

**APWU National Agreement**  
**Schedule One - Salary and Rates**  
**Effective September 6, 2003**

					<b>BIWEEKLY DEDUCTIONS</b>											
					<b>CSRS</b>			<b>FERS</b>		<b>FERS -- THRIFT SAVINGS PLAN</b>						
<b>Grade and Step</b>	<b>Full-time Regular Rates</b>				<b>Maximum</b>										<b>13%</b>	
	<b>Annual Salary</b>	<b>Biweekly Pay</b>	<b>Straight Time</b>	<b>Night Differential</b>	<b>7% CSRS</b>	<b>1.45% Medicare</b>	<b>8% TSP</b>	<b>0.8% FERS</b>	<b>7.65% FICA</b>	<b>USPS Minimum</b>	<b>3% Employee</b>	<b>3% USPS</b>	<b>5% Employee</b>	<b>5% USPS</b>	<b>Employee Maximum</b>	
<b>2</b>	<b>D</b>	37,713	1,450.50	18.1313	1.37	101.54	21.03	116.04	11.60	110.96	14.51	43.52	58.02	72.53	72.53	188.57
	<b>E</b>	37,961	1,460.04	18.2505	1.38	102.20	21.17	116.80	11.68	111.69	14.60	43.80	58.40	73.00	73.00	189.81
	<b>F</b>	38,208	1,469.54	18.3692	1.39	102.87	21.31	117.56	11.76	112.42	14.70	44.09	58.78	73.48	73.48	191.04
	<b>G</b>	38,456	1,479.08	18.4885	1.40	103.54	21.45	118.33	11.83	113.15	14.79	44.37	59.16	73.95	73.95	192.28
	<b>H</b>	38,709	1,488.81	18.6101	1.41	104.22	21.59	119.10	11.91	113.89	14.89	44.66	59.55	74.44	74.44	193.55
<b>3</b>	<b>D</b>	38,313	1,473.58	18.4197	1.39	103.15	21.37	117.89	11.79	112.73	14.74	44.21	58.94	73.68	73.68	191.56
	<b>E</b>	38,580	1,483.85	18.5481	1.40	103.87	21.52	118.71	11.87	113.51	14.84	44.52	59.35	74.19	74.19	192.90
	<b>F</b>	38,853	1,494.34	18.6793	1.41	104.60	21.67	119.55	11.95	114.32	14.94	44.83	59.77	74.72	74.72	194.26
	<b>G</b>	39,117	1,504.50	18.8063	1.42	105.32	21.82	120.36	12.04	115.09	15.05	45.14	60.18	75.23	75.23	195.59
	<b>H</b>	39,387	1,514.89	18.9361	1.43	106.04	21.97	121.19	12.12	115.89	15.15	45.45	60.60	75.74	75.74	196.94
<b>4</b>	<b>D</b>	38,964	1,498.62	18.7327	1.42	104.90	21.73	119.89	11.99	114.64	14.99	44.96	59.94	74.93	74.93	194.82
	<b>E</b>	39,253	1,509.73	18.8716	1.43	105.68	21.89	120.78	12.08	115.49	15.10	45.29	60.39	75.49	75.49	196.26
	<b>F</b>	39,547	1,521.04	19.0130	1.44	106.47	22.06	121.68	12.17	116.36	15.21	45.63	60.84	76.05	76.05	197.74
	<b>G</b>	39,836	1,532.15	19.1519	1.45	107.25	22.22	122.57	12.26	117.21	15.32	45.96	61.29	76.61	76.61	199.18
	<b>H</b>	40,123	1,543.19	19.2899	1.46	108.02	22.38	123.46	12.35	118.05	15.43	46.30	61.73	77.16	77.16	200.61
<b>5</b>	<b>D</b>	39,670	1,525.77	19.0721	1.45	106.80	22.12	122.06	12.21	116.72	15.26	45.77	61.03	76.29	76.29	198.35
	<b>E</b>	39,982	1,537.77	19.2221	1.46	107.64	22.30	123.02	12.30	117.64	15.38	46.13	61.51	76.89	76.89	199.91
	<b>F</b>	40,295	1,549.81	19.3726	1.47	108.49	22.47	123.98	12.40	118.56	15.50	46.49	61.99	77.49	77.49	201.48
	<b>G</b>	40,604	1,561.70	19.5212	1.48	109.32	22.64	124.94	12.49	119.47	15.62	46.85	62.47	78.08	78.08	203.02
	<b>H</b>	40,919	1,573.81	19.6726	1.50	110.17	22.82	125.90	12.59	120.40	15.74	47.21	62.95	78.69	78.69	204.60
<b>6</b>	<b>D</b>	40,430	1,555.00	19.4375	1.48	108.85	22.55	124.40	12.44	118.96	15.55	46.65	62.20	77.75	77.75	202.15
	<b>E</b>	40,769	1,568.04	19.6005	1.49	109.76	22.74	125.44	12.54	119.96	15.68	47.04	62.72	78.40	78.40	203.85
	<b>F</b>	41,111	1,581.19	19.7649	1.50	110.68	22.93	126.50	12.65	120.96	15.81	47.44	63.25	79.06	79.06	205.55
	<b>G</b>	41,446	1,594.08	19.9260	1.52	111.59	23.11	127.53	12.75	121.95	15.94	47.82	63.76	79.70	79.70	207.23
	<b>H</b>	41,788	1,607.23	20.0904	1.53	112.51	23.30	128.58	12.86	122.95	16.07	48.22	64.29	80.36	80.36	208.94
<b>7</b>	<b>D</b>	41,255	1,586.73	19.8341	1.51	111.07	23.01	126.94	12.69	121.38	15.87	47.60	63.47	79.34	79.34	206.27
	<b>E</b>	41,620	1,600.77	20.0096	1.52	112.05	23.21	128.06	12.81	122.46	16.01	48.02	64.03	80.04	80.04	208.10
	<b>F</b>	41,984	1,614.77	20.1846	1.54	113.03	23.41	129.18	12.92	123.53	16.15	48.44	64.59	80.74	80.74	209.92
	<b>G</b>	42,349	1,628.81	20.3601	1.55	114.02	23.62	130.30	13.03	124.60	16.29	48.86	65.15	81.44	81.44	211.75
	<b>H</b>	42,717	1,642.96	20.5370	1.57	115.01	23.82	131.44	13.14	125.69	16.43	49.29	65.72	82.15	82.15	213.58

