

SALARY TABLE 2003-ATL (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 10.85%
FOR THE LOCALITY PAY AREA OF ATLANTA, GA**

(Total Increase 4.14%)

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	\$ 8.08	\$ 8.35	\$ 8.62	\$ 8.89	\$ 9.16	\$ 9.31	\$ 9.58	\$ 9.85	\$ 9.86	\$ 10.11
	O	12.12	12.53	12.93	13.34	13.74	13.97	14.37	14.78	14.79	15.17
2	B	9.09	9.30	9.60	9.86	9.97	10.26	10.55	10.85	11.14	11.43
	O	13.64	13.95	14.40	14.79	14.96	15.39	15.83	16.28	16.71	17.15
3	B	11.90	12.23	12.56	12.89	13.22	13.55	13.88	14.21	14.54	14.87
	O	17.85	18.35	18.84	19.34	19.83	20.33	20.82	21.32	21.81	22.31
4	B	13.35	13.72	14.09	14.47	14.84	15.21	15.58	15.95	16.32	16.69
	O	20.03	20.58	21.14	21.71	22.26	22.82	23.37	23.93	24.48	25.04
5	B	15.36	15.77	16.18	16.60	17.01	17.43	17.84	18.26	18.67	19.09
	O	23.04	23.66	24.27	24.90	25.52	26.15	26.76	27.39	28.01	28.64
6	B	16.19	16.65	17.12	17.58	18.04	18.51	18.97	19.43	19.89	20.36
	O	24.29	24.98	25.68	26.37	27.06	27.77	28.46	29.15	29.84	30.54
7	B	17.48	17.99	18.51	19.02	19.54	20.05	20.56	21.08	21.59	22.11
	O	26.22	26.99	27.77	28.53	29.31	30.08	30.84	31.62	32.21	32.21
8	B	18.22	18.79	19.36	19.93	20.50	21.07	21.64	22.21	22.77	23.34
	O	27.33	28.19	29.04	29.90	30.75	31.61	32.21	32.21	32.21	32.21
9	B	19.49	20.12	20.75	21.38	22.01	22.64	23.27	23.90	24.53	25.15
	O	29.24	30.18	31.13	32.07	32.21	32.21	32.21	32.21	32.21	32.21
10	B	21.47	22.16	22.85	23.55	24.24	24.93	25.62	26.32	27.01	27.70
	O	32.21	32.21	32.21	32.21	32.21	32.21	32.21	32.21	32.21	32.21
11	B	22.83	23.59	24.35	25.11	25.87	26.63	27.39	28.15	28.92	29.68
	O	32.21	32.21	32.21	32.21	32.21	32.21	32.21	32.21	32.21	32.21
12	B	27.36	28.27	29.18	30.09	31.01	31.92	32.83	33.74	34.65	35.57
	O	32.21	32.21	32.21	32.21	32.21	32.21	32.83	33.74	34.65	35.57
13	B	32.53	33.62	34.70	35.79	36.87	37.96	39.04	40.13	41.21	42.29
	O	32.53	33.62	34.70	35.79	36.87	37.96	39.04	40.13	41.21	42.29
14	B	38.44	39.73	41.01	42.29	43.57	44.85	46.13	47.42	48.70	49.98
	O	38.44	39.73	41.01	42.29	43.57	44.85	46.13	47.42	48.70	49.98
15	B	45.22	46.73	48.24	49.74	51.25	52.76	54.27	55.77	57.28	58.79
	O	45.22	46.73	48.24	49.74	51.25	52.76	54.27	55.77	57.28	58.79

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

SALARY TABLE 2003-BOS (LEO 1)

**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 LEO SPECIAL PAY ADJUSTMENT OF 16.00%
FOR THE BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT CMSA
(Total Increase 3.10%)
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	\$ 8.46	\$ 8.74	\$ 9.02	\$ 9.30	\$ 9.58	\$ 9.75	\$ 10.02	\$ 10.30	\$ 10.32	\$ 10.58
	O	12.69	13.11	13.53	13.95	14.37	14.63	15.03	15.45	15.48	15.87
2	B	9.51	9.73	10.05	10.32	10.43	10.74	11.04	11.35	11.66	11.97
	O	14.27	14.60	15.08	15.48	15.65	16.11	16.56	17.03	17.49	17.96
3	B	12.45	12.79	13.14	13.49	13.83	14.18	14.52	14.87	15.21	15.56
	O	18.68	19.19	19.71	20.24	20.75	21.27	21.78	22.31	22.82	23.34
4	B	13.97	14.36	14.75	15.14	15.53	15.91	16.30	16.69	17.08	17.47
	O	20.96	21.54	22.13	22.71	23.30	23.87	24.45	25.04	25.62	26.21
5	B	16.07	16.50	16.94	17.37	17.80	18.24	18.67	19.11	19.54	19.98
	O	24.11	24.75	25.41	26.06	26.70	27.36	28.01	28.67	29.31	29.97
6	B	16.94	17.43	17.91	18.40	18.88	19.36	19.85	20.33	20.82	21.30
	O	25.41	26.15	26.87	27.60	28.32	29.04	29.78	30.50	31.23	31.95
7	B	18.29	18.83	19.37	19.91	20.44	20.98	21.52	22.06	22.60	23.13
	O	27.44	28.25	29.06	29.87	30.66	31.47	32.28	33.09	33.71	33.71
8	B	19.07	19.66	20.26	20.85	21.45	22.05	22.64	23.24	23.83	24.43
	O	28.61	29.49	30.39	31.28	32.18	33.08	33.71	33.71	33.71	33.71
9	B	20.40	21.06	21.72	22.37	23.03	23.69	24.35	25.01	25.67	26.32
	O	30.60	31.59	32.58	33.56	33.71	33.71	33.71	33.71	33.71	33.71
10	B	22.47	23.19	23.92	24.64	25.37	26.09	26.81	27.54	28.26	28.99
	O	33.71	33.71	33.71	33.71	33.71	33.71	33.71	33.71	33.71	33.71
11	B	23.89	24.68	25.48	26.28	27.07	27.87	28.67	29.46	30.26	31.06
	O	33.71	33.71	33.71	33.71	33.71	33.71	33.71	33.71	33.71	33.71
12	B	28.63	29.58	30.54	31.49	32.45	33.40	34.36	35.31	36.26	37.22
	O	33.71	33.71	33.71	33.71	33.71	33.71	34.36	35.31	36.26	37.22
13	B	34.04	35.18	36.31	37.45	38.58	39.72	40.85	41.99	43.12	44.26
	O	34.04	35.18	36.31	37.45	38.58	39.72	40.85	41.99	43.12	44.26
14	B	40.23	41.57	42.91	44.25	45.60	46.94	48.28	49.62	50.96	52.30
	O	40.23	41.57	42.91	44.25	45.60	46.94	48.28	49.62	50.96	52.30
15	B	47.32	48.90	50.48	52.06	53.63	55.21	56.79	58.36	59.94	61.52
	O	47.32	48.90	50.48	52.06	53.63	55.21	56.79	58.36	59.94	61.52

