08	171.80
H	35,291	1,357.34	16.9668	1.26	95.01	19.68	108.59	10.86	103.84	13.57	40.72	54.29	67.87	67.87	176.45
I	36,222	1,393.15	17.4144	1.29	97.52	20.20	111.45	11.15	106.58	13.93	41.79	55.73	69.66	69.66	181.11
J	37,153	1,428.96	17.8620	1.33	100.03	20.72	114.32	11.43	109.32	14.29	42.87	57.16	71.45	71.45	185.76
K	38,084	1,464.77	18.3096	1.37	102.53	21.24	117.18	11.72	112.05	14.65	43.94	58.59	73.24	73.24	190.42
L	39,015	1,500.58	18.7572	1.40	105.04	21.76	120.05	12.00	114.79	15.01	45.02	60.02	75.03	75.03	195.07
M	39,946	1,536.38	19.2048	1.44	107.55	22.28	122.91	12.29	117.53	15.36	46.09	61.46	76.82	76.82	199.73
N	40,877	1,572.19	19.6524	1.47	110.05	22.80	125.78	12.58	120.27	15.72	47.17	62.89	78.61	78.61	204.38
O	41,808	1,608.00	20.1000	1.51	112.56	23.32	128.64	12.86	123.01	16.08	48.24	64.32	80.40	80.40	209.04
RC	42,739	1,643.81	20.5476	1.52	115.07	23.84	131.50	13.15	125.75	16.44	49.31	65.75	82.19	82.19	213.70

**APWU National Agreement
Schedule Two - Salary and Rates**

Effective November 15, 2003 (Grade 12 Effective November 29, 2003)

					BIWEEKLY DEDUCTIONS										
					CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
Grade and Step	Full-time Regular Rates				Maximum					1%					13%
	Annual Salary	Biweekly Pay	Straight Time	Night Differential	7% CSRS	1.45% Medicare	8% TSP	0.80 FERS	7.65% FICA	USPS Minimum	3% Employee	3% USPS	5% Employee	5% USPS	Employee Maximum
4 A	30,440	1,170.77	14.6346	1.06	81.95	16.98	93.66	9.37	89.56	11.71	35.12	46.83	58.54	58.54	152.20
B	31,316	1,204.46	15.0558	1.10	84.31	17.46	96.36	9.64	92.14	12.04	36.13	48.18	60.22	60.22	156.58
C	32,192	1,238.15	15.4769	1.13	86.67	17.95	99.05	9.91	94.72	12.38	37.14	49.53	61.91	61.91	160.96
D	33,068	1,271.85	15.8981	1.17	89.03	18.44	101.75	10.17	97.30	12.72	38.16	50.87	63.59	63.59	165.34
E	33,944	1,305.54	16.3192	1.20	91.39	18.93	104.44	10.44	99.87	13.06	39.17	52.22	65.28	65.28	169.72
F	34,820	1,339.23	16.7404	1.24	93.75	19.42	107.14	10.71	102.45	13.39	40.18	53.57	66.96	66.96	174.10
G	35,696	1,372.92	17.1615	1.27	96.10	19.91	109.83	10.98	105.03	13.73	41.19	54.92	68.65	68.65	178.48
H	36,572	1,406.62	17.5827	1.31	98.46	20.40	112.53	11.25	107.61	14.07	42.20	56.26	70.33	70.33	182.86
I	37,448	1,440.30	18.0038	1.34	100.82	20.88	115.22	11.52	110.18	14.40	43.21	57.61	72.02	72.02	187.24
J	38,324	1,474.00	18.4250	1.38	103.18	21.37	117.92	11.79	112.76	14.74	44.22	58.96	73.70	73.70	191.62
K	39,200	1,507.70	18.8462	1.41	105.54	21.86	120.62	12.06	115.34	15.08	45.23	60.31	75.38	75.38	196.00
L	40,076	1,541.38	19.2673	1.45	107.90	22.35	123.31	12.33	117.92	15.41	46.24	61.66	77.07	77.07	200.38
M	40,952	1,575.08	19.6885	1.48	110.26	22.84	126.01	12.60	120.49	15.75	47.25	63.00	78.75	78.75	204.76
N	41,828	1,608.77	20.1096	1.52	112.61	23.33	128.70	12.87	123.07	16.09	48.26	64.35	80.44	80.44	209.14
O	42,704	1,642.46	20.5308	1.55	114.97	23.82	131.40	13.14	125.65	16.42	49.27	65.70	82.12	82.12	213.52
RC	43,580	1,676.15	20.9519	1.56	117.33	24.30	134.09	13.41	128.23	16.76	50.28	67.05	83.81	83.81	217.90

