

**SALARY TABLE 2003-POR (LEO)**

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS  
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND  
INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.97%  
FOR THE LOCALITY PAY AREA OF PORTLAND-SALEM, OR-WA  
(Total Increase 4.33%)  
Effective January 2003**

*Hourly Basic (B) Rates by Grade and Step  
Hourly Overtime (O) Rates by Grade and Step*

GRADE	B/O	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	B	\$ 8.24	\$ 8.51	\$ 8.78	\$ 9.06	\$ 9.33	\$ 9.49	\$ 9.76	\$ 10.03	\$ 10.05	\$ 10.30
	O	12.36	12.77	13.17	13.59	14.00	14.24	14.64	15.05	15.08	15.45
2	B	9.26	9.48	9.79	10.05	10.16	10.46	10.76	11.06	11.35	11.65
	O	13.89	14.22	14.69	15.08	15.24	15.69	16.14	16.59	17.03	17.48
3	B	12.12	12.46	12.80	13.13	13.47	13.81	14.14	14.48	14.82	15.15
	O	18.18	18.69	19.20	19.70	20.21	20.72	21.21	21.72	22.23	22.73
4	B	13.61	13.99	14.36	14.74	15.12	15.50	15.88	16.25	16.63	17.01
	O	20.42	20.99	21.54	22.11	22.68	23.25	23.82	24.38	24.95	25.52
5	B	15.65	16.07	16.49	16.92	17.34	17.76	18.18	18.61	19.03	19.45
	O	23.48	24.11	24.74	25.38	26.01	26.64	27.27	27.92	28.55	29.18
6	B	16.50	16.97	17.44	17.92	18.39	18.86	19.33	19.80	20.27	20.75
	O	24.75	25.46	26.16	26.88	27.59	28.29	29.00	29.70	30.41	31.13
7	B	17.81	18.34	18.86	19.39	19.91	20.43	20.96	21.48	22.01	22.53
	O	26.72	27.51	28.29	29.09	29.87	30.65	31.44	32.22	32.82	32.82
8	B	18.57	19.15	19.73	20.31	20.89	21.47	22.05	22.63	23.21	23.79
	O	27.86	28.73	29.60	30.47	31.34	32.21	32.82	32.82	32.82	32.82
9	B	19.87	20.51	21.15	21.79	22.43	23.07	23.71	24.35	24.99	25.64
	O	29.81	30.77	31.73	32.69	32.82	32.82	32.82	32.82	32.82	32.82
10	B	21.88	22.58	23.29	24.00	24.70	25.41	26.11	26.82	27.53	28.23
	O	32.82	32.82	32.82	32.82	32.82	32.82	32.82	32.82	32.82	32.82
11	B	23.26	24.04	24.81	25.59	26.37	27.14	27.92	28.69	29.47	30.24
	O	32.82	32.82	32.82	32.82	32.82	32.82	32.82	32.82	32.82	32.82
12	B	27.88	28.81	29.74	30.67	31.60	32.53	33.46	34.39	35.32	36.25
	O	32.82	32.82	32.82	32.82	32.82	32.82	33.46	34.39	35.32	36.25
13	B	33.16	34.26	35.37	36.47	37.58	38.68	39.79	40.89	42.00	43.10
	O	33.16	34.26	35.37	36.47	37.58	38.68	39.79	40.89	42.00	43.10
14	B	39.18	40.49	41.79	43.10	44.40	45.71	47.02	48.32	49.63	50.94
	O	39.18	40.49	41.79	43.10	44.40	45.71	47.02	48.32	49.63	50.94
15	B	46.09	47.62	49.16	50.70	52.23	53.77	55.30	56.84	58.38	59.91
	O	46.09	47.62	49.16	50.70	52.23	53.77	55.30	56.84	58.38	59.91

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2003 Salary Tables for Law Enforcement Officers" cover sheet.