**APWU National Agreement**  
**Schedule Two - Salary and Rates**  
**Effective September 6, 2003**

		<b>BIWEEKLY DEDUCTIONS</b>													
		<b>CSRS</b>			<b>FERS</b>		<b>FERS -- THRIFT SAVINGS PLAN</b>								
<b>Grade and Step</b>	<b>Full-time Regular Rates</b>				<b>Maximum</b>										
	<b>Annual Salary</b>	<b>Biweekly Pay</b>	<b>Straight Time</b>	<b>Night Differential</b>	<b>7% CSRS</b>	<b>1.45% Medicare</b>	<b>8% TSP</b>	<b>0.80 FERS</b>	<b>7.65% FICA</b>	<b>1% USPS Minimum</b>	<b>3% Employee</b>	<b>3% USPS</b>	<b>5% Employee</b>	<b>5% USPS</b>	<b>13% Employee Maximum</b>
<b>1 BB</b>	24,405	938.66	11.7332	0.84	65.71	13.61	75.09	7.51	71.81	9.39	28.16	37.55	46.93	46.93	122.03
<b>AA</b>	25,343	974.73	12.1841	0.88	68.23	14.13	77.98	7.80	74.57	9.75	29.24	38.99	48.74	48.74	126.71
<b>A</b>	26,281	1,010.81	12.6351	0.92	70.76	14.66	80.86	8.09	77.33	10.11	30.32	40.43	50.54	50.54	131.41
<b>B</b>	27,219	1,046.89	13.0861	0.95	73.28	15.18	83.75	8.38	80.09	10.47	31.41	41.88	52.34	52.34	136.10
<b>C</b>	28,157	1,082.96	13.5370	0.99	75.81	15.70	86.64	8.66	82.85	10.83	32.49	43.32	54.15	54.15	140.78
<b>D</b>	29,095	1,119.04	13.9880	1.03	78.33	16.23	89.52	8.95	85.61	11.19	33.57	44.76	55.95	55.95	145.48
<b>E</b>	30,033	1,155.11	14.4389	1.07	80.86	16.75	92.41	9.24	88.37	11.55	34.65	46.20	57.76	57.76	150.16
<b>F</b>	30,971	1,191.19	14.8899	1.11	83.38	17.27	95.30	9.53	91.13	11.91	35.74	47.65	59.56	59.56	154.85
<b>G</b>	31,909	1,227.27	15.3409	1.15	85.91	17.80	98.18	9.82	93.89	12.27	36.82	49.09	61.36	61.36	159.55
<b>H</b>	32,847	1,263.34	15.7918	1.18	88.43	18.32	101.07	10.11	96.65	12.63	37.90	50.53	63.17	63.17	164.23
<b>I</b>	33,785	1,299.42	16.2428	1.22	90.96	18.84	103.95	10.40	99.41	12.99	38.98	51.98	64.97	64.97	168.93
<b>J</b>	34,723	1,335.50	16.6938	1.26	93.49	19.36	106.84	10.68	102.17	13.36	40.07	53.42	66.78	66.78	173.62
<b>K</b>	35,661	1,371.58	17.1447	1.30	96.01	19.89	109.73	10.97	104.93	13.72	41.15	54.86	68.58	68.58	178.30
<b>L</b>	36,599	1,407.66	17.5957	1.34	98.54	20.41	112.61	11.26	107.69	14.08	42.23	56.31	70.38	70.38	183.00
<b>M</b>	37,537	1,443.73	18.0466	1.37	101.06	20.93	115.50	11.55	110.45	14.44	43.31	57.75	72.19	72.19	187.68
<b>N</b>	38,475	1,479.81	18.4976	1.41	103.59	21.46	118.38	11.84	113.21	14.80	44.39	59.19	73.99	73.99	192.38
<b>O</b>	39,413	1,515.89	18.9486	1.45	106.12	21.98	121.26	12.13	116.06	15.16	45.47	60.60	75.80	75.80	197.08
<b>RC</b>	40,351	1,551.97	19.4000	1.49	108.65	22.50	124.21	12.41	118.91	15.52	46.55	61.81	77.61	77.61	201.78

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					<b>CSRS</b>			<b>FERS</b>		<b>FERS -- THRIFT SAVINGS PLAN</b>					
<b>Grade and Step</b>	<b>Full-time Regular Rates</b>				<b>Maximum</b>										
	<b>Annual Salary</b>	<b>Biweekly Pay</b>	<b>Straight Time</b>	<b>Night Differential</b>	<b>7% CSRS</b>	<b>1.45% Medicare</b>	<b>8% TSP</b>	<b>0.80 FERS</b>	<b>7.65% FICA</b>	<b>1% USPS Minimum</b>	<b>3% Employee</b>	<b>3% USPS</b>	<b>5% Employee</b>	<b>5% USPS</b>	<b>13% Employee Maximum</b>
<b>2 BB</b>	25,489	980.34	12.2543	0.88	68.62	14.21	78.43	7.84	75.00	9.80	29.41	39.21	49.02	49.02	127.44
<b>AA</b>	26,417	1,016.04	12.7005	0.92	71.12	14.73	81.28	8.13	77.73	10.16	30.48	40.64	50.80	50.80	132.09
<b>A</b>	27,345	1,051.73	13.1466	0.95	73.62	15.25	84.14	8.41	80.46	10.52	31.55	42.07	52.59	52.59	136.72
<b>B</b>	28,273	1,087.42	13.5928	0.99	76.12	15.77	86.99	8.70	83.19	10.87	32.62	43.50	54.37	54.37	141.37
<b>C</b>	29,201	1,123.11	14.0389	1.03	78.62	16.29	89.85	8.98	85.92	11.23	33.69	44.92	56.16	56.16	146.00
<b>D</b>	30,129	1,158.81	14.4851	1.07	81.12	16.80	92.70	9.27	88.65	11.59	34.76	46.35	57.94	57.94	150.65
<b>E</b>	31,057	1,194.50	14.9313	1.11	83.62	17.32	95.56	9.56	91.38	11.95	35.84	47.78	59.73	59.73	155.29
<b>F</b>	31,985	1,230.19	15.3774	1.14	86.11	17.84	98.42	9.84	94.11	12.30	36.91	49.21	61.51	61.51	159.92
<b>G</b>	32,913	1,265.89	15.8236	1.18	88.61	18.36	101.27	10.13	96.84	12.66	37.98	50.64	63.29	63.29	164.57
<b>H</b>	33,841	1,301.58	16.2697	1.22	91.11	18.87	104.13	10.41	99.57	13.02	39.05	52.06	65.08	65.08	169.20
<b>I</b>	34,769	1,337.27	16.7159	1.26	93.61	19.39	106.98	10.70	102.30	13.37	40.12	53.49	66.86	66.86	173.85
<b>J</b>	35,697	1,372.96	17.1620	1.29	96.11	19.91	109.84	10.98	105.03	13.73	41.19	54.92	68.65	68.65	178.48
<b>K</b>	36,625	1,408.66	17.6082	1.33	98.61	20.43	112.69	11.27	107.76	14.09	42.26	56.35	70.43	70.43	183.13
<b>L</b>	37,553	1,444.34	18.0543	1.37	101.10	20.94	115.55	11.55	110.49	14.44	43.33	57.77	72.22	72.22	187.76
<b>M</b>	38,481	1,480.04	18.5005	1.41	103.60	21.46	118.40	11.84	113.22	14.80	44.40	59.20	74.00	74.00	192.41
<b>N</b>	39,409	1,515.73	18.9466	1.44	106.10	21.98	121.26	12.13	115.95	15.16	45.47	60.63	75.79	75.79	197.04
<b>O</b>	40,446	1,555.62	19.4452	1.48	108.89	22.56	124.45	12.44	119.00	15.56	46.67	62.22	77.78	77.78	202.23
<b>RC</b>	41,374	1,591.30	19.8913	1.49	111.39	23.07	127.30	12.73	121.73	15.91	47.74	63.65	79.57	79.57	206.87

