

**SALARY TABLE 1996-SF (LEO)**

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS  
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND  
INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LEO SPECIAL PAY ADJUSTMENT OF 16.00%  
FOR THE SAN FRANCISCO-OAKLAND-SAN JOSE, CA CMSA**

**(Total Increase 2.00%)**

**Effective January 1996**

*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	\$ 6.88	\$ 7.11	\$ 7.34	\$ 7.57	\$ 7.80	\$ 7.93	\$ 8.16	\$ 8.39	\$ 8.40	\$ 8.61
	O	10.32	10.67	11.01	11.36	11.70	11.90	12.24	12.59	12.60	12.92
2	B	7.74	7.92	8.18	8.40	8.49	8.74	8.99	9.24	9.49	9.74
	O	11.61	11.88	12.27	12.60	12.74	13.11	13.49	13.86	14.24	14.61
3	B	10.13	10.41	10.69	10.98	11.26	11.54	11.82	12.10	12.38	12.66
	O	15.20	15.62	16.04	16.47	16.89	17.31	17.73	18.15	18.57	18.99
4	B	11.38	11.69	12.01	12.33	12.64	12.96	13.27	13.59	13.91	14.22
	O	17.07	17.54	18.02	18.50	18.96	19.44	19.91	20.39	20.87	21.33
5	B	13.08	13.43	13.79	14.14	14.49	14.85	15.20	15.55	15.91	16.26
	O	19.62	20.15	20.69	21.21	21.74	22.28	22.80	23.33	23.87	24.39
6	B	13.79	14.19	14.58	14.97	15.37	15.76	16.16	16.55	16.94	17.34
	O	20.69	21.29	21.87	22.46	23.06	23.64	24.24	24.83	25.41	26.01
7	B	14.89	15.33	15.76	16.20	16.64	17.08	17.52	17.95	18.39	18.83
	O	22.34	23.00	23.64	24.30	24.96	25.62	26.28	26.93	27.44	27.44
8	B	15.52	16.00	16.49	16.97	17.46	17.95	18.43	18.92	19.40	19.89
	O	23.28	24.00	24.74	25.46	26.19	26.93	27.44	27.44	27.44	27.44
9	B	16.61	17.14	17.68	18.21	18.75	19.28	19.82	20.36	20.89	21.43
	O	24.92	25.71	26.52	27.32	27.44	27.44	27.44	27.44	27.44	27.44
10	B	18.29	18.88	19.47	20.06	20.65	21.24	21.83	22.41	23.00	23.59
	O	27.44	27.44	27.44	27.44	27.44	27.44	27.44	27.44	27.44	27.44
11	B	19.44	20.09	20.74	21.39	22.04	22.68	23.33	23.98	24.63	25.28
	O	27.44	27.44	27.44	27.44	27.44	27.44	27.44	27.44	27.44	27.44
12	B	23.30	24.08	24.86	25.63	26.41	27.19	27.97	28.74	29.52	30.30
	O	27.44	27.44	27.44	27.44	27.44	27.44	27.97	28.74	29.52	30.30
13	B	27.71	28.63	29.56	30.48	31.41	32.33	33.25	34.18	35.10	36.02
	O	27.71	28.63	29.56	30.48	31.41	32.33	33.25	34.18	35.10	36.02
14	B	32.75	33.84	34.93	36.02	37.11	38.20	39.30	40.39	41.48	42.57
	O	32.75	33.84	34.93	36.02	37.11	38.20	39.30	40.39	41.48	42.57
15	B	38.52	39.80	41.09	42.37	43.65	44.94	46.22	47.51	48.79	50.07
	O	38.52	39.80	41.09	42.37	43.65	44.94	46.22	47.51	48.79	50.07

NOTE: Special law enforcement adjusted rates of pay are basic pay only for certain purposes--see "1996 Salary Tables for Law Enforcement Officers" cover sheet.