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

This salary table applies only to law enforcement officers whose official duty stations are located within the Boston-Worcester-Lawrence, MA-NH-ME-CT CMSA. Law enforcement officers whose official duty stations are located in Rhode Island or portions of Bristol County, MA, outside the Boston-Worcester-Lawrence, MA-NH-ME-CT CMSA are entitled to rates of pay under salary table 2003-BOS (LEO 2). Special law enforcement adjusted rates of basic pay are basic pay only for certain purposes--see "2003 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2003-BOS (LEO 2)

**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 15.00%
FOR RHODE ISLAND AND PART OF BRISTOL COUNTY, MA**

(Total Increase 4.40%)

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	\$ 8.38	\$ 8.66	\$ 8.94	\$ 9.22	\$ 9.50	\$ 9.66	\$ 9.94	\$ 10.22	\$ 10.23	\$ 10.49
	O	12.57	12.99	13.41	13.83	14.25	14.49	14.91	15.33	15.35	15.74
2	B	9.43	9.65	9.96	10.23	10.34	10.65	10.95	11.25	11.56	11.86
	O	14.15	14.48	14.94	15.35	15.51	15.98	16.43	16.88	17.34	17.79
3	B	12.34	12.68	13.03	13.37	13.71	14.05	14.40	14.74	15.08	15.43
	O	18.51	19.02	19.55	20.06	20.57	21.08	21.60	22.11	22.62	23.15
4	B	13.85	14.24	14.62	15.01	15.39	15.78	16.16	16.55	16.93	17.31
	O	20.78	21.36	21.93	22.52	23.09	23.67	24.24	24.83	25.40	25.97
5	B	15.93	16.36	16.79	17.22	17.65	18.08	18.51	18.94	19.37	19.80
	O	23.90	24.54	25.19	25.83	26.48	27.12	27.77	28.41	29.06	29.70
6	B	16.80	17.28	17.76	18.24	18.72	19.20	19.68	20.16	20.64	21.12
	O	25.20	25.92	26.64	27.36	28.08	28.80	29.52	30.24	30.96	31.68
7	B	18.13	18.67	19.20	19.73	20.27	20.80	21.33	21.87	22.40	22.93
	O	27.20	28.01	28.80	29.60	30.41	31.20	32.00	32.81	33.41	33.41
8	B	18.90	19.49	20.08	20.67	21.26	21.85	22.45	23.04	23.63	24.22
	O	28.35	29.24	30.12	31.01	31.89	32.78	33.41	33.41	33.41	33.41
9	B	20.22	20.88	21.53	22.18	22.83	23.49	24.14	24.79	25.44	26.10
	O	30.33	31.32	32.30	33.27	33.41	33.41	33.41	33.41	33.41	33.41
10	B	22.27	22.99	23.71	24.43	25.15	25.86	26.58	27.30	28.02	28.74
	O	33.41	33.41	33.41	33.41	33.41	33.41	33.41	33.41	33.41	33.41
11	B	23.68	24.47	25.26	26.05	26.84	27.63	28.42	29.21	30.00	30.79
	O	33.41	33.41	33.41	33.41	33.41	33.41	33.41	33.41	33.41	33.41
12	B	28.38	29.33	30.27	31.22	32.17	33.11	34.06	35.01	35.95	36.90
	O	33.41	33.41	33.41	33.41	33.41	33.41	34.06	35.01	35.95	36.90
13	B	33.75	34.88	36.00	37.13	38.25	39.38	40.50	41.63	42.75	43.88
	O	33.75	34.88	36.00	37.13	38.25	39.38	40.50	41.63	42.75	43.88
14	B	39.88	41.21	42.54	43.87	45.20	46.53	47.86	49.19	50.52	51.85
	O	39.88	41.21	42.54	43.87	45.20	46.53	47.86	49.19	50.52	51.85
15	B	46.91	48.48	50.04	51.61	53.17	54.73	56.30	57.86	59.43	60.99
	O	46.91	48.48	50.04	51.61	53.17	54.73	56.30	57.86	59.43	60.99