**APWU National Agreement
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					BIWEEKLY DEDUCTIONS										
					CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
Grade and Step	Full-time Regular Rates				Maximum					1%					13%
	Annual Salary	Biweekly Pay	Straight Time	Night Differential	7% CSRS	1.45% Medicare	8% TSP	0.80 FERS	7.65% FICA	USPS Minimum	3% Employee	3% USPS	5% Employee	5% USPS	Employee Maximum
5 A	32,058	1,233.00	15.4125	1.12	86.31	17.88	98.64	9.86	94.32	12.33	36.99	49.32	61.65	61.65	160.29
B	32,887	1,264.89	15.8111	1.15	88.54	18.34	101.19	10.12	96.76	12.65	37.95	50.60	63.24	63.24	164.44
C	33,716	1,296.77	16.2096	1.19	90.77	18.80	103.74	10.37	99.20	12.97	38.90	51.87	64.84	64.84	168.58
D	34,545	1,328.66	16.6082	1.22	93.01	19.27	106.29	10.63	101.64	13.29	39.86	53.15	66.43	66.43	172.73
E	35,374	1,360.54	17.0067	1.25	95.24	19.73	108.84	10.88	104.08	13.61	40.82	54.42	68.03	68.03	176.87
F	36,203	1,392.42	17.4053	1.28	97.47	20.19	111.39	11.14	106.52	13.92	41.77	55.70	69.62	69.62	181.02
G	37,032	1,424.30	17.8038	1.32	99.70	20.65	113.94	11.39	108.96	14.24	42.73	56.97	71.22	71.22	185.16
H	37,861	1,456.19	18.2024	1.35	101.93	21.11	116.50	11.65	111.40	14.56	43.69	58.25	72.81	72.81	189.30
I	38,690	1,488.08	18.6010	1.38	104.17	21.58	119.05	11.90	113.84	14.88	44.64	59.52	74.40	74.40	193.45
J	39,519	1,519.96	18.9995	1.42	106.40	22.04	121.60	12.16	116.28	15.20	45.60	60.80	76.00	76.00	197.59
K	40,348	1,551.85	19.3981	1.45	108.63	22.50	124.15	12.41	118.72	15.52	46.56	62.07	77.59	77.59	201.74
L	41,177	1,583.73	19.7966	1.48	110.86	22.96	126.70	12.67	121.16	15.84	47.51	63.35	79.19	79.19	205.88
M	42,006	1,615.62	20.1952	1.51	113.09	23.43	129.25	12.92	123.59	16.16	48.47	64.62	80.78	80.78	210.03
N	42,835	1,647.50	20.5938	1.55	115.33	23.89	131.80	13.18	126.03	16.48	49.43	65.90	82.38	82.38	214.18
O	43,664	1,679.38	20.9923	1.58	117.56	24.35	134.35	13.44	128.47	16.79	50.38	67.18	83.97	83.97	218.32
RC	44,493	1,711.27	21.3909	1.60	119.79	24.81	136.90	13.69	130.91	17.11	51.34	68.45	85.56	85.56	222.47

**APWU National Agreement
Schedule Two - Salary and Rates**

Effective November 15, 2003 (Grade 12 Effective November 29, 2003)

					BIWEEKLY DEDUCTIONS										
					CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
Grade and Step	Full-time Regular Rates				Maximum					1%					13%
	Annual Salary	Biweekly Pay	Straight Time	Night Differential	7% CSRS	1.45% Medicare	8% TSP	0.80 FERS	7.65% FICA	USPS Minimum	3% Employee	3% USPS	5% Employee	5% USPS	Employee Maximum
6 A	33,779	1,299.19	16.2399	1.19	90.94	18.84	103.94	10.39	99.39	12.99	38.98	51.97	64.96	64.96	168.89
B	34,561	1,329.27	16.6159	1.22	93.05	19.27	106.34	10.63	101.69	13.29	39.88	53.17	66.46	66.46	172.81
C	35,343	1,359.34	16.9918	1.25	95.15	19.71	108.75	10.87	103.99	13.59	40.78	54.37	67.97	67.97	176.71
D	36,125	1,389.42	17.3678	1.28	97.26	20.15	111.15	11.12	106.29	13.89	41.68	55.58	69.47	69.47	180.63
E	36,907	1,419.50	17.7438	1.32	99.37	20.58	113.56	11.36	108.59	14.20	42.59	56.78	70.98	70.98	184.54
F	37,689	1,449.58	18.1197	1.35	101.47	21.02	115.97	11.60	110.89	14.50	43.49	57.98	72.48	72.48	188.44
G	38,471	1,479.66	18.4957	1.38	103.58	21.46	118.37	11.84	113.19	14.80	44.39	59.19	73.98	73.98	192.36
H	39,253	1,509.73	18.8716	1.41	105.68	21.89	120.78	12.08	115.49	15.10	45.29	60.39	75.49	75.49	196.26
I	40,035	1,539.81	19.2476	1.44	107.79	22.33	123.18	12.32	117.80	15.40	46.19	61.59	76.99	76.99	200.18
J	40,817	1,569.89	19.6236	1.47	109.89	22.76	125.59	12.56	120.10	15.70	47.10	62.80	78.49	78.49	204.09
K	41,599	1,599.96	19.9995	1.50	112.00	23.20	128.00	12.80	122.40	16.00	48.00	64.00	80.00	80.00	207.99
L	42,381	1,630.04	20.3755	1.54	114.10	23.64	130.40	13.04	124.70	16.30	48.90	65.20	81.50	81.50	211.91
M	43,163	1,660.11	20.7514	1.57	116.21	24.07	132.81	13.28	127.00	16.60	49.80	66.40	83.01	83.01	215.81
N	43,945	1,690.19	21.1274	1.60	118.31	24.51	135.22	13.52	129.30	16.90	50.71	67.61	84.51	84.51	219.72
O	44,727	1,720.27	21.5034	1.63	120.42	24.94	137.62	13.76	131.60	17.20	51.61	68.81	86.01	86.01	223.64
RC	45,509	1,750.34	21.8793	1.64	122.52	25.38	140.03	14.00	133.90	17.50	52.51	70.01	87.52	87.52	227.54

