

SPECIAL SALARY RATE TABLE

NUMBER 0414
FOR
SELECTED ENGINEERS
WORLDWIDE

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)										STEP INTERVAL
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
7	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
9	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
11	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
12	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717

EFFECTIVE DATE: FIRST DAY OF FIRST PAY PERIOD BEGINNING ON OR AFTER 01/01/2003 EMPLOYEES WHO WORK WITHIN A LOCATION WHERE AN INTERIM GEOGRAPHIC ADJUSTMENT HAD BEEN PAID AND WHO RECEIVE A LOCAL SPECIAL RATE FOR AN OCCUPATION COVERED BY THIS TABLE ARE ENTITLED TO THE HIGHER OF THE APPLICABLE LOCAL SPECIAL RATE OR THE CONTINUED RATE OF PAY APPLICABLE TO THIS TABLE.

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Atlanta, GA

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	0	0	0	0	0	0	0	19	175	330	
	Adjusted Salary	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,758	60,347	61,935	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	3,872	4,058	4,244	4,431	4,617	4,803	4,989	5,176	5,362	5,548	
	Adjusted Salary	57,097	59,000	60,903	62,807	64,710	66,613	68,516	70,420	72,323	74,226	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Boston-Worcester-Lawrence, MA-NH-ME-CT

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	714	929	1,144	1,359	1,574	1,789	2,004	2,219	2,434	2,649	
	Adjusted Salary	49,422	51,070	52,718	54,366	56,014	57,662	59,310	60,958	62,606	64,254	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	6,009	6,267	6,524	6,782	7,039	7,297	7,555	7,812	8,070	8,327	
	Adjusted Salary	59,234	61,209	63,183	65,158	67,132	69,107	71,082	73,056	75,031	77,005	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Chicago-Gary-Kenosha,IL-IN-WI

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	1,209	1,440	1,671	1,903	2,134	2,366	2,597	2,829	3,060	3,291	
	Adjusted Salary	49,917	51,581	53,245	54,910	56,574	58,239	59,903	61,568	63,232	64,896	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	6,602	6,879	7,156	7,433	7,711	7,988	8,265	8,543	8,820	9,097	
	Adjusted Salary	59,827	61,821	63,815	65,809	67,804	69,798	71,792	73,787	75,781	77,775	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Cincinnati-Hamilton, OH-KY-IN

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	44	237	429	622	814	1,007	1,200	1,392	1,585	1,777	
	Adjusted Salary	48,752	50,378	52,003	53,629	55,254	56,880	58,506	60,131	61,757	63,382	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	5,206	5,436	5,667	5,898	6,129	6,359	6,590	6,821	7,052	7,283	
	Adjusted Salary	58,431	60,378	62,326	64,274	66,222	68,169	70,117	72,065	74,013	75,961	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Cleveland-Akron, OH

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	0	0	0	0	0	34	199	364	529	693	
	Adjusted Salary	48,708	50,141	51,574	53,007	54,440	55,907	57,505	59,103	60,701	62,298	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	4,206	4,404	4,601	4,799	4,996	5,194	5,391	5,589	5,786	5,984	
	Adjusted Salary	57,431	59,346	61,260	63,175	65,089	67,004	68,918	70,833	72,747	74,662	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Columbus, OH

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	0	0	0	0	6	175	343	512	681	850	
	Adjusted Salary	48,708	50,141	51,574	53,007	54,446	56,048	57,649	59,251	60,853	62,455	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	4,351	4,553	4,755	4,957	5,160	5,362	5,564	5,766	5,969	6,171	
	Adjusted Salary	57,576	59,495	61,414	63,333	65,253	67,172	69,091	71,010	72,930	74,849	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Dallas-Fort-Worth, TX

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	0	0	0	0	162	335	508	682	855	1,029	
	Adjusted Salary	48,708	50,141	51,574	53,007	54,602	56,208	57,814	59,421	61,027	62,634	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	4,515	4,723	4,931	5,139	5,346	5,554	5,762	5,970	6,178	6,385	
	Adjusted Salary	57,740	59,665	61,590	63,515	65,439	67,364	69,289	71,214	73,139	75,063	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Dayton-Springfield, OH