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

This salary table applies only to law enforcement officers whose official duty stations are located in Rhode Island or portions of Bristol County, MA, outside the Boston-Worcester-Lawrence, MA-NH-ME-CT CMSA. Law enforcement officers whose official duty stations are located in the Boston-Worcester-Lawrence, MA-NH-ME-CT CMSA are entitled to rates of pay under salary table 2003-BOS (LEO 1). Special law enforcement adjusted rates of basic pay are basic pay only for certain purposes--see "2003 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2003-CHI (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 16.15%
FOR THE LOCALITY PAY AREA OF CHICAGO-GARY-KENOSHA, IL-IN-WI
(Total Increase 4.51%)**

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	\$ 8.47	\$ 8.75	\$ 9.03	\$ 9.31	\$ 9.59	\$ 9.76	\$ 10.04	\$ 10.32	\$ 10.33	\$ 10.59
	O	12.71	13.13	13.55	13.97	14.39	14.64	15.06	15.48	15.50	15.89
2	B	9.52	9.75	10.06	10.33	10.44	10.75	11.06	11.37	11.67	11.98
	O	14.28	14.63	15.09	15.50	15.66	16.13	16.59	17.06	17.51	17.97
3	B	12.46	12.81	13.16	13.50	13.85	14.20	14.54	14.89	15.23	15.58
	O	18.69	19.22	19.74	20.25	20.78	21.30	21.81	22.34	22.85	23.37
4	B	13.99	14.38	14.77	15.16	15.55	15.93	16.32	16.71	17.10	17.49
	O	20.99	21.57	22.16	22.74	23.33	23.90	24.48	25.07	25.65	26.24
5	B	16.09	16.52	16.96	17.39	17.83	18.26	18.70	19.13	19.57	20.00
	O	24.14	24.78	25.44	26.09	26.75	27.39	28.05	28.70	29.36	30.00
6	B	16.97	17.45	17.94	18.42	18.91	19.39	19.87	20.36	20.84	21.33
	O	25.46	26.18	26.91	27.63	28.37	29.09	29.81	30.54	31.26	32.00
7	B	18.32	18.85	19.39	19.93	20.47	21.01	21.55	22.09	22.62	23.16
	O	27.48	28.28	29.09	29.90	30.71	31.52	32.33	33.14	33.74	33.74
8	B	19.09	19.69	20.28	20.88	21.48	22.07	22.67	23.27	23.86	24.46
	O	28.64	29.54	30.42	31.32	32.22	33.11	33.74	33.74	33.74	33.74
9	B	20.43	21.09	21.74	22.40	23.06	23.72	24.38	25.04	25.70	26.36
	O	30.65	31.64	32.61	33.60	33.74	33.74	33.74	33.74	33.74	33.74
10	B	22.49	23.22	23.95	24.67	25.40	26.12	26.85	27.57	28.30	29.03
	O	33.74	33.74	33.74	33.74	33.74	33.74	33.74	33.74	33.74	33.74
11	B	23.92	24.72	25.51	26.31	27.11	27.91	28.70	29.50	30.30	31.10
	O	33.74	33.74	33.74	33.74	33.74	33.74	33.74	33.74	33.74	33.74
12	B	28.67	29.62	30.58	31.53	32.49	33.44	34.40	35.36	36.31	37.27
	O	33.74	33.74	33.74	33.74	33.74	33.74	34.40	35.36	36.31	37.27
13	B	34.09	35.23	36.36	37.50	38.63	39.77	40.91	42.04	43.18	44.32
	O	34.09	35.23	36.36	37.50	38.63	39.77	40.91	42.04	43.18	44.32
14	B	40.28	41.63	42.97	44.31	45.65	47.00	48.34	49.68	51.03	52.37
	O	40.28	41.63	42.97	44.31	45.65	47.00	48.34	49.68	51.03	52.37
15	B	47.38	48.96	50.54	52.12	53.70	55.28	56.86	58.44	60.02	61.60
	O	47.38	48.96	50.54	52.12	53.70	55.28	56.86	58.44	60.02	61.60

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

SALARY TABLE 2003-CIN (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 13.44%
FOR THE LOCALITY PAY AREA OF CINCINNATI-HAMILTON, OH-KY-IN**

(Total Increase 4.34%)

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	\$ 8.27	\$ 8.55	\$ 8.82	\$ 9.09	\$ 9.37	\$ 9.53	\$ 9.80	\$ 10.08	\$ 10.09	\$ 10.34
	O	12.41	12.83	13.23	13.64	14.06	14.30	14.70	15.12	15.14	15.51
2	B	9.30	9.52	9.83	10.09	10.20	10.50	10.80	11.10	11.40	11.70
	O	13.95	14.28	14.75	15.14	15.30	15.75	16.20	16.65	17.10	17.55
3	B	12.17	12.51	12.85	13.19	13.53	13.86	14.20	14.54	14.88	15.22
	O	18.26	18.77	19.28	19.79	20.30	20.79	21.30	21.81	22.32	22.83
4	B	13.67	14.04	14.42	14.80	15.18	15.56	15.94	16.32	16.70	17.08
	O	20.51	21.06	21.63	22.20	22.77	23.34	23.91	24.48	25.05	25.62
5	B	15.71	16.14	16.56	16.99	17.41	17.84	18.26	18.69	19.11	19.53
	O	23.57	24.21	24.84	25.49	26.12	26.76	27.39	28.04	28.67	29.30
6	B	16.57	17.04	17.52	17.99	18.46	18.94	19.41	19.88	20.36	20.83
	O	24.86	25.56	26.28	26.99	27.69	28.41	29.12	29.82	30.54	31.25
7	B	17.89	18.41	18.94	19.47	19.99	20.52	21.05	21.57	22.10	22.62
	O	26.84	27.62	28.41	29.21	29.99	30.78	31.58	32.36	32.96	32.96
8	B	18.64	19.23	19.81	20.39	20.98	21.56	22.14	22.72	23.31	23.89
	O	27.96	28.85	29.72	30.59	31.47	32.34	32.96	32.96	32.96	32.96
9	B	19.95	20.59	21.24	21.88	22.52	23.17	23.81	24.46	25.10	25.74
	O	29.93	30.89	31.86	32.82	32.96	32.96	32.96	32.96	32.96	32.96
10	B	21.97	22.68	23.39	24.10	24.80	25.51	26.22	26.93	27.64	28.35
	O	32.96	32.96	32.96	32.96	32.96	32.96	32.96	32.96	32.96	32.96
11	B	23.36	24.14	24.92	25.70	26.48	27.25	28.03	28.81	29.59	30.37
	O	32.96	32.96	32.96	32.96	32.96	32.96	32.96	32.96	32.96	32.96
12	B	28.00	28.93	29.86	30.80	31.73	32.66	33.60	34.53	35.46	36.40
	O	32.96	32.96	32.96	32.96	32.96	32.96	33.60	34.53	35.46	36.40
13	B	33.29	34.40	35.51	36.62	37.73	38.84	39.95	41.06	42.17	43.28
	O	33.29	34.40	35.51	36.62	37.73	38.84	39.95	41.06	42.17	43.28
14	B	39.34	40.65	41.97	43.28	44.59	45.90	47.21	48.52	49.84	51.15
	O	39.34	40.65	41.97	43.28	44.59	45.90	47.21	48.52	49.84	51.15
15	B	46.28	47.82	49.36	50.91	52.45	53.99	55.53	57.08	58.62	60.16
	O	46.28	47.82	49.36	50.91	52.45	53.99	55.53	57.08	58.62	60.16