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		<b>CSRS</b>			<b>FERS</b>		<b>FERS -- THRIFT SAVINGS PLAN</b>								
<b>Grade and Step</b>	<b>Full-time Regular Rates</b>				<b>Maximum</b>										
	<b>Annual Salary</b>	<b>Biweekly Pay</b>	<b>Straight Time</b>	<b>Night Differential</b>	<b>7% CSRS</b>	<b>1.45% Medicare</b>	<b>8% TSP</b>	<b>0.80 FERS</b>	<b>7.65% FICA</b>	<b>1% USPS Minimum</b>	<b>3% Employee</b>	<b>3% USPS</b>	<b>5% Employee</b>	<b>5% USPS</b>	<b>13% Employee Maximum</b>
<b>3 BB</b>	26,567	1,021.81	12.7726	0.93	71.53	14.82	81.74	8.17	78.17	10.22	30.65	40.87	51.09	51.09	132.84
<b>AA</b>	27,486	1,057.15	13.2144	0.97	74.00	15.33	84.57	8.46	80.87	10.57	31.71	42.29	52.86	52.86	137.43
<b>A</b>	28,405	1,092.50	13.6563	1.00	76.48	15.84	87.40	8.74	83.58	10.93	32.78	43.70	54.63	54.63	142.03
<b>B</b>	29,324	1,127.85	14.0981	1.04	78.95	16.35	90.23	9.02	86.28	11.28	33.84	45.11	56.39	56.39	146.62
<b>C</b>	30,243	1,163.19	14.5399	1.08	81.42	16.87	93.06	9.31	88.98	11.63	34.90	46.53	58.16	58.16	151.21
<b>D</b>	31,162	1,198.54	14.9817	1.11	83.90	17.38	95.88	9.59	91.69	11.99	35.96	47.94	59.93	59.93	155.81
<b>E</b>	32,081	1,233.89	15.4236	1.15	86.37	17.89	98.71	9.87	94.39	12.34	37.02	49.36	61.69	61.69	160.41
<b>F</b>	33,000	1,269.23	15.8654	1.18	88.85	18.40	101.54	10.15	97.10	12.69	38.08	50.77	63.46	63.46	165.00
<b>G</b>	33,919	1,304.58	16.3072	1.22	91.32	18.92	104.37	10.44	99.80	13.05	39.14	52.18	65.23	65.23	169.59
<b>H</b>	34,838	1,339.92	16.7490	1.26	93.79	19.43	107.19	10.72	102.50	13.40	40.20	53.60	67.00	67.00	174.19
<b>I</b>	35,757	1,375.27	17.1909	1.29	96.27	19.94	110.02	11.00	105.21	13.75	41.26	55.01	68.76	68.76	178.79
<b>J</b>	36,676	1,410.62	17.6327	1.33	98.74	20.45	112.85	11.28	107.91	14.11	42.32	56.42	70.53	70.53	183.38
<b>K</b>	37,595	1,445.96	18.0745	1.37	101.22	20.97	115.68	11.57	110.62	14.46	43.38	57.84	72.30	72.30	187.97
<b>L</b>	38,514	1,481.30	18.5163	1.40	103.69	21.48	118.50	11.85	113.32	14.81	44.44	59.25	74.07	74.07	192.57
<b>M</b>	39,433	1,516.66	18.9582	1.44	106.17	21.99	121.33	12.13	116.02	15.17	45.50	60.67	75.83	75.83	197.17
<b>N</b>	40,352	1,552.00	19.4000	1.47	108.64	22.50	124.16	12.42	118.73	15.52	46.56	62.08	77.60	77.60	201.76
<b>O</b>	41,271	1,587.34	19.8418	1.51	111.11	23.02	126.99	12.70	121.43	15.87	47.62	63.49	79.37	79.37	206.35
<b>RC</b>	42,190	1,622.70	20.2837	1.52	113.59	23.53	129.82	12.98	124.14	16.23	48.68	64.91	81.13	81.13	210.95