**APWU National Agreement
Schedule Two - Salary and Rates**

Effective November 15, 2003 (Grade 12 Effective November 29, 2003)

					BIWEEKLY DEDUCTIONS										
					CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
Grade and Step	Full-time Regular Rates				Maximum					1%					13%
	Annual Salary	Biweekly Pay	Straight Time	Night Differential	7% CSRS	1.45% Medicare	8% TSP	0.80 FERS	7.65% FICA	USPS Minimum	3% Employee	3% USPS	5% Employee	5% USPS	Employee Maximum
7 A	34,575	1,329.81	16.6226	1.22	93.09	19.28	106.38	10.64	101.73	13.30	39.89	53.19	66.49	66.49	172.88
B	35,381	1,360.81	17.0101	1.25	95.26	19.73	108.86	10.89	104.10	13.61	40.82	54.43	68.04	68.04	176.91
C	36,187	1,391.81	17.3976	1.28	97.43	20.18	111.34	11.13	106.47	13.92	41.75	55.67	69.59	69.59	180.94
D	36,993	1,422.81	17.7851	1.32	99.60	20.63	113.82	11.38	108.84	14.23	42.68	56.91	71.14	71.14	184.97
E	37,799	1,453.81	18.1726	1.35	101.77	21.08	116.30	11.63	111.22	14.54	43.61	58.15	72.69	72.69	189.00
F	38,605	1,484.81	18.5601	1.38	103.94	21.53	118.78	11.88	113.59	14.85	44.54	59.39	74.24	74.24	193.03
G	39,411	1,515.81	18.9476	1.41	106.11	21.98	121.26	12.13	115.96	15.16	45.47	60.63	75.79	75.79	197.06
H	40,217	1,546.81	19.3351	1.45	108.28	22.43	123.74	12.37	118.33	15.47	46.40	61.87	77.34	77.34	201.09
I	41,023	1,577.81	19.7226	1.48	110.45	22.88	126.22	12.62	120.70	15.78	47.33	63.11	78.89	78.89	205.12
J	41,829	1,608.81	20.1101	1.51	112.62	23.33	128.70	12.87	123.07	16.09	48.26	64.35	80.44	80.44	209.15
K	42,635	1,639.81	20.4976	1.54	114.79	23.78	131.18	13.12	125.45	16.40	49.19	65.59	81.99	81.99	213.18
L	43,441	1,670.81	20.8851	1.57	116.96	24.23	133.66	13.37	127.82	16.71	50.12	66.83	83.54	83.54	217.21
M	44,247	1,701.81	21.2726	1.61	119.13	24.68	136.14	13.61	130.19	17.02	51.05	68.07	85.09	85.09	221.24
N	45,053	1,732.81	21.6601	1.64	121.30	25.13	138.62	13.86	132.56	17.33	51.98	69.31	86.64	86.64	225.27
O	45,859	1,763.81	22.0476	1.67	123.47	25.58	141.10	14.11	134.93	17.64	52.91	70.55	88.19	88.19	229.30
RC	46,665	1,794.81	22.4351	1.69	125.64	26.02	143.58	14.36	137.30	17.95	53.84	71.79	89.74	89.74	233.33

**APWU National Agreement
Schedule Two - Salary and Rates**

Effective November 15, 2003 (Grade 12 Effective November 29, 2003)