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

SALARY TABLE 2003-CLE (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 11.50%
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON,OH**

(Total Increase 4.19%)

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	\$ 8.13	\$ 8.40	\$ 8.67	\$ 8.94	\$ 9.21	\$ 9.37	\$ 9.63	\$ 9.90	\$ 9.92	\$ 10.17
	O	12.20	12.60	13.01	13.41	13.82	14.06	14.45	14.85	14.88	15.26
2	B	9.14	9.36	9.66	9.92	10.03	10.32	10.62	10.91	11.21	11.50
	O	13.71	14.04	14.49	14.88	15.05	15.48	15.93	16.37	16.82	17.25
3	B	11.97	12.30	12.63	12.96	13.29	13.63	13.96	14.29	14.62	14.96
	O	17.96	18.45	18.95	19.44	19.94	20.45	20.94	21.44	21.93	22.44
4	B	13.43	13.80	14.18	14.55	14.92	15.30	15.67	16.04	16.41	16.79
	O	20.15	20.70	21.27	21.83	22.38	22.95	23.51	24.06	24.62	25.19
5	B	15.45	15.86	16.28	16.70	17.11	17.53	17.95	18.37	18.78	19.20
	O	23.18	23.79	24.42	25.05	25.67	26.30	26.93	27.56	28.17	28.80
6	B	16.29	16.75	17.22	17.68	18.15	18.61	19.08	19.54	20.01	20.47
	O	24.44	25.13	25.83	26.52	27.23	27.92	28.62	29.31	30.02	30.71
7	B	17.58	18.10	18.62	19.13	19.65	20.17	20.68	21.20	21.72	22.24
	O	26.37	27.15	27.93	28.70	29.48	30.26	31.02	31.80	32.39	32.39
8	B	18.33	18.90	19.47	20.04	20.62	21.19	21.76	22.34	22.91	23.48
	O	27.50	28.35	29.21	30.06	30.93	31.79	32.39	32.39	32.39	32.39
9	B	19.61	20.24	20.87	21.51	22.14	22.77	23.40	24.04	24.67	25.30
	O	29.42	30.36	31.31	32.27	32.39	32.39	32.39	32.39	32.39	32.39
10	B	21.59	22.29	22.99	23.68	24.38	25.08	25.77	26.47	27.17	27.86
	O	32.39	32.39	32.39	32.39	32.39	32.39	32.39	32.39	32.39	32.39
11	B	22.96	23.73	24.49	25.26	26.02	26.79	27.55	28.32	29.09	29.85
	O	32.39	32.39	32.39	32.39	32.39	32.39	32.39	32.39	32.39	32.39
12	B	27.52	28.44	29.35	30.27	31.19	32.11	33.02	33.94	34.86	35.77
	O	32.39	32.39	32.39	32.39	32.39	32.39	33.02	33.94	34.86	35.77
13	B	32.72	33.82	34.91	36.00	37.09	38.18	39.27	40.36	41.45	42.54
	O	32.72	33.82	34.91	36.00	37.09	38.18	39.27	40.36	41.45	42.54
14	B	38.67	39.96	41.25	42.54	43.83	45.12	46.41	47.69	48.98	50.27
	O	38.67	39.96	41.25	42.54	43.83	45.12	46.41	47.69	48.98	50.27
15	B	45.49	47.00	48.52	50.04	51.55	53.07	54.58	56.10	57.62	59.13
	O	45.49	47.00	48.52	50.04	51.55	53.07	54.58	56.10	57.62	59.13

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

SALARY TABLE 2003-COL (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 11.78%
FOR THE LOCALITY PAY AREA OF COLUMBUS, OH
(Total Increase 4.11%)**