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	0	0	0	0	0	0	0	0	77	230	
	Adjusted Salary	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,249	61,835	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	3,779	3,962	4,145	4,329	4,512	4,695	4,878	5,061	5,245	5,428	
	Adjusted Salary	57,004	58,904	60,804	62,705	64,605	66,505	68,405	70,305	72,206	74,106	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Denver-Boulder-Greeley, CO

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	616	827	1,039	1,251	1,462	1,674	1,885	2,097	2,309	2,520	
	Adjusted Salary	49,324	50,968	52,613	54,258	55,902	57,547	59,191	60,836	62,481	64,125	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	5,891	6,144	6,398	6,652	6,905	7,159	7,412	7,666	7,920	8,173	
	Adjusted Salary	59,116	61,086	63,057	65,028	66,998	68,969	70,939	72,910	74,881	76,851	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Detroit-Ann Arbor-Flint, MI

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	1,260	1,493	1,726	1,960	2,193	2,426	2,659	2,892	3,125	3,359	
	Adjusted Salary	49,968	51,634	53,300	54,967	56,633	58,299	59,965	61,631	63,297	64,964	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	6,663	6,943	7,222	7,501	7,781	8,060	8,339	8,619	8,898	9,178	
	Adjusted Salary	59,888	61,885	63,881	65,877	67,874	69,870	71,866	73,863	75,859	77,856	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Hartford, CT (Includes all of New London County, CT)

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	955	1,178	1,401	1,624	1,847	2,070	2,293	2,516	2,739	2,962	
	Adjusted Salary	49,663	51,319	52,975	54,631	56,287	57,943	59,599	61,255	62,911	64,567	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	6,298	6,565	6,832	7,099	7,366	7,633	7,901	8,168	8,435	8,702	
	Adjusted Salary	59,523	61,507	63,491	65,475	67,459	69,443	71,428	73,412	75,396	77,380	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Houston-Galveston-Brazoria, TX

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	3,091	3,385	3,679	3,974	4,268	4,562	4,856	5,150	5,445	5,739	
	Adjusted Salary	51,799	53,526	55,253	56,981	58,708	60,435	62,162	63,889	65,617	67,344	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	8,858	9,210	9,563	9,915	10,268	10,620	10,973	11,325	11,678	12,030	
	Adjusted Salary	62,083	64,152	66,222	68,291	70,361	72,430	74,500	76,569	78,639	80,708	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Huntsville, AL

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	3,465	3,637	3,810	3,983	4,156	4,328	4,501	4,674	4,847	5,019	
	Adjusted Salary	56,690	58,579	60,469	62,359	64,249	66,138	68,028	69,918	71,808	73,697	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Indianapolis, IN

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	3,346	3,515	3,684	3,853	4,021	4,190	4,359	4,528	4,696	4,865	
	Adjusted Salary	56,571	58,457	60,343	62,229	64,114	66,000	67,886	69,772	71,657	73,543	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Kansas City, MO-KS

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	0	0	0	0	0	0	0	0	0	1	
	Adjusted Salary	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,606	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	3,568	3,744	3,920	4,096	4,272	4,449	4,625	4,801	4,977	5,153	
	Adjusted Salary	56,793	58,686	60,579	62,472	64,365	66,259	68,152	70,045	71,938	73,831	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Los Angeles-Riverside-Orange County, CA (Including Santa Barbara County and all of Edwards Air Force Base)

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	1,879	2,133	2,387	2,640	2,894	3,148	3,402	3,656	3,909	4,163	
	Adjusted Salary	50,587	52,274	53,961	55,647	57,334	59,021	60,708	62,395	64,081	65,768	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	7,405	7,709	8,013	8,317	8,621	8,925	9,230	9,534	9,838	10,142	
	Adjusted Salary	60,630	62,651	64,672	66,693	68,714	70,735	72,757	74,778	76,799	78,820	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Miami-Fort Lauderdale, FL

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	203	401	599	797	995	1,192	1,390	1,588	1,786	1,984	
	Adjusted Salary	48,911	50,542	52,173	53,804	55,435	57,065	58,696	60,327	61,958	63,589	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	5,396	5,633	5,870	6,108	6,345	6,582	6,819	7,056	7,293	7,530	
	Adjusted Salary	58,621	60,575	62,529	64,484	66,438	68,392	70,346	72,300	74,254	76,208	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Milwaukee-Racine, WI