					BIWEEKLY DEDUCTIONS										
					CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
Grade and Step	Full-time Regular Rates				Maximum					1%					13%
	Annual Salary	Biweekly Pay	Straight Time	Night Differential	7% CSRS	1.45% Medicare	8% TSP	0.80 FERS	7.65% FICA	USPS Minimum	3% Employee	3% USPS	5% Employee	5% USPS	Employee Maximum
8 D	40,474	1,556.70	19.4587	1.45	108.97	22.57	124.54	12.45	119.09	15.57	46.70	62.27	77.83	77.83	202.37
E	41,077	1,579.89	19.7486	1.48	110.59	22.91	126.39	12.64	120.86	15.80	47.40	63.20	78.99	78.99	205.39
F	41,680	1,603.08	20.0385	1.50	112.22	23.24	128.25	12.82	122.64	16.03	48.09	64.12	80.15	80.15	208.40
G	42,283	1,626.27	20.3284	1.53	113.84	23.58	130.10	13.01	124.41	16.26	48.79	65.05	81.31	81.31	211.42
H	42,886	1,649.46	20.6183	1.55	115.46	23.92	131.96	13.20	126.18	16.49	49.48	65.98	82.47	82.47	214.43
I	43,489	1,672.66	20.9082	1.58	117.09	24.25	133.81	13.38	127.96	16.73	50.18	66.91	83.63	83.63	217.45
J	44,092	1,695.85	21.1981	1.60	118.71	24.59	135.67	13.57	129.73	16.96	50.88	67.83	84.79	84.79	220.46
K	44,695	1,719.04	21.4880	1.62	120.33	24.93	137.52	13.75	131.51	17.19	51.57	68.76	85.95	85.95	223.48
L	45,298	1,742.23	21.7779	1.65	121.96	25.26	139.38	13.94	133.28	17.42	52.27	69.69	87.11	87.11	226.49
M	45,901	1,765.42	22.0678	1.67	123.58	25.60	141.23	14.12	135.05	17.65	52.96	70.62	88.27	88.27	229.51
N	46,504	1,788.62	22.3577	1.70	125.20	25.93	143.09	14.31	136.83	17.89	53.66	71.54	89.43	89.43	232.52
O	47,107	1,811.81	22.6476	1.72	126.83	26.27	144.94	14.49	138.60	18.12	54.35	72.47	90.59	90.59	235.54
P	47,710	1,835.00	22.9375	1.74	128.45	26.61	146.80	14.68	140.38	18.35	55.05	73.40	91.75	91.75	238.55
RC	48,313	1,858.19	23.2274	1.76	130.07	26.94	148.66	14.87	142.15	18.58	55.75	74.33	92.91	92.91	241.56

**APWU National Agreement
Schedule Two - Salary and Rates**

Effective November 15, 2003 (Grade 12 Effective November 29, 2003)

					BIWEEKLY DEDUCTIONS										
					CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
Grade and Step	Full-time Regular Rates				Maximum					1%					13%
	Annual Salary	Biweekly Pay	Straight Time	Night Differential	7% CSRS	1.45% Medicare	8% TSP	0.80 FERS	7.65% FICA	USPS Minimum	3% Employee	3% USPS	5% Employee	5% USPS	Employee Maximum
9 D	41,414	1,592.85	19.9106	1.50	111.50	23.10	127.43	12.74	121.85	15.93	47.79	63.71	79.64	79.64	207.07
E	42,051	1,617.34	20.2168	1.52	113.21	23.45	129.39	12.94	123.73	16.17	48.52	64.69	80.87	80.87	210.25
F	42,688	1,641.85	20.5231	1.55	114.93	23.81	131.35	13.13	125.60	16.42	49.26	65.67	82.09	82.09	213.44
G	43,325	1,666.34	20.8293	1.57	116.64	24.16	133.31	13.33	127.48	16.66	49.99	66.65	83.32	83.32	216.62
H	43,962	1,690.85	21.1356	1.60	118.36	24.52	135.27	13.53	129.35	16.91	50.73	67.63	84.54	84.54	219.81
I	44,599	1,715.34	21.4418	1.62	120.07	24.87	137.23	13.72	131.22	17.15	51.46	68.61	85.77	85.77	222.99
J	45,236	1,739.85	21.7481	1.65	121.79	25.23	139.19	13.92	133.10	17.40	52.20	69.59	86.99	86.99	226.18
K	45,873	1,764.34	22.0543	1.67	123.50	25.58	141.15	14.11	134.97	17.64	52.93	70.57	88.22	88.22	229.36
L	46,510	1,788.85	22.3606	1.70	125.22	25.94	143.11	14.31	136.85	17.89	53.67	71.55	89.44	89.44	232.55
M	47,147	1,813.34	22.6668	1.72	126.93	26.29	145.07	14.51	138.72	18.13	54.40	72.53	90.67	90.67	235.73
N	47,784	1,837.85	22.9731	1.75	128.65	26.65	147.03	14.70	140.60	18.38	55.14	73.51	91.89	91.89	238.92
O	48,421	1,862.34	23.2793	1.77	130.36	27.00	148.99	14.90	142.47	18.62	55.87	74.49	93.12	93.12	242.10
P	49,058	1,886.85	23.5856	1.80	132.08	27.36	150.95	15.09	144.34	18.87	56.61	75.47	94.34	94.34	245.29
RC	49,695	1,911.34	23.8918	1.82	133.79	27.71	152.91	15.29	146.22	19.11	57.34	76.45	95.57	95.57	248.47