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	\$ 8.15	\$ 8.42	\$ 8.69	\$ 8.96	\$ 9.23	\$ 9.39	\$ 9.66	\$ 9.93	\$ 9.94	\$ 10.19
	O	12.23	12.63	13.04	13.44	13.85	14.09	14.49	14.90	14.91	15.29
2	B	9.16	9.38	9.68	9.94	10.05	10.35	10.64	10.94	11.23	11.53
	O	13.74	14.07	14.52	14.91	15.08	15.53	15.96	16.41	16.85	17.30
3	B	12.00	12.33	12.66	12.99	13.33	13.66	13.99	14.33	14.66	14.99
	O	18.00	18.50	18.99	19.49	20.00	20.49	20.99	21.50	21.99	22.49
4	B	13.46	13.84	14.21	14.59	14.96	15.33	15.71	16.08	16.46	16.83
	O	20.19	20.76	21.32	21.89	22.44	23.00	23.57	24.12	24.69	25.25
5	B	15.48	15.90	16.32	16.74	17.16	17.57	17.99	18.41	18.83	19.25
	O	23.22	23.85	24.48	25.11	25.74	26.36	26.99	27.62	28.25	28.88
6	B	16.33	16.79	17.26	17.73	18.19	18.66	19.13	19.59	20.06	20.53
	O	24.50	25.19	25.89	26.60	27.29	27.99	28.70	29.39	30.09	30.80
7	B	17.63	18.14	18.66	19.18	19.70	20.22	20.74	21.26	21.77	22.29
	O	26.45	27.21	27.99	28.77	29.55	30.33	31.11	31.89	32.48	32.48
8	B	18.37	18.95	19.52	20.09	20.67	21.24	21.82	22.39	22.97	23.54
	O	27.56	28.43	29.28	30.14	31.01	31.86	32.48	32.48	32.48	32.48
9	B	19.66	20.29	20.93	21.56	22.20	22.83	23.46	24.10	24.73	25.37
	O	29.49	30.44	31.40	32.34	32.48	32.48	32.48	32.48	32.48	32.48
10	B	21.65	22.35	23.05	23.74	24.44	25.14	25.84	26.54	27.24	27.93
	O	32.48	32.48	32.48	32.48	32.48	32.48	32.48	32.48	32.48	32.48
11	B	23.02	23.79	24.55	25.32	26.09	26.86	27.62	28.39	29.16	29.93
	O	32.48	32.48	32.48	32.48	32.48	32.48	32.48	32.48	32.48	32.48
12	B	27.59	28.51	29.43	30.35	31.27	32.19	33.11	34.02	34.94	35.86
	O	32.48	32.48	32.48	32.48	32.48	32.48	33.11	34.02	34.94	35.86
13	B	32.81	33.90	34.99	36.09	37.18	38.27	39.37	40.46	41.56	42.65
	O	32.81	33.90	34.99	36.09	37.18	38.27	39.37	40.46	41.56	42.65
14	B	38.77	40.06	41.35	42.64	43.94	45.23	46.52	47.81	49.11	50.40
	O	38.77	40.06	41.35	42.64	43.94	45.23	46.52	47.81	49.11	50.40
15	B	45.60	47.12	48.64	50.16	51.68	53.20	54.72	56.24	57.76	59.28
	O	45.60	47.12	48.64	50.16	51.68	53.20	54.72	56.24	57.76	59.28

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

SALARY TABLE 2003-DFW (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 12.10%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX**

(Total Increase 4.22%)

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	\$ 8.17	\$ 8.44	\$ 8.72	\$ 8.99	\$ 9.26	\$ 9.42	\$ 9.69	\$ 9.96	\$ 9.97	\$ 10.22
	O	12.26	12.66	13.08	13.49	13.89	14.13	14.54	14.94	14.96	15.33
2	B	9.19	9.41	9.71	9.97	10.08	10.38	10.67	10.97	11.27	11.56
	O	13.79	14.12	14.57	14.96	15.12	15.57	16.01	16.46	16.91	17.34
3	B	12.03	12.36	12.70	13.03	13.37	13.70	14.03	14.37	14.70	15.04
	O	18.05	18.54	19.05	19.55	20.06	20.55	21.05	21.56	22.05	22.56
4	B	13.50	13.88	14.25	14.63	15.00	15.38	15.75	16.13	16.50	16.88
	O	20.25	20.82	21.38	21.95	22.50	23.07	23.63	24.20	24.75	25.32
5	B	15.53	15.95	16.37	16.79	17.21	17.63	18.05	18.46	18.88	19.30
	O	23.30	23.93	24.56	25.19	25.82	26.45	27.08	27.69	28.32	28.95
6	B	16.37	16.84	17.31	17.78	18.25	18.71	19.18	19.65	20.12	20.59
	O	24.56	25.26	25.97	26.67	27.38	28.07	28.77	29.48	30.18	30.89
7	B	17.68	18.20	18.72	19.24	19.76	20.28	20.80	21.32	21.84	22.36
	O	26.52	27.30	28.08	28.86	29.64	30.42	31.20	31.98	32.57	32.57
8	B	18.43	19.00	19.58	20.15	20.73	21.30	21.88	22.46	23.03	23.61
	O	27.65	28.50	29.37	30.23	31.10	31.95	32.57	32.57	32.57	32.57
9	B	19.71	20.35	20.99	21.62	22.26	22.89	23.53	24.17	24.80	25.44
	O	29.57	30.53	31.49	32.43	32.57	32.57	32.57	32.57	32.57	32.57
10	B	21.71	22.41	23.11	23.81	24.51	25.21	25.91	26.61	27.31	28.01
	O	32.57	32.57	32.57	32.57	32.57	32.57	32.57	32.57	32.57	32.57
11	B	23.08	23.85	24.62	25.39	26.16	26.93	27.70	28.47	29.24	30.01
	O	32.57	32.57	32.57	32.57	32.57	32.57	32.57	32.57	32.57	32.57
12	B	27.67	28.59	29.51	30.43	31.36	32.28	33.20	34.12	35.05	35.97
	O	32.57	32.57	32.57	32.57	32.57	32.57	33.20	34.12	35.05	35.97
13	B	32.90	34.00	35.09	36.19	37.29	38.38	39.48	40.58	41.67	42.77
	O	32.90	34.00	35.09	36.19	37.29	38.38	39.48	40.58	41.67	42.77
14	B	38.88	40.17	41.47	42.77	44.06	45.36	46.66	47.95	49.25	50.54
	O	38.88	40.17	41.47	42.77	44.06	45.36	46.66	47.95	49.25	50.54
15	B	45.73	47.26	48.78	50.30	51.83	53.35	54.88	56.40	57.93	59.45
	O	45.73	47.26	48.78	50.30	51.83	53.35	54.88	56.40	57.93	59.45