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<b>Grade and Step</b>	<b>Full-time Regular Rates</b>				<b>Maximum</b>										
	<b>Annual Salary</b>	<b>Biweekly Pay</b>	<b>Straight Time</b>	<b>Night Differential</b>	<b>7% CSRS</b>	<b>1.45% Medicare</b>	<b>8% TSP</b>	<b>0.80 FERS</b>	<b>7.65% FICA</b>	<b>1% USPS Minimum</b>	<b>3% Employee</b>	<b>3% USPS</b>	<b>5% Employee</b>	<b>5% USPS</b>	<b>13% Employee Maximum</b>
<b>4 A</b>	30,049	1,155.73	14.4466	1.06	80.90	16.76	92.46	9.25	88.41	11.56	34.67	46.23	57.79	57.79	150.24
<b>B</b>	30,914	1,189.00	14.8625	1.10	83.23	17.24	95.12	9.51	90.96	11.89	35.67	47.56	59.45	59.45	154.57
<b>C</b>	31,779	1,222.27	15.2784	1.13	85.56	17.72	97.78	9.78	93.50	12.22	36.67	48.89	61.11	61.11	158.90
<b>D</b>	32,644	1,255.54	15.6942	1.17	87.89	18.21	100.44	10.04	96.05	12.56	37.67	50.22	62.78	62.78	163.22
<b>E</b>	33,509	1,288.81	16.1101	1.20	90.22	18.69	103.10	10.31	98.59	12.89	38.66	51.55	64.44	64.44	167.55
<b>F</b>	34,374	1,322.08	16.5260	1.24	92.55	19.17	105.77	10.58	101.14	13.22	39.66	52.88	66.10	66.10	171.87
<b>G</b>	35,239	1,355.34	16.9418	1.27	94.87	19.65	108.43	10.84	103.68	13.55	40.66	54.21	67.77	67.77	176.19
<b>H</b>	36,104	1,388.62	17.3577	1.31	97.20	20.13	111.09	11.11	106.23	13.89	41.66	55.54	69.43	69.43	180.52
<b>I</b>	36,969	1,421.89	17.7736	1.34	99.53	20.62	113.75	11.38	108.77	14.22	42.66	56.88	71.09	71.09	184.85
<b>J</b>	37,834	1,455.15	18.1894	1.38	101.86	21.10	116.41	11.64	111.32	14.55	43.65	58.21	72.76	72.76	189.17
<b>K</b>	38,699	1,488.42	18.6053	1.41	104.19	21.58	119.07	11.91	113.86	14.88	44.65	59.54	74.42	74.42	193.50
<b>L</b>	39,564	1,521.70	19.0212	1.45	106.52	22.06	121.74	12.17	116.41	15.22	45.65	60.87	76.08	76.08	197.82
<b>M</b>	40,429	1,554.96	19.4370	1.48	108.85	22.55	124.40	12.44	118.95	15.55	46.65	62.20	77.75	77.75	202.14
<b>N</b>	41,294	1,588.23	19.8529	1.52	111.18	23.03	127.06	12.71	121.50	15.88	47.65	63.53	79.41	79.41	206.47
<b>O</b>	42,159	1,621.50	20.2688	1.55	113.51	23.51	129.72	12.97	124.05	16.22	48.65	64.86	81.08	81.08	210.80
<b>RC</b>	43,024	1,654.77	20.6846	1.56	115.83	23.99	132.38	13.24	126.59	16.55	49.64	66.19	82.74	82.74	215.12

**APWU National Agreement**  
**Schedule Two - Salary and Rates**  
**Effective September 6, 2003**

					<b>BIWEEKLY DEDUCTIONS</b>										
					<b>CSRS</b>			<b>FERS</b>		<b>FERS -- THRIFT SAVINGS PLAN</b>					
<b>Grade and Step</b>	<b>Full-time Regular Rates</b>				<b>Maximum</b>										
	<b>Annual Salary</b>	<b>Biweekly Pay</b>	<b>Straight Time</b>	<b>Night Differential</b>	<b>7% CSRS</b>	<b>1.45% Medicare</b>	<b>8% TSP</b>	<b>0.80 FERS</b>	<b>7.65% FICA</b>	<b>1% USPS Minimum</b>	<b>3% Employee</b>	<b>3% USPS</b>	<b>5% Employee</b>	<b>5% USPS</b>	<b>13% Employee Maximum</b>
<b>5 A</b>	31,647	1,217.19	15.2149	1.12	85.20	17.65	97.38	9.74	93.12	12.17	36.52	48.69	60.86	60.86	158.23
<b>B</b>	32,465	1,248.66	15.6082	1.15	87.41	18.11	99.89	9.99	95.52	12.49	37.46	49.95	62.43	62.43	162.33
<b>C</b>	33,283	1,280.11	16.0014	1.19	89.61	18.56	102.41	10.24	97.93	12.80	38.40	51.20	64.01	64.01	166.41
<b>D</b>	34,101	1,311.58	16.3947	1.22	91.81	19.02	104.93	10.49	100.34	13.12	39.35	52.46	65.58	65.58	170.50
<b>E</b>	34,919	1,343.04	16.7880	1.25	94.01	19.47	107.44	10.74	102.74	13.43	40.29	53.72	67.15	67.15	174.60
<b>F</b>	35,737	1,374.50	17.1813	1.28	96.22	19.93	109.96	11.00	105.15	13.75	41.24	54.98	68.73	68.73	178.69
<b>G</b>	36,555	1,405.96	17.5745	1.32	98.42	20.39	112.48	11.25	107.56	14.06	42.18	56.24	70.30	70.30	182.77
<b>H</b>	37,373	1,437.42	17.9678	1.35	100.62	20.84	114.99	11.50	109.96	14.37	43.12	57.50	71.87	71.87	186.87
<b>I</b>	38,191	1,468.89	18.3611	1.38	102.82	21.30	117.51	11.75	112.37	14.69	44.07	58.76	73.44	73.44	190.96
<b>J</b>	39,009	1,500.34	18.7543	1.42	105.02	21.75	120.03	12.00	114.78	15.00	45.01	60.01	75.02	75.02	195.04
<b>K</b>	39,827	1,531.81	19.1476	1.45	107.23	22.21	122.54	12.25	117.18	15.32	45.95	61.27	76.59	76.59	199.14
<b>L</b>	40,645	1,563.27	19.5409	1.48	109.43	22.67	125.06	12.51	119.59	15.63	46.90	62.53	78.16	78.16	203.23
<b>M</b>	41,463	1,594.73	19.9341	1.51	111.63	23.12	127.58	12.76	122.00	15.95	47.84	63.79	79.74	79.74	207.31
<b>N</b>	42,281	1,626.19	20.3274	1.55	113.83	23.58	130.10	13.01	124.40	16.26	48.79	65.05	81.31	81.31	211.40
<b>O</b>	43,099	1,657.66	20.7207	1.58	116.04	24.04	132.61	13.26	126.81	16.58	49.73	66.31	82.88	82.88	215.50
<b>RC</b>	43,917	1,689.11	21.1139	1.60	118.24	24.49	135.13	13.51	129.22	16.89	50.67	67.56	84.46	84.46	219.58