**APWU National Agreement
Schedule Two - Salary and Rates**

Effective November 15, 2003 (Grade 12 Effective November 29, 2003)

					BIWEEKLY DEDUCTIONS										
					CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
Grade and Step	Full-time Regular Rates				Maximum					1%					13%
	Annual Salary	Biweekly Pay	Straight Time	Night Differential	7% CSRS	1.45% Medicare	8% TSP	0.80 FERS	7.65% FICA	USPS Minimum	3% Employee	3% USPS	5% Employee	5% USPS	Employee Maximum
10 D	42,404	1,630.92	20.3865	1.54	114.16	23.65	130.47	13.05	124.77	16.31	48.93	65.24	81.55	81.55	212.02
E	43,081	1,656.96	20.7120	1.56	115.99	24.03	132.56	13.26	126.76	16.57	49.71	66.28	82.85	82.85	215.40
F	43,758	1,683.00	21.0375	1.59	117.81	24.40	134.64	13.46	128.75	16.83	50.49	67.32	84.15	84.15	218.79
G	44,435	1,709.04	21.3630	1.62	119.63	24.78	136.72	13.67	130.74	17.09	51.27	68.36	85.45	85.45	222.18
H	45,112	1,735.08	21.6885	1.64	121.46	25.16	138.81	13.88	132.73	17.35	52.05	69.40	86.75	86.75	225.56
I	45,789	1,761.11	22.0139	1.67	123.28	25.54	140.89	14.09	134.73	17.61	52.83	70.44	88.06	88.06	228.94
J	46,466	1,787.15	22.3394	1.70	125.10	25.91	142.97	14.30	136.72	17.87	53.61	71.49	89.36	89.36	232.33
K	47,143	1,813.19	22.6649	1.72	126.92	26.29	145.06	14.51	138.71	18.13	54.40	72.53	90.66	90.66	235.71
L	47,820	1,839.23	22.9904	1.75	128.75	26.67	147.14	14.71	140.70	18.39	55.18	73.57	91.96	91.96	239.10
M	48,497	1,865.27	23.3159	1.78	130.57	27.05	149.22	14.92	142.69	18.65	55.96	74.61	93.26	93.26	242.49
N	49,174	1,891.30	23.6413	1.80	132.39	27.42	151.30	15.13	144.68	18.91	56.74	75.65	94.57	94.57	245.87
O	49,851	1,917.34	23.9668	1.83	134.21	27.80	153.39	15.34	146.68	19.17	57.52	76.69	95.87	95.87	249.25
P	50,528	1,943.38	24.2923	1.86	136.04	28.18	155.47	15.55	148.67	19.43	58.30	77.74	97.17	97.17	252.64
RC	51,205	1,969.42	24.6178	1.88	137.86	28.56	157.55	15.76	150.66	19.69	59.08	78.78	98.47	98.47	256.03

**APWU National Agreement
Schedule Two - Salary and Rates**

Effective November 15, 2003 (Grade 12 Effective November 29, 2003)