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

SALARY TABLE 2003-DAY (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 10.67%
FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD, OH
(Total Increase 4.09%)**

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	\$ 8.07	\$ 8.34	\$ 8.61	\$ 8.87	\$ 9.14	\$ 9.30	\$ 9.56	\$ 9.83	\$ 9.84	\$ 10.09
	O	12.11	12.51	12.92	13.31	13.71	13.95	14.34	14.75	14.76	15.14
2	B	9.07	9.29	9.59	9.84	9.95	10.24	10.54	10.83	11.12	11.42
	O	13.61	13.94	14.39	14.76	14.93	15.36	15.81	16.25	16.68	17.13
3	B	11.88	12.21	12.54	12.87	13.20	13.53	13.86	14.18	14.52	14.84
	O	17.82	18.32	18.81	19.31	19.80	20.30	20.79	21.27	21.78	22.26
4	B	13.33	13.70	14.07	14.44	14.81	15.18	15.55	15.92	16.29	16.66
	O	20.00	20.55	21.11	21.66	22.22	22.77	23.33	23.88	24.44	24.99
5	B	15.33	15.74	16.16	16.57	16.99	17.40	17.82	18.23	18.64	19.06
	O	23.00	23.61	24.24	24.86	25.49	26.10	26.73	27.35	27.96	28.59
6	B	16.17	16.63	17.09	17.55	18.01	18.47	18.94	19.40	19.86	20.32
	O	24.26	24.95	25.64	26.33	27.02	27.71	28.41	29.10	29.79	30.48
7	B	17.45	17.96	18.48	18.99	19.50	20.02	20.53	21.04	21.56	22.07
	O	26.18	26.94	27.72	28.49	29.25	30.03	30.80	31.56	32.15	32.15
8	B	18.19	18.76	19.33	19.90	20.46	21.03	21.60	22.17	22.74	23.31
	O	27.29	28.14	29.00	29.85	30.69	31.55	32.15	32.15	32.15	32.15
9	B	19.46	20.09	20.72	21.35	21.97	22.60	23.23	23.86	24.49	25.11
	O	29.19	30.14	31.08	32.03	32.15	32.15	32.15	32.15	32.15	32.15
10	B	21.43	22.13	22.82	23.51	24.20	24.89	25.58	26.27	26.97	27.66
	O	32.15	32.15	32.15	32.15	32.15	32.15	32.15	32.15	32.15	32.15
11	B	22.79	23.55	24.31	25.07	25.83	26.59	27.35	28.11	28.87	29.63
	O	32.15	32.15	32.15	32.15	32.15	32.15	32.15	32.15	32.15	32.15
12	B	27.31	28.22	29.13	30.05	30.96	31.87	32.78	33.69	34.60	35.51
	O	32.15	32.15	32.15	32.15	32.15	32.15	32.78	33.69	34.60	35.51
13	B	32.48	33.56	34.65	35.73	36.81	37.89	38.98	40.06	41.14	42.23
	O	32.48	33.56	34.65	35.73	36.81	37.89	38.98	40.06	41.14	42.23
14	B	38.38	39.66	40.94	42.22	43.50	44.78	46.06	47.34	48.62	49.90
	O	38.38	39.66	40.94	42.22	43.50	44.78	46.06	47.34	48.62	49.90
15	B	45.15	46.65	48.16	49.66	51.17	52.67	54.18	55.68	57.19	58.69
	O	45.15	46.65	48.16	49.66	51.17	52.67	54.18	55.68	57.19	58.69

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

SALARY TABLE 2003-DEN (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 14.77%
FOR THE LOCALITY PAY AREA OF DENVER-BOULDER-GREELEY, CO**

(Total Increase 4.40%)