**APWU National Agreement**  
**Schedule Two - Salary and Rates**  
**Effective September 6, 2003**

					<b>BIWEEKLY DEDUCTIONS</b>										
					<b>CSRS</b>			<b>FERS</b>		<b>FERS -- THRIFT SAVINGS PLAN</b>					
<b>Grade and Step</b>	<b>Full-time Regular Rates</b>				<b>Maximum</b>										
	<b>Annual Salary</b>	<b>Biweekly Pay</b>	<b>Straight Time</b>	<b>Night Differential</b>	<b>7% CSRS</b>	<b>1.45% Medicare</b>	<b>8% TSP</b>	<b>0.80 FERS</b>	<b>7.65% FICA</b>	<b>1% USPS Minimum</b>	<b>3% Employee</b>	<b>3% USPS</b>	<b>5% Employee</b>	<b>5% USPS</b>	<b>13% Employee Maximum</b>
<b>6 A</b>	33,346	1,282.54	16.0317	1.19	89.78	18.60	102.60	10.26	98.11	12.83	38.48	51.30	64.13	64.13	166.73
<b>B</b>	34,118	1,312.23	16.4029	1.22	91.86	19.03	104.98	10.50	100.39	13.12	39.37	52.49	65.61	65.61	170.59
<b>C</b>	34,890	1,341.92	16.7740	1.25	93.93	19.46	107.35	10.74	102.66	13.42	40.26	53.68	67.10	67.10	174.45
<b>D</b>	35,662	1,371.62	17.1452	1.28	96.01	19.89	109.73	10.97	104.93	13.72	41.15	54.86	68.58	68.58	178.31
<b>E</b>	36,434	1,401.30	17.5163	1.32	98.09	20.32	112.10	11.21	107.20	14.01	42.04	56.05	70.07	70.07	182.17
<b>F</b>	37,206	1,431.00	17.8875	1.35	100.17	20.75	114.48	11.45	109.47	14.31	42.93	57.24	71.55	71.55	186.03
<b>G</b>	37,978	1,460.70	18.2587	1.38	102.25	21.18	116.86	11.69	111.74	14.61	43.82	58.43	73.03	73.03	189.89
<b>H</b>	38,750	1,490.38	18.6298	1.41	104.33	21.61	119.23	11.92	114.01	14.90	44.71	59.62	74.52	74.52	193.75
<b>I</b>	39,522	1,520.08	19.0010	1.44	106.41	22.04	121.61	12.16	116.29	15.20	45.60	60.80	76.00	76.00	197.61
<b>J</b>	40,294	1,549.77	19.3721	1.47	108.48	22.47	123.98	12.40	118.56	15.50	46.49	61.99	77.49	77.49	201.47
<b>K</b>	41,066	1,579.46	19.7433	1.50	110.56	22.90	126.36	12.64	120.83	15.79	47.38	63.18	78.97	78.97	205.33
<b>L</b>	41,838	1,609.15	20.1144	1.54	112.64	23.33	128.73	12.87	123.10	16.09	48.27	64.37	80.46	80.46	209.19
<b>M</b>	42,610	1,638.85	20.4856	1.57	114.72	23.76	131.11	13.11	125.37	16.39	49.17	65.55	81.94	81.94	213.05
<b>N</b>	43,382	1,668.54	20.8567	1.60	116.80	24.19	133.48	13.35	127.64	16.69	50.06	66.74	83.43	83.43	216.91
<b>O</b>	44,154	1,698.23	21.2279	1.63	118.88	24.62	135.86	13.59	129.91	16.98	50.95	67.93	84.91	84.91	220.77
<b>RC</b>	44,941	1,728.50	21.6063	1.64	121.00	25.06	138.28	13.83	132.23	17.29	51.86	69.14	86.43	86.43	224.71

**APWU National Agreement**  
**Schedule Two - Salary and Rates**  
**Effective September 6, 2003**

					<b>BIWEEKLY DEDUCTIONS</b>										
					<b>CSRS</b>			<b>FERS</b>		<b>FERS -- THRIFT SAVINGS PLAN</b>					
<b>Grade and Step</b>	<b>Full-time Regular Rates</b>				<b>Maximum</b>										
	<b>Annual Salary</b>	<b>Biweekly Pay</b>	<b>Straight Time</b>	<b>Night Differential</b>	<b>7% CSRS</b>	<b>1.45% Medicare</b>	<b>8% TSP</b>	<b>0.80 FERS</b>	<b>7.65% FICA</b>	<b>1% USPS Minimum</b>	<b>3% Employee</b>	<b>3% USPS</b>	<b>5% Employee</b>	<b>5% USPS</b>	<b>13% Employee Maximum</b>
<b>7 A</b>	34,131	1,312.73	16.4091	1.22	91.89	19.03	105.02	10.50	100.42	13.13	39.38	52.51	65.64	65.64	170.65
<b>B</b>	34,927	1,343.34	16.7918	1.25	94.03	19.48	107.47	10.75	102.77	13.43	40.30	53.73	67.17	67.17	174.63
<b>C</b>	35,723	1,373.96	17.1745	1.28	96.18	19.92	109.92	10.99	105.11	13.74	41.22	54.96	68.70	68.70	178.61
<b>D</b>	36,519	1,404.58	17.5572	1.32	98.32	20.37	112.37	11.24	107.45	14.05	42.14	56.18	70.23	70.23	182.59
<b>E</b>	37,315	1,435.19	17.9399	1.35	100.46	20.81	114.82	11.48	109.79	14.35	43.06	57.41	71.76	71.76	186.57
<b>F</b>	38,111	1,465.81	18.3226	1.38	102.61	21.25	117.26	11.73	112.13	14.66	43.97	58.63	73.29	73.29	190.56
<b>G</b>	38,907	1,496.42	18.7053	1.41	104.75	21.70	119.71	11.97	114.48	14.96	44.89	59.86	74.82	74.82	194.54
<b>H</b>	39,703	1,527.04	19.0880	1.45	106.89	22.14	122.16	12.22	116.82	15.27	45.81	61.08	76.35	76.35	198.52
<b>I</b>	40,499	1,557.66	19.4707	1.48	109.04	22.59	124.61	12.46	119.16	15.58	46.73	62.31	77.88	77.88	202.50
<b>J</b>	41,295	1,588.27	19.8534	1.51	111.18	23.03	127.06	12.71	121.50	15.88	47.65	63.53	79.41	79.41	206.48
<b>K</b>	42,091	1,618.89	20.2361	1.54	113.32	23.47	129.51	12.95	123.84	16.19	48.57	64.76	80.94	80.94	210.46
<b>L</b>	42,887	1,649.50	20.6188	1.57	115.47	23.92	131.96	13.20	126.19	16.50	49.49	65.98	82.48	82.48	214.44
<b>M</b>	43,683	1,680.11	21.0014	1.61	117.61	24.36	134.41	13.44	128.53	16.80	50.40	67.20	84.01	84.01	218.41
<b>N</b>	44,479	1,710.73	21.3841	1.64	119.75	24.81	136.86	13.69	130.87	17.11	51.32	68.43	85.54	85.54	222.39
<b>O</b>	45,275	1,741.34	21.7668	1.67	121.89	25.25	139.31	13.93	133.21	17.41	52.24	69.65	87.07	87.07	226.37
<b>RC</b>	46,071	1,771.96	22.1495	1.69	124.04	25.69	141.76	14.18	135.55	17.72	53.16	70.88	88.60	88.60	230.35