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	0	0	0	0	0	0	44	205	365	526	
	Adjusted Salary	48,708	50,141	51,574	53,007	54,440	55,873	57,350	58,944	60,537	62,131	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	4,052	4,244	4,437	4,629	4,821	5,013	5,206	5,398	5,590	5,783	
	Adjusted Salary	57,277	59,186	61,096	63,005	64,914	66,823	68,733	70,642	72,551	74,461	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Minneapolis-St. Paul, MN-WI

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	0	0	154	338	522	706	890	1,074	1,258	1,442	
	Adjusted Salary	48,708	50,141	51,728	53,345	54,962	56,579	58,196	59,813	61,430	63,047	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	4,897	5,117	5,338	5,558	5,778	5,999	6,219	6,440	6,660	6,881	
	Adjusted Salary	58,122	60,059	61,997	63,934	65,871	67,809	69,746	71,684	73,621	75,559	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of New York-Northern New Jersey-Long Island, NY-NJ-CT-PA

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	1,501	1,742	1,983	2,224	2,466	2,707	2,948	3,189	3,430	3,671	
	Adjusted Salary	50,209	51,883	53,557	55,231	56,906	58,580	60,254	61,928	63,602	65,276	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	6,952	7,241	7,530	7,819	8,108	8,397	8,686	8,975	9,264	9,553	
	Adjusted Salary	60,177	62,183	64,189	66,195	68,201	70,207	72,213	74,219	76,225	78,231	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Orlando, FL

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	3,254	3,419	3,585	3,751	3,916	4,082	4,248	4,413	4,579	4,745	
	Adjusted Salary	56,479	58,361	60,244	62,127	64,009	65,892	67,775	69,657	71,540	73,423	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	40	232	425	617	809	1,002	1,194	1,387	1,579	1,772	
	Adjusted Salary	48,748	50,373	51,999	53,624	55,249	56,875	58,500	60,126	61,751	63,377	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	5,201	5,431	5,662	5,892	6,123	6,353	6,584	6,815	7,045	7,276	
	Adjusted Salary	58,426	60,373	62,321	64,268	66,216	68,163	70,111	72,059	74,006	75,954	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Pittsburgh, PA

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	0	0	0	0	0	0	0	0	0	146	
	Adjusted Salary	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,751	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	3,702	3,882	4,063	4,244	4,424	4,605	4,785	4,966	5,147	5,327	
	Adjusted Salary	56,927	58,824	60,722	62,620	64,517	66,415	68,312	70,210	72,108	74,005	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Portland-Salem, OR-WA

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	0	28	214	400	585	771	957	1,143	1,329	1,515	
	Adjusted Salary	48,708	50,169	51,788	53,407	55,025	56,644	58,263	59,882	61,501	63,120	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	4,964	5,186	5,409	5,632	5,854	6,077	6,300	6,522	6,745	6,968	
	Adjusted Salary	58,189	60,128	62,068	64,008	65,947	67,887	69,827	71,766	73,706	75,646	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Richmond-Petersburg, VA

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	781
	Adjustment	25,962	#VALUE!									
	Adjusted Salary	25,962	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	
7	Basic	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	968
	Adjustment	#VALUE!	2,760	3,051	3,342	3,633	3,924	4,215	4,506	4,797	5,088	
	Adjusted Salary	Basic	33,231	34,303	35,375	36,447	37,519	38,591	39,663	40,735	41,807	
9	Basic	Adjustment	0	0	0	0	0	0	0	0	0	1,184
	Adjustment	#VALUE!	40,649	41,960	43,271	44,582	45,894	47,205	48,516	49,828	51,139	
	Adjusted Salary	Adjustment	40,649	41,960	43,271	44,582	45,894	47,205	48,516	49,828	51,139	
11	Basic	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	1,433
	Adjustment	#VALUE!	18,712	19,518	20,324	21,130	21,936	22,742	23,548	24,354	25,160	
	Adjusted Salary	Adjusted Salary	49,183	50,770	52,357	53,944	55,531	57,118	58,705	60,292	61,879	
12	Basic	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	1,717
	Adjustment	#VALUE!	21,198	22,131	23,065	23,998	24,932	25,866	26,799	27,733	28,666	
	Adjusted Salary	Basic	58,947	60,848	62,750	64,651	66,553	68,455	70,356	72,258	74,159	