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	\$ 8.37	\$ 8.65	\$ 8.92	\$ 9.20	\$ 9.48	\$ 9.64	\$ 9.92	\$ 10.19	\$ 10.21	\$ 10.47
	O	12.56	12.98	13.38	13.80	14.22	14.46	14.88	15.29	15.32	15.71
2	B	9.41	9.63	9.94	10.21	10.32	10.62	10.93	11.23	11.53	11.84
	O	14.12	14.45	14.91	15.32	15.48	15.93	16.40	16.85	17.30	17.76
3	B	12.32	12.66	13.00	13.34	13.68	14.03	14.37	14.71	15.05	15.39
	O	18.48	18.99	19.50	20.01	20.52	21.05	21.56	22.07	22.58	23.09
4	B	13.83	14.21	14.59	14.98	15.36	15.74	16.13	16.51	16.90	17.28
	O	20.75	21.32	21.89	22.47	23.04	23.61	24.20	24.77	25.35	25.92
5	B	15.90	16.33	16.76	17.19	17.62	18.05	18.47	18.90	19.33	19.76
	O	23.85	24.50	25.14	25.79	26.43	27.08	27.71	28.35	29.00	29.64
6	B	16.76	17.24	17.72	18.20	18.68	19.16	19.64	20.12	20.60	21.08
	O	25.14	25.86	26.58	27.30	28.02	28.74	29.46	30.18	30.90	31.62
7	B	18.10	18.63	19.16	19.69	20.23	20.76	21.29	21.82	22.36	22.89
	O	27.15	27.95	28.74	29.54	30.35	31.14	31.94	32.73	33.35	33.35
8	B	18.86	19.45	20.04	20.63	21.22	21.81	22.40	22.99	23.58	24.17
	O	28.29	29.18	30.06	30.95	31.83	32.72	33.35	33.35	33.35	33.35
9	B	20.18	20.84	21.49	22.14	22.79	23.44	24.09	24.74	25.39	26.04
	O	30.27	31.26	32.24	33.21	33.35	33.35	33.35	33.35	33.35	33.35
10	B	22.23	22.94	23.66	24.38	25.10	25.81	26.53	27.25	27.96	28.68
	O	33.35	33.35	33.35	33.35	33.35	33.35	33.35	33.35	33.35	33.35
11	B	23.63	24.42	25.21	26.00	26.79	27.57	28.36	29.15	29.94	30.73
	O	33.35	33.35	33.35	33.35	33.35	33.35	33.35	33.35	33.35	33.35
12	B	28.33	29.27	30.21	31.16	32.10	33.05	33.99	34.94	35.88	36.82
	O	33.35	33.35	33.35	33.35	33.35	33.35	33.99	34.94	35.88	36.82
13	B	33.68	34.81	35.93	37.05	38.18	39.30	40.42	41.54	42.67	43.79
	O	33.68	34.81	35.93	37.05	38.18	39.30	40.42	41.54	42.67	43.79
14	B	39.80	41.13	42.46	43.79	45.11	46.44	47.77	49.09	50.42	51.75
	O	39.80	41.13	42.46	43.79	45.11	46.44	47.77	49.09	50.42	51.75
15	B	46.82	48.38	49.94	51.50	53.06	54.62	56.18	57.75	59.31	60.87
	O	46.82	48.38	49.94	51.50	53.06	54.62	56.18	57.75	59.31	60.87

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

SALARY TABLE 2003-DET (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 16.27%
FOR THE LOCALITY PAY AREA OF DETROIT-ANN ARBOR-FLINT, MI**

(Total Increase 4.50%)

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	\$ 8.48	\$ 8.76	\$ 9.04	\$ 9.32	\$ 9.60	\$ 9.77	\$ 10.05	\$ 10.33	\$ 10.34	\$ 10.60
	O	12.72	13.14	13.56	13.98	14.40	14.66	15.08	15.50	15.51	15.90
2	B	9.53	9.76	10.07	10.34	10.46	10.76	11.07	11.38	11.69	11.99
	O	14.30	14.64	15.11	15.51	15.69	16.14	16.61	17.07	17.54	17.99
3	B	12.48	12.82	13.17	13.52	13.86	14.21	14.56	14.90	15.25	15.60
	O	18.72	19.23	19.76	20.28	20.79	21.32	21.84	22.35	22.88	23.40
4	B	14.01	14.39	14.78	15.17	15.56	15.95	16.34	16.73	17.12	17.51
	O	21.02	21.59	22.17	22.76	23.34	23.93	24.51	25.10	25.68	26.27
5	B	16.11	16.54	16.98	17.41	17.85	18.28	18.72	19.15	19.59	20.02
	O	24.17	24.81	25.47	26.12	26.78	27.42	28.08	28.73	29.39	30.03
6	B	16.98	17.47	17.95	18.44	18.92	19.41	19.90	20.38	20.87	21.35
	O	25.47	26.21	26.93	27.66	28.38	29.12	29.85	30.57	31.31	32.03
7	B	18.33	18.87	19.41	19.95	20.49	21.03	21.57	22.11	22.65	23.19
	O	27.50	28.31	29.12	29.93	30.74	31.55	32.36	33.17	33.78	33.78
8	B	19.11	19.71	20.30	20.90	21.50	22.10	22.69	23.29	23.89	24.49
	O	28.67	29.57	30.45	31.35	32.25	33.15	33.78	33.78	33.78	33.78
9	B	20.45	21.11	21.77	22.43	23.09	23.75	24.41	25.07	25.72	26.38
	O	30.68	31.67	32.66	33.65	33.78	33.78	33.78	33.78	33.78	33.78
10	B	22.52	23.24	23.97	24.70	25.42	26.15	26.88	27.60	28.33	29.06
	O	33.78	33.78	33.78	33.78	33.78	33.78	33.78	33.78	33.78	33.78
11	B	23.94	24.74	25.54	26.34	27.14	27.93	28.73	29.53	30.33	31.13
	O	33.78	33.78	33.78	33.78	33.78	33.78	33.78	33.78	33.78	33.78
12	B	28.70	29.65	30.61	31.57	32.52	33.48	34.44	35.39	36.35	37.31
	O	33.78	33.78	33.78	33.78	33.78	33.78	34.44	35.39	36.35	37.31
13	B	34.12	35.26	36.40	37.54	38.67	39.81	40.95	42.09	43.22	44.36
	O	34.12	35.26	36.40	37.54	38.67	39.81	40.95	42.09	43.22	44.36
14	B	40.32	41.67	43.01	44.36	45.70	47.05	48.39	49.74	51.08	52.42
	O	40.32	41.67	43.01	44.36	45.70	47.05	48.39	49.74	51.08	52.42
15	B	47.43	49.01	50.60	52.18	53.76	55.34	56.92	58.50	60.08	61.66
	O	47.43	49.01	50.60	52.18	53.76	55.34	56.92	58.50	60.08	61.66