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					<b>BIWEEKLY DEDUCTIONS</b>										
					<b>CSRS</b>			<b>FERS</b>		<b>FERS -- THRIFT SAVINGS PLAN</b>					
<b>Grade and Step</b>	<b>Full-time Regular Rates</b>				<b>Maximum</b>										
	<b>Annual Salary</b>	<b>Biweekly Pay</b>	<b>Straight Time</b>	<b>Night Differential</b>	<b>7% CSRS</b>	<b>1.45% Medicare</b>	<b>8% TSP</b>	<b>0.80 FERS</b>	<b>7.65% FICA</b>	<b>1% USPS Minimum</b>	<b>3% Employee</b>	<b>3% USPS</b>	<b>5% Employee</b>	<b>5% USPS</b>	<b>13% Employee Maximum</b>
<b>8 D</b>	39,955	1,536.73	19.2091	1.45	107.57	22.28	122.94	12.29	117.56	15.37	46.10	61.47	76.84	76.84	199.77
<b>E</b>	40,550	1,559.62	19.4952	1.48	109.17	22.61	124.77	12.48	119.31	15.60	46.79	62.38	77.98	77.98	202.75
<b>F</b>	41,145	1,582.50	19.7813	1.50	110.78	22.95	126.60	12.66	121.06	15.83	47.48	63.30	79.13	79.13	205.73
<b>G</b>	41,740	1,605.38	20.0673	1.53	112.38	23.28	128.43	12.84	122.81	16.05	48.16	64.22	80.27	80.27	208.70
<b>H</b>	42,335	1,628.27	20.3534	1.55	113.98	23.61	130.26	13.03	124.56	16.28	48.85	65.13	81.41	81.41	211.68
<b>I</b>	42,930	1,651.15	20.6394	1.58	115.58	23.94	132.09	13.21	126.31	16.51	49.53	66.05	82.56	82.56	214.65
<b>J</b>	43,525	1,674.04	20.9255	1.60	117.18	24.27	133.92	13.39	128.06	16.74	50.22	66.96	83.70	83.70	217.63
<b>K</b>	44,120	1,696.92	21.2115	1.62	118.78	24.61	135.75	13.58	129.81	16.97	50.91	67.88	84.85	84.85	220.60
<b>L</b>	44,715	1,719.81	21.4976	1.65	120.39	24.94	137.58	13.76	131.57	17.20	51.59	68.79	85.99	85.99	223.58
<b>M</b>	45,310	1,742.70	21.7837	1.67	121.99	25.27	139.42	13.94	133.32	17.43	52.28	69.71	87.13	87.13	226.55
<b>N</b>	45,905	1,765.58	22.0697	1.70	123.59	25.60	141.25	14.12	135.07	17.66	52.97	70.62	88.28	88.28	229.52
<b>O</b>	46,500	1,788.46	22.3558	1.72	125.19	25.93	143.08	14.31	136.82	17.88	53.65	71.54	89.42	89.42	232.50
<b>P</b>	47,095	1,811.34	22.6418	1.74	126.79	26.26	144.91	14.49	138.57	18.11	54.34	72.45	90.57	90.57	235.47
<b>RC</b>	47,690	1,834.23	22.9279	1.76	128.40	26.60	146.74	14.67	140.32	18.34	55.03	73.37	91.71	91.71	238.45

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					<b>BIWEEKLY DEDUCTIONS</b>										
					<b>CSRS</b>			<b>FERS</b>		<b>FERS -- THRIFT SAVINGS PLAN</b>					
<b>Grade and Step</b>	<b>Full-time Regular Rates</b>				<b>Maximum</b>										
	<b>Annual Salary</b>	<b>Biweekly Pay</b>	<b>Straight Time</b>	<b>Night Differential</b>	<b>7% CSRS</b>	<b>1.45% Medicare</b>	<b>8% TSP</b>	<b>0.80 FERS</b>	<b>7.65% FICA</b>	<b>1% USPS Minimum</b>	<b>3% Employee</b>	<b>3% USPS</b>	<b>5% Employee</b>	<b>5% USPS</b>	<b>13% Employee Maximum</b>
<b>9 D</b>	40,883	1,572.42	19.6553	1.50	110.07	22.80	125.79	12.58	120.29	15.72	47.17	62.90	78.62	78.62	204.42
<b>E</b>	41,512	1,596.62	19.9577	1.52	111.76	23.15	127.73	12.77	122.14	15.97	47.90	63.86	79.83	79.83	207.56
<b>F</b>	42,141	1,620.81	20.2601	1.55	113.46	23.50	129.66	12.97	123.99	16.21	48.62	64.83	81.04	81.04	210.71
<b>G</b>	42,770	1,645.00	20.5625	1.57	115.15	23.85	131.60	13.16	125.84	16.45	49.35	65.80	82.25	82.25	213.85
<b>H</b>	43,399	1,669.19	20.8649	1.60	116.84	24.20	133.54	13.35	127.69	16.69	50.08	66.77	83.46	83.46	216.99
<b>I</b>	44,028	1,693.38	21.1673	1.62	118.54	24.55	135.47	13.55	129.54	16.93	50.80	67.74	84.67	84.67	220.14
<b>J</b>	44,657	1,717.58	21.4697	1.65	120.23	24.90	137.41	13.74	131.39	17.18	51.53	68.70	85.88	85.88	223.28
<b>K</b>	45,286	1,741.77	21.7721	1.67	121.92	25.26	139.34	13.93	133.25	17.42	52.25	69.67	87.09	87.09	226.43
<b>L</b>	45,915	1,765.96	22.0745	1.70	123.62	25.61	141.28	14.13	135.10	17.66	52.98	70.64	88.30	88.30	229.57
<b>M</b>	46,544	1,790.15	22.3769	1.72	125.31	25.96	143.21	14.32	136.95	17.90	53.70	71.61	89.51	89.51	232.72
<b>N</b>	47,173	1,814.34	22.6793	1.75	127.00	26.31	145.15	14.51	138.80	18.14	54.43	72.57	90.72	90.72	235.86
<b>O</b>	47,802	1,838.54	22.9817	1.77	128.70	26.66	147.08	14.71	140.65	18.39	55.16	73.54	91.93	91.93	239.01
<b>P</b>	48,431	1,862.73	23.2841	1.80	130.39	27.01	149.02	14.90	142.50	18.63	55.88	74.51	93.14	93.14	242.15
<b>RC</b>	49,060	1,886.92	23.5865	1.82	132.08	27.36	150.95	15.10	144.35	18.87	56.61	75.48	94.35	94.35	245.30