					BIWEEKLY DEDUCTIONS										
					CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
Grade and Step	Full-time Regular Rates				Maximum					1%					13%
	Annual Salary	Biweekly Pay	Straight Time	Night Differential	7% CSRS	1.45% Medicare	8% TSP	0.80 FERS	7.65% FICA	USPS Minimum	3% Employee	3% USPS	5% Employee	5% USPS	Employee Maximum
11 D	43,449	1,671.11	20.8889	1.58	116.98	24.23	133.69	13.37	127.84	16.71	50.13	66.84	83.56	83.56	217.24
E	44,166	1,698.70	21.2337	1.61	118.91	24.63	135.90	13.59	129.95	16.99	50.96	67.95	84.93	84.93	220.83
F	44,883	1,726.27	21.5784	1.64	120.84	25.03	138.10	13.81	132.06	17.26	51.79	69.05	86.31	86.31	224.42
G	45,600	1,753.85	21.9231	1.66	122.77	25.43	140.31	14.03	134.17	17.54	52.62	70.15	87.69	87.69	228.00
H	46,317	1,781.42	22.2678	1.69	124.70	25.83	142.51	14.25	136.28	17.81	53.44	71.26	89.07	89.07	231.59
I	47,034	1,809.00	22.6125	1.72	126.63	26.23	144.72	14.47	138.39	18.09	54.27	72.36	90.45	90.45	235.17
J	47,751	1,836.58	22.9572	1.75	128.56	26.63	146.93	14.69	140.50	18.37	55.10	73.46	91.83	91.83	238.75
K	48,468	1,864.15	23.3019	1.78	130.49	27.03	149.13	14.91	142.61	18.64	55.92	74.57	93.21	93.21	242.34
L	49,185	1,891.73	23.6466	1.81	132.42	27.43	151.34	15.13	144.72	18.92	56.75	75.67	94.59	94.59	245.92
M	49,902	1,919.30	23.9913	1.83	134.35	27.83	153.54	15.35	146.83	19.19	57.58	76.77	95.97	95.97	249.51
N	50,619	1,946.89	24.3361	1.86	136.28	28.23	155.75	15.58	148.94	19.47	58.41	77.88	97.34	97.34	253.10
O	51,336	1,974.46	24.6808	1.89	138.21	28.63	157.96	15.80	151.05	19.74	59.23	78.98	98.72	98.72	256.68
P	52,053	2,002.04	25.0255	1.92	140.14	29.03	160.16	16.02	153.16	20.02	60.06	80.08	100.10	100.10	260.27
RC	52,770	2,029.62	25.3702	1.94	142.07	29.43	162.37	16.24	155.27	20.30	60.89	81.18	101.48	101.48	263.85

**APWU National Agreement
Schedule Two - Salary and Rates**

Effective November 15, 2003 (Grade 12 Effective November 29, 2003)

					BIWEEKLY DEDUCTIONS										
					CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
Grade and Step	Full-time Regular Rates				Maximum					1%					13%
	Annual Salary	Biweekly Pay	Straight Time	Night Differential	7% CSRS	1.45% Medicare	8% TSP	0.80 FERS	7.65% FICA	USPS Minimum	3% Employee	3% USPS	5% Employee	5% USPS	Employee Maximum
12 D	44,550	1,713.46	21.4183	1.62	119.94	24.85	137.08	13.71	131.08	17.13	51.40	68.54	85.67	85.67	222.75
E	45,311	1,742.73	21.7841	1.65	121.99	25.27	139.42	13.94	133.32	17.43	52.28	69.71	87.14	87.14	226.55
F	46,072	1,772.00	22.1500	1.68	124.04	25.69	141.76	14.18	135.56	17.72	53.16	70.88	88.60	88.60	230.36
G	46,833	1,801.27	22.5159	1.71	126.09	26.12	144.10	14.41	137.80	18.01	54.04	72.05	90.06	90.06	234.17
H	47,594	1,830.54	22.8817	1.74	128.14	26.54	146.44	14.64	140.04	18.31	54.92	73.22	91.53	91.53	237.97
I	48,355	1,859.81	23.2476	1.77	130.19	26.97	148.78	14.88	142.28	18.60	55.79	74.39	92.99	92.99	241.78
J	49,116	1,889.08	23.6135	1.80	132.24	27.39	151.13	15.11	144.51	18.89	56.67	75.56	94.45	94.45	245.58
K	49,877	1,918.34	23.9793	1.83	134.28	27.82	153.47	15.35	146.75	19.18	57.55	76.73	95.92	95.92	249.38
L	50,638	1,947.62	24.3452	1.86	136.33	28.24	155.81	15.58	148.99	19.48	58.43	77.90	97.38	97.38	253.19
M	51,399	1,976.89	24.7111	1.89	138.38	28.66	158.15	15.82	151.23	19.77	59.31	79.08	98.84	98.84	257.00
N	52,160	2,006.15	25.0769	1.92	140.43	29.09	160.49	16.05	153.47	20.06	60.18	80.25	100.31	100.31	260.80
O	52,921	2,035.42	25.4428	1.95	142.48	29.51	162.83	16.28	155.71	20.35	61.06	81.42	101.77	101.77	264.61
P	53,682	2,064.70	25.8087	1.98	144.53	29.94	165.18	16.52	157.95	20.65	61.94	82.59	103.23	103.23	268.41
RC	54,443	2,093.96	26.1745	2.01	146.58	30.36	167.52	16.75	160.19	20.94	62.82	83.76	104.70	104.70	272.21

APWU National Agreement
Schedule One - Salary and Rates
Effective November 15, 2003

