

SALARY TABLE 2004-SF (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.21%
FOR THE LOCALITY PAY AREA OF SAN FRANCISCO-OAKLAND-SAN JOSE, CA
(INCLUDING MONTEREY COUNTY, CA)**

(Total Increase 5.35%)

Effective January 2004

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	\$ 9.30	\$ 9.61	\$ 9.92	\$ 10.23	\$ 10.54	\$ 10.72	\$ 11.02	\$ 11.33	\$ 11.34	\$ 11.63
	O	13.95	14.42	14.88	15.35	15.81	16.08	16.53	17.00	17.01	17.45
2	B	10.46	10.70	11.05	11.34	11.47	11.81	12.15	12.48	12.82	13.16
	O	15.69	16.05	16.58	17.01	17.21	17.72	18.23	18.72	19.23	19.74
3	B	13.69	14.07	14.45	14.83	15.21	15.59	15.97	16.35	16.73	17.11
	O	20.54	21.11	21.68	22.25	22.82	23.39	23.96	24.53	25.10	25.67
4	B	15.37	15.79	16.22	16.65	17.07	17.50	17.93	18.35	18.78	19.21
	O	23.06	23.69	24.33	24.98	25.61	26.25	26.90	27.53	28.17	28.82
5	B	17.67	18.15	18.63	19.11	19.59	20.06	20.54	21.02	21.50	21.98
	O	26.51	27.23	27.95	28.67	29.39	30.09	30.81	31.53	32.25	32.97
6	B	18.63	19.17	19.70	20.23	20.77	21.30	21.83	22.36	22.90	23.43
	O	27.95	28.76	29.55	30.35	31.16	31.95	32.75	33.54	34.35	35.15
7	B	20.11	20.71	21.30	21.89	22.48	23.07	23.66	24.26	24.85	25.44
	O	30.17	31.07	31.95	32.84	33.72	34.61	35.49	36.39	37.07	37.07
8	B	20.97	21.62	22.28	22.93	23.59	24.24	24.90	25.55	26.21	26.86
	O	31.46	32.43	33.42	34.40	35.39	36.36	37.07	37.07	37.07	37.07
9	B	22.43	23.16	23.88	24.61	25.33	26.05	26.78	27.50	28.22	28.95
	O	33.65	34.74	35.82	36.92	37.07	37.07	37.07	37.07	37.07	37.07
10	B	24.71	25.50	26.30	27.10	27.89	28.69	29.49	30.28	31.08	31.88
	O	37.07	37.07	37.07	37.07	37.07	37.07	37.07	37.07	37.07	37.07
11	B	26.27	27.14	28.02	28.89	29.77	30.65	31.52	32.40	33.27	34.15
	O	37.07	37.07	37.07	37.07	37.07	37.07	37.07	37.07	37.07	37.07
12	B	31.48	32.53	33.58	34.63	35.68	36.73	37.78	38.83	39.88	40.93
	O	37.07	37.07	37.07	37.07	37.07	37.07	37.07	38.83	39.88	40.93
13	B	37.44	38.69	39.93	41.18	42.43	43.68	44.93	46.17	47.42	48.67
	O	37.44	38.69	39.93	41.18	42.43	43.68	44.93	46.17	47.42	48.67
14	B	44.24	45.72	47.19	48.67	50.14	51.62	53.09	54.56	56.04	57.51
	O	44.24	45.72	47.19	48.67	50.14	51.62	53.09	54.56	56.04	57.51
15	B	52.04	53.78	55.51	57.24	58.98	60.71	62.45	64.18	65.60	65.60
	O	52.04	53.78	55.51	57.24	58.98	60.71	62.45	64.18	65.60	65.60

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.