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					<b>BIWEEKLY DEDUCTIONS</b>										
					<b>CSRS</b>			<b>FERS</b>		<b>FERS -- THRIFT SAVINGS PLAN</b>					
<b>Grade and Step</b>	<b>Full-time Regular Rates</b>				<b>Maximum</b>										
	<b>Annual Salary</b>	<b>Biweekly Pay</b>	<b>Straight Time</b>	<b>Night Differential</b>	<b>7% CSRS</b>	<b>1.45% Medicare</b>	<b>8% TSP</b>	<b>0.80 FERS</b>	<b>7.65% FICA</b>	<b>1% USPS Minimum</b>	<b>3% Employee</b>	<b>3% USPS</b>	<b>5% Employee</b>	<b>5% USPS</b>	<b>13% Employee Maximum</b>
<b>10 D</b>	41,860	1,610.00	20.1250	1.54	112.70	23.35	128.80	12.88	123.17	16.10	48.30	64.40	80.50	80.50	209.30
<b>E</b>	42,528	1,635.70	20.4462	1.56	114.50	23.72	130.86	13.09	125.13	16.36	49.07	65.43	81.78	81.78	212.64
<b>F</b>	43,196	1,661.38	20.7673	1.59	116.30	24.09	132.91	13.29	127.10	16.61	49.84	66.46	83.07	83.07	215.98
<b>G</b>	43,864	1,687.08	21.0885	1.62	118.10	24.46	134.97	13.50	129.06	16.87	50.61	67.48	84.35	84.35	219.32
<b>H</b>	44,532	1,712.77	21.4096	1.64	119.89	24.84	137.02	13.70	131.03	17.13	51.38	68.51	85.64	85.64	222.66
<b>I</b>	45,200	1,738.46	21.7308	1.67	121.69	25.21	139.08	13.91	132.99	17.38	52.15	69.54	86.92	86.92	226.00
<b>J</b>	45,868	1,764.15	22.0519	1.70	123.49	25.58	141.13	14.11	134.96	17.64	52.92	70.57	88.21	88.21	229.34
<b>K</b>	46,536	1,789.85	22.3731	1.72	125.29	25.95	143.19	14.32	136.92	17.90	53.70	71.59	89.49	89.49	232.68
<b>L</b>	47,204	1,815.54	22.6942	1.75	127.09	26.33	145.24	14.52	138.89	18.16	54.47	72.62	90.78	90.78	236.02
<b>M</b>	47,872	1,841.23	23.0154	1.78	128.89	26.70	147.30	14.73	140.85	18.41	55.24	73.65	92.06	92.06	239.36
<b>N</b>	48,540	1,866.92	23.3365	1.80	130.68	27.07	149.35	14.94	142.82	18.67	56.01	74.68	93.35	93.35	242.70
<b>O</b>	49,208	1,892.62	23.6577	1.83	132.48	27.44	151.41	15.14	144.79	18.93	56.78	75.70	94.63	94.63	246.04
<b>P</b>	49,876	1,918.30	23.9788	1.86	134.28	27.82	153.46	15.35	146.75	19.18	57.55	76.73	95.92	95.92	249.38
<b>RC</b>	50,544	1,944.00	24.3000	1.88	136.08	28.19	155.52	15.55	148.72	19.44	58.32	77.76	97.20	97.20	252.72

**APWU National Agreement**  
**Schedule Two - Salary and Rates**  
**Effective September 6, 2003**

		<b>BIWEEKLY DEDUCTIONS</b>													
		<b>CSRS</b>			<b>FERS</b>		<b>FERS -- THRIFT SAVINGS PLAN</b>								
<b>Grade and Step</b>	<b>Full-time Regular Rates</b>				<b>Maximum</b>										
	<b>Annual Salary</b>	<b>Biweekly Pay</b>	<b>Straight Time</b>	<b>Night Differential</b>	<b>7% CSRS</b>	<b>1.45% Medicare</b>	<b>8% TSP</b>	<b>0.80 FERS</b>	<b>7.65% FICA</b>	<b>1% USPS Minimum</b>	<b>3% Employee</b>	<b>3% USPS</b>	<b>5% Employee</b>	<b>5% USPS</b>	<b>13% Employee Maximum</b>
<b>11 D</b>	42,891	1,649.66	20.6207	1.58	115.48	23.92	131.97	13.20	126.20	16.50	49.49	65.99	82.48	82.48	214.46
<b>E</b>	43,599	1,676.89	20.9611	1.61	117.38	24.31	134.15	13.42	128.28	16.77	50.31	67.08	83.84	83.84	218.00
<b>F</b>	44,307	1,704.11	21.3014	1.64	119.29	24.71	136.33	13.63	130.36	17.04	51.12	68.16	85.21	85.21	221.53
<b>G</b>	45,015	1,731.34	21.6418	1.66	121.19	25.10	138.51	13.85	132.45	17.31	51.94	69.25	86.57	86.57	225.07
<b>H</b>	45,723	1,758.58	21.9822	1.69	123.10	25.50	140.69	14.07	134.53	17.59	52.76	70.34	87.93	87.93	228.61
<b>I</b>	46,431	1,785.81	22.3226	1.72	125.01	25.89	142.86	14.29	136.61	17.86	53.57	71.43	89.29	89.29	232.16
<b>J</b>	47,139	1,813.04	22.6630	1.75	126.91	26.29	145.04	14.50	138.70	18.13	54.39	72.52	90.65	90.65	235.70
<b>K</b>	47,847	1,840.27	23.0034	1.78	128.82	26.68	147.22	14.72	140.78	18.40	55.21	73.61	92.01	92.01	239.24
<b>L</b>	48,555	1,867.50	23.3438	1.81	130.73	27.08	149.40	14.94	142.86	18.68	56.03	74.70	93.38	93.38	242.78
<b>M</b>	49,263	1,894.73	23.6841	1.83	132.63	27.47	151.58	15.16	144.95	18.95	56.84	75.79	94.74	94.74	246.31
<b>N</b>	49,971	1,921.96	24.0245	1.86	134.54	27.87	153.76	15.38	147.03	19.22	57.66	76.88	96.10	96.10	249.85
<b>O</b>	50,679	1,949.19	24.3649	1.89	136.44	28.26	155.94	15.59	149.11	19.49	58.48	77.97	97.46	97.46	253.39
<b>P</b>	51,387	1,976.42	24.7053	1.92	138.35	28.66	158.11	15.81	151.20	19.76	59.29	79.06	98.82	98.82	256.94
<b>RC</b>	52,095	2,003.66	25.0457	1.94	140.26	29.05	160.29	16.03	153.28	20.04	60.11	80.15	100.18	100.18	260.48