		BIWEEKLY DEDUCTIONS														
		Full-time Regular Rates				CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
Grade and Step		Annual Salary	Biweekly Pay	Straight Time	Night Differential	Maximum			0.8% FERS	7.65% FICA	USPS Minimum	3% Employee	3% USPS	5% Employee	5% USPS	13% Employee Maximum
						7% CSRS	1.45% Medicare	8% TSP								
2	D	38,203	1,469.34	18.3668	1.37	102.85	21.31	117.55	11.75	112.40	14.69	44.08	58.77	73.47	73.47	191.01
	E	38,454	1,479.00	18.4875	1.38	103.53	21.45	118.32	11.83	113.14	14.79	44.37	59.16	73.95	73.95	192.27
	F	38,705	1,488.66	18.6082	1.39	104.21	21.59	119.09	11.91	113.88	14.89	44.66	59.55	74.43	74.43	193.53
	G	38,956	1,498.30	18.7288	1.40	104.88	21.73	119.86	11.99	114.62	14.98	44.95	59.93	74.92	74.92	194.78
	H	39,212	1,508.15	18.8519	1.41	105.57	21.87	120.65	12.07	115.37	15.08	45.24	60.33	75.41	75.41	196.06
3	D	38,811	1,492.73	18.6591	1.39	104.49	21.64	119.42	11.94	114.19	14.93	44.78	59.71	74.64	74.64	194.05
	E	39,082	1,503.15	18.7894	1.40	105.22	21.80	120.25	12.03	114.99	15.03	45.09	60.13	75.16	75.16	195.41
	F	39,358	1,513.77	18.9221	1.41	105.96	21.95	121.10	12.11	115.80	15.14	45.41	60.55	75.69	75.69	196.79
	G	39,626	1,524.08	19.0510	1.42	106.69	22.10	121.93	12.19	116.59	15.24	45.72	60.96	76.20	76.20	198.13
	H	39,899	1,534.58	19.1822	1.43	107.42	22.25	122.77	12.28	117.40	15.35	46.04	61.38	76.73	76.73	199.49
4	D	39,471	1,518.11	18.9764	1.42	106.27	22.01	121.45	12.14	116.14	15.18	45.54	60.72	75.91	75.91	197.35
	E	39,763	1,529.34	19.1168	1.43	107.05	22.18	122.35	12.23	116.99	15.29	45.88	61.17	76.47	76.47	198.81
	F	40,061	1,540.81	19.2601	1.44	107.86	22.34	123.26	12.33	117.87	15.41	46.22	61.63	77.04	77.04	200.31
	G	40,354	1,552.08	19.4010	1.45	108.65	22.51	124.17	12.42	118.73	15.52	46.56	62.08	77.60	77.60	201.77
	H	40,645	1,563.27	19.5409	1.46	109.43	22.67	125.06	12.51	119.59	15.63	46.90	62.53	78.16	78.16	203.23
5	D	40,186	1,545.62	19.3202	1.45	108.19	22.41	123.65	12.36	118.24	15.46	46.37	61.82	77.28	77.28	200.93
	E	40,502	1,557.77	19.4721	1.46	109.04	22.59	124.62	12.46	119.17	15.58	46.73	62.31	77.89	77.89	202.51
	F	40,819	1,569.96	19.6245	1.47	109.90	22.76	125.60	12.56	120.10	15.70	47.10	62.80	78.50	78.50	204.09
	G	41,132	1,582.00	19.7750	1.48	110.74	22.94	126.56	12.66	121.02	15.82	47.46	63.28	79.10	79.10	205.66
	H	41,451	1,594.27	19.9284	1.50	111.60	23.12	127.54	12.75	121.96	15.94	47.83	63.77	79.71	79.71	207.26
6	D	40,956	1,575.23	19.6904	1.48	110.27	22.84	126.02	12.60	120.51	15.75	47.26	63.01	78.76	78.76	204.78
	E	41,299	1,588.42	19.8553	1.49	111.19	23.03	127.07	12.71	121.51	15.88	47.65	63.54	79.42	79.42	206.50
	F	41,645	1,601.73	20.0216	1.50	112.12	23.23	128.14	12.81	122.53	16.02	48.05	64.07	80.09	80.09	208.22
	G	41,985	1,614.81	20.1851	1.52	113.04	23.41	129.18	12.92	123.53	16.15	48.44	64.59	80.74	80.74	209.93
	H	42,331	1,628.11	20.3514	1.53	113.97	23.61	130.25	13.02	124.55	16.28	48.84	65.12	81.41	81.41	211.65
7	D	41,791	1,607.34	20.0918	1.51	112.51	23.31	128.59	12.86	122.96	16.07	48.22	64.29	80.37	80.37	208.95
	E	42,161	1,621.58	20.2697	1.52	113.51	23.51	129.73	12.97	124.05	16.22	48.65	64.86	81.08	81.08	210.80
	F	42,530	1,635.77	20.4471	1.54	114.50	23.72	130.86	13.09	125.14	16.36	49.07	65.43	81.79	81.79	212.65
	G	42,900	1,650.00	20.6250	1.55	115.50	23.93	132.00	13.20	126.23	16.50	49.50	66.00	82.50	82.50	214.50
	H	43,272	1,664.30	20.8038	1.57	116.50	24.13	133.14	13.31	127.32	16.64	49.93	66.57	83.22	83.22	216.36