OCCUPATIONS

- | | | | |
|----------------------------|--------------------------|-------------------------------|-----------------------------|
| 0801 GENERAL ENGINEER | 0803 SAFETY ENGINEER | 0804 FIRE PROTECTION ENGINEER | 0806 MATERIALS ENGINEER |
| 0807 LANDSCAPE ARCHITECT | 0808 ARCHITECT | 0810 CIVIL ENGINEER | 0819 ENVIRONMENTAL ENGINEER |
| 0830 MECHANICAL ENGINEER | 0858 BIOMEDICAL ENGINEER | 0861 AEROSPACE ENGINEER | 0871 NAVAL ARCHITECT |
| 0890 AGRICULTURAL ENGINEER | 0892 CERAMIC ENGINEER | 0893 CHEMICAL ENGINEER | 0894 WELDING ENGINEER |
| 0896 INDUSTRIAL ENGINEER | | | |

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Sacramento-Yolo, CA

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	0	170	360	551	741	932	1,122	1,313	1,503	1,694	
	Adjusted Salary	48,708	50,311	51,934	53,558	55,181	56,805	58,428	60,052	61,675	63,299	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	5,128	5,357	5,585	5,813	6,041	6,269	6,498	6,726	6,954	7,182	
	Adjusted Salary	58,353	60,299	62,244	64,189	66,134	68,079	70,025	71,970	73,915	75,860	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of St. Louis, MO-IL

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	3,429	3,600	3,772	3,943	4,115	4,286	4,458	4,629	4,801	4,972	
	Adjusted Salary	56,654	58,542	60,431	62,319	64,208	66,096	67,985	69,873	71,762	73,650	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of San Diego, CA

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	315	516	718	920	1,121	1,323	1,524	1,726	1,928	2,129	
	Adjusted Salary	49,023	50,657	52,292	53,927	55,561	57,196	58,830	60,465	62,100	63,734	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	5,530	5,772	6,013	6,255	6,497	6,738	6,980	7,221	7,463	7,704	
	Adjusted Salary	58,755	60,714	62,672	64,631	66,590	68,548	70,507	72,465	74,424	76,382	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of San Francisco-Oakland-San Jose, CA

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	3,327	3,629	3,931	4,234	4,536	4,838	5,140	5,442	5,744	6,046	
	Adjusted Salary	52,035	53,770	55,505	57,241	58,976	60,711	62,446	64,181	65,916	67,651	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	9,141	9,503	9,865	10,227	10,589	10,951	11,313	11,674	12,036	12,398	
	Adjusted Salary	62,366	64,445	66,524	68,603	70,682	72,761	74,840	76,918	78,997	81,076	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Seattle-Tacoma-Bremerton, WA

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	0	90	278	466	654	841	1,029	1,217	1,405	1,593	
	Adjusted Salary	48,708	50,231	51,852	53,473	55,094	56,714	58,335	59,956	61,577	63,198	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	5,036	5,261	5,486	5,711	5,936	6,161	6,386	6,611	6,836	7,062	
	Adjusted Salary	58,261	60,203	62,145	64,087	66,029	67,971	69,913	71,855	73,797	75,740	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Washington-Batlimore, DC-MD-VA-WV (Including St. Mary's County, MD)

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	0	0	108	291	473	656	839	1,021	1,204	1,386	
	Adjusted Salary	48,708	50,141	51,682	53,298	54,913	56,529	58,145	59,760	61,376	62,991	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	4,845	5,064	5,283	5,501	5,720	5,939	6,158	6,376	6,595	6,814	
	Adjusted Salary	58,070	60,006	61,942	63,877	65,813	67,749	69,685	71,620	73,556	75,492	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Rest of U.S.

Effective 12 January 2003

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	781
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	36,719	37,500	
7	Basic	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	968
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	37,749	38,717	39,685	40,653	41,621	42,589	43,557	44,525	45,493	46,461	
9	Basic	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	1,184
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	46,175	47,359	48,543	49,727	50,911	52,095	53,279	54,463	55,647	56,831	
11	Basic	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	1,433
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,708	50,141	51,574	53,007	54,440	55,873	57,306	58,739	60,172	61,605	
12	Basic	53,225	54,942	56,659	58,376	60,093	61,810	63,527	65,244	66,961	68,678	1,717
	Adjustment	3,238	3,403	3,568	3,734	3,899	4,064	4,229	4,394	4,559	4,725	
	Adjusted Salary	56,463	58,345	60,227	62,110	63,992	65,874	67,756	69,638	71,520	73,403	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			