**APWU National Agreement  
 Schedule One - Part-time Rates  
 Effective September 6, 2003**

<b>PART-TIME FLEXIBLE RATES</b>	<b>Pay Steps</b>					
	<b>Grade</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
<b>2</b>	18.86	18.98	19.10	19.23	19.35	
<b>3</b>	19.16	19.29	19.43	19.56	19.69	
<b>4</b>	19.48	19.63	19.77	19.92	20.06	
<b>5</b>	19.84	19.99	20.15	20.30	20.46	
<b>6</b>	20.22	20.38	20.56	20.72	20.89	
<b>7</b>	20.63	20.81	20.99	21.17	21.36	

<b>PART-TIME REGULAR RATES</b>	<b>Pay Steps</b>					
	<b>Grade</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
<b>2</b>	18.13	18.25	18.37	18.49	18.61	
<b>3</b>	18.42	18.55	18.68	18.81	18.94	
<b>4</b>	18.73	18.87	19.01	19.15	19.29	
<b>5</b>	19.07	19.22	19.37	19.52	19.67	
<b>6</b>	19.44	19.60	19.76	19.93	20.09	
<b>7</b>	19.83	20.01	20.18	20.36	20.54	

**APWU National Agreement  
Schedule Two - Part-time Rates  
Effective September 6, 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	12.20	12.67	13.14	13.61	14.08	14.55	15.02	15.49	15.95	16.42	16.89	17.36	17.83	18.30	18.77	19.24	19.84	20.31	
	2	12.74	13.21	13.67	14.14	14.60	15.06	15.53	15.99	16.46	16.92	17.38	17.85	18.31	18.78	19.24	19.70	20.22	20.69	
	3	13.28	13.74	14.20	14.66	15.12	15.58	16.04	16.50	16.96	17.42	17.88	18.34	18.80	19.26	19.72	20.18	20.64	21.10	
	4			15.02	15.46	15.89	16.32	16.75	17.19	17.62	18.05	18.48	18.92	19.35	19.78	20.21	20.65	21.08	21.51	
	5			15.82	16.23	16.64	17.05	17.46	17.87	18.28	18.69	19.10	19.50	19.91	20.32	20.73	21.14	21.55	21.96	
	6			16.67	17.06	17.45	17.83	18.22	18.60	18.99	19.38	19.76	20.15	20.53	20.92	21.31	21.69	22.08	22.47	
	7			17.07	17.46	17.86	18.26	18.66	19.06	19.45	19.85	20.25	20.65	21.05	21.44	21.84	22.24	22.64	23.04	
	8						19.98	20.28	20.57	20.87	21.17	21.47	21.76	22.06	22.36	22.66	22.95	23.25	23.55	23.85
	9						20.44	20.76	21.07	21.39	21.70	22.01	22.33	22.64	22.96	23.27	23.59	23.90	24.22	24.53
	10						20.93	21.26	21.60	21.93	22.27	22.60	22.93	23.27	23.60	23.94	24.27	24.60	24.94	25.27
	11						21.45	21.80	22.15	22.51	22.86	23.22	23.57	23.92	24.28	24.63	24.99	25.34	25.69	26.05

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	11.73	12.18	12.64	13.09	13.54	13.99	14.44	14.89	15.34	15.79	16.24	16.69	17.14	17.60	18.05	18.50	19.08	19.53	
	2	12.25	12.70	13.15	13.59	14.04	14.49	14.93	15.38	15.82	16.27	16.72	17.16	17.61	18.05	18.50	18.95	19.45	19.89	
	3	12.77	13.21	13.66	14.10	14.54	14.98	15.42	15.87	16.31	16.75	17.19	17.63	18.07	18.52	18.96	19.40	19.84	20.28	
	4			14.45	14.86	15.28	15.69	16.11	16.53	16.94	17.36	17.77	18.19	18.61	19.02	19.44	19.85	20.27	20.68	
	5			15.21	15.61	16.00	16.39	16.79	17.18	17.57	17.97	18.36	18.75	19.15	19.54	19.93	20.33	20.72	21.11	
	6			16.03	16.40	16.77	17.15	17.52	17.89	18.26	18.63	19.00	19.37	19.74	20.11	20.49	20.86	21.23	21.61	
	7			16.41	16.79	17.17	17.56	17.94	18.32	18.71	19.09	19.47	19.85	20.24	20.62	21.00	21.38	21.77	22.15	
	8						19.21	19.50	19.78	20.07	20.35	20.64	20.93	21.21	21.50	21.78	22.07	22.36	22.64	22.93
	9						19.66	19.96	20.26	20.56	20.86	21.17	21.47	21.77	22.07	22.38	22.68	22.98	23.28	23.59
	10						20.13	20.45	20.77	21.09	21.41	21.73	22.05	22.37	22.69	23.02	23.34	23.66	23.98	24.30
	11						20.62	20.96	21.30	21.64	21.98	22.32	22.66	23.00	23.34	23.68	24.02	24.36	24.71	25.05

**Transitional Employee Rates  
Effective November 16, 2002**

<b>Grade</b>	<b>Rate</b>
<b>1</b>	<b>10.57</b>
<b>2</b>	<b>10.73</b>
<b>3</b>	<b>10.91</b>
<b>4</b>	<b>12.11</b>
<b>5</b>	<b>12.87</b>
<b>6</b>	<b>13.67</b>