APWU National Agreement
Schedule Two - Part-time Rates
Effective November 15, 2003 (Grade 12 Effective November 29, 2003)

PART-TIME FLEXIBLE RATES	GRADE	Pay Steps																		
		BB	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	RC
	1	12.36	12.84	13.31	13.79	14.26	14.74	15.21	15.69	16.16	16.64	17.11	17.59	18.06	18.54	19.01	19.49	20.10		20.57
	2	12.91	13.38	13.85	14.32	14.79	15.26	15.73	16.20	16.67	17.14	17.61	18.08	18.55	19.02	19.49	19.96	20.49		20.96
	3	13.46	13.92	14.39	14.85	15.32	15.78	16.25	16.71	17.18	17.65	18.11	18.58	19.04	19.51	19.97	20.44	20.90		21.37
	4			15.22	15.66	16.10	16.53	16.97	17.41	17.85	18.29	18.72	19.16	19.60	20.04	20.48	20.91	21.35		21.79
	5			16.03	16.44	16.86	17.27	17.69	18.10	18.52	18.93	19.35	19.76	20.17	20.59	21.00	21.42	21.83		22.25
	6			16.89	17.28	17.67	18.06	18.45	18.84	19.24	19.63	20.02	20.41	20.80	21.19	21.58	21.97	22.36		22.75
	7			17.29	17.69	18.09	18.50	18.90	19.30	19.71	20.11	20.51	20.91	21.32	21.72	22.12	22.53	22.93		23.33
	8						20.24	20.54	20.84	21.14	21.44	21.74	22.05	22.35	22.65	22.95	23.25	23.55	23.86	24.16
	9						20.71	21.03	21.34	21.66	21.98	22.30	22.62	22.94	23.26	23.57	23.89	24.21	24.53	24.85
	10						21.20	21.54	21.88	22.22	22.56	22.89	23.23	23.57	23.91	24.25	24.59	24.93	25.26	25.60
	11						21.72	22.08	22.44	22.80	23.16	23.52	23.88	24.23	24.59	24.95	25.31	25.67	26.03	26.39
	12						22.28	22.66	23.04	23.42	23.80	24.18	24.56	24.94	25.32	25.70	26.08	26.46	26.84	27.22

PART-TIME REGULAR RATES	GRADE	STEP																		
		BB	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	RC
	1	11.89	12.34	12.80	13.26	13.71	14.17	14.63	15.08	15.54	16.00	16.45	16.91	17.37	17.82	18.28	18.74	19.33		19.78
	2	12.41	12.87	13.32	13.77	14.22	14.67	15.13	15.58	16.03	16.48	16.93	17.38	17.84	18.29	18.74	19.19	19.70		20.15
	3	12.94	13.39	13.83	14.28	14.73	15.18	15.62	16.07	16.52	16.97	17.41	17.86	18.31	18.76	19.20	19.65	20.10		20.55
	4			14.63	15.06	15.48	15.90	16.32	16.74	17.16	17.58	18.00	18.43	18.85	19.27	19.69	20.11	20.53		20.95
	5			15.41	15.81	16.21	16.61	17.01	17.41	17.80	18.20	18.60	19.00	19.40	19.80	20.20	20.59	20.99		21.39
	6			16.24	16.62	16.99	17.37	17.74	18.12	18.50	18.87	19.25	19.62	20.00	20.38	20.75	21.13	21.50		21.88
	7			16.62	17.01	17.40	17.79	18.17	18.56	18.95	19.34	19.72	20.11	20.50	20.89	21.27	21.66	22.05		22.44
	8						19.46	19.75	20.04	20.33	20.62	20.91	21.20	21.49	21.78	22.07	22.36	22.65	22.94	23.23
	9						19.91	20.22	20.52	20.83	21.14	21.44	21.75	22.05	22.36	22.67	22.97	23.28	23.59	23.89
	10						20.39	20.71	21.04	21.36	21.69	22.01	22.34	22.66	22.99	23.32	23.64	23.97	24.29	24.62
	11						20.89	21.23	21.58	21.92	22.27	22.61	22.96	23.30	23.65	23.99	24.34	24.68	25.03	25.37
	12						21.42	21.78	22.15	22.52	22.88	23.25	23.61	23.98	24.35	24.71	25.08	25.44	25.81	26.17

**Transitional Employee Rates
Effective November 15, 2003**

Grade	Rate
1	10.71
2	10.87
3	11.05
4	12.27
5	13.04
6	13.85