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

SALARY TABLE 2003-HAR (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 15.56%
FOR THE LOCALITY PAY AREA OF HARTFORD, CT
(INCLUDING ALL OF NEW LONDON COUNTY, CT)

(Total Increase 4.41%)

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	\$ 8.42	\$ 8.71	\$ 8.99	\$ 9.26	\$ 9.54	\$ 9.71	\$ 9.99	\$ 10.26	\$ 10.28	\$ 10.54
	O	12.63	13.07	13.49	13.89	14.31	14.57	14.99	15.39	15.42	15.81
2	B	9.47	9.70	10.01	10.28	10.39	10.70	11.00	11.31	11.61	11.92
	O	14.21	14.55	15.02	15.42	15.59	16.05	16.50	16.97	17.42	17.88
3	B	12.40	12.75	13.09	13.43	13.78	14.12	14.47	14.81	15.16	15.50
	O	18.60	19.13	19.64	20.15	20.67	21.18	21.71	22.22	22.74	23.25
4	B	13.92	14.31	14.69	15.08	15.47	15.85	16.24	16.63	17.01	17.40
	O	20.88	21.47	22.04	22.62	23.21	23.78	24.36	24.95	25.52	26.10
5	B	16.01	16.44	16.87	17.30	17.74	18.17	18.60	19.03	19.47	19.90
	O	24.02	24.66	25.31	25.95	26.61	27.26	27.90	28.55	29.21	29.85
6	B	16.88	17.36	17.84	18.33	18.81	19.29	19.77	20.26	20.74	21.22
	O	25.32	26.04	26.76	27.50	28.22	28.94	29.66	30.39	31.11	31.83
7	B	18.22	18.76	19.29	19.83	20.37	20.90	21.44	21.97	22.51	23.05
	O	27.33	28.14	28.94	29.75	30.56	31.35	32.16	32.96	33.57	33.57
8	B	18.99	19.59	20.18	20.77	21.37	21.96	22.55	23.15	23.74	24.34
	O	28.49	29.39	30.27	31.16	32.06	32.94	33.57	33.57	33.57	33.57
9	B	20.32	20.98	21.63	22.29	22.95	23.60	24.26	24.91	25.57	26.22
	O	30.48	31.47	32.45	33.44	33.57	33.57	33.57	33.57	33.57	33.57
10	B	22.38	23.10	23.82	24.55	25.27	25.99	26.71	27.44	28.16	28.88
	O	33.57	33.57	33.57	33.57	33.57	33.57	33.57	33.57	33.57	33.57
11	B	23.80	24.59	25.38	26.18	26.97	27.76	28.56	29.35	30.14	30.94
	O	33.57	33.57	33.57	33.57	33.57	33.57	33.57	33.57	33.57	33.57
12	B	28.52	29.47	30.42	31.37	32.32	33.27	34.23	35.18	36.13	37.08
	O	33.57	33.57	33.57	33.57	33.57	33.57	34.23	35.18	36.13	37.08
13	B	33.92	35.05	36.18	37.31	38.44	39.57	40.70	41.83	42.96	44.09
	O	33.92	35.05	36.18	37.31	38.44	39.57	40.70	41.83	42.96	44.09
14	B	40.08	41.41	42.75	44.09	45.42	46.76	48.09	49.43	50.77	52.10
	O	40.08	41.41	42.75	44.09	45.42	46.76	48.09	49.43	50.77	52.10
15	B	47.14	48.71	50.29	51.86	53.43	55.00	56.57	58.14	59.71	61.29
	O	47.14	48.71	50.29	51.86	53.43	55.00	56.57	58.14	59.71	61.29

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

SALARY TABLE 2003-HOU (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 20.53%
FOR THE LOCALITY PAY AREA OF HOUSTON-GALVESTON-BRAZORIA, TX**

(Total Increase 4.77%)

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	\$ 8.79	\$ 9.08	\$ 9.37	\$ 9.66	\$ 9.96	\$ 10.13	\$ 10.41	\$ 10.71	\$ 10.72	\$ 10.99
	O	13.19	13.62	14.06	14.49	14.94	15.20	15.62	16.07	16.08	16.49
2	B	9.88	10.11	10.44	10.72	10.84	11.16	11.48	11.79	12.11	12.43
	O	14.82	15.17	15.66	16.08	16.26	16.74	17.22	17.69	18.17	18.65
3	B	12.93	13.29	13.65	14.01	14.37	14.73	15.09	15.45	15.81	16.17
	O	19.40	19.94	20.48	21.02	21.56	22.10	22.64	23.18	23.72	24.26
4	B	14.52	14.92	15.33	15.73	16.13	16.53	16.94	17.34	17.74	18.15
	O	21.78	22.38	23.00	23.60	24.20	24.80	25.41	26.01	26.61	27.23
5	B	16.70	17.15	17.60	18.05	18.50	18.95	19.40	19.85	20.30	20.76
	O	25.05	25.73	26.40	27.08	27.75	28.43	29.10	29.78	30.45	31.14
6	B	17.61	18.11	18.61	19.11	19.62	20.12	20.62	21.13	21.63	22.13
	O	26.42	27.17	27.92	28.67	29.43	30.18	30.93	31.70	32.45	33.20
7	B	19.01	19.56	20.12	20.68	21.24	21.80	22.36	22.92	23.48	24.04
	O	28.52	29.34	30.18	31.02	31.86	32.70	33.54	34.38	35.01	35.01
8	B	19.81	20.43	21.05	21.67	22.29	22.91	23.53	24.14	24.76	25.38
	O	29.72	30.65	31.58	32.51	33.44	34.37	35.01	35.01	35.01	35.01
9	B	21.20	21.88	22.56	23.25	23.93	24.62	25.30	25.98	26.67	27.35
	O	31.80	32.82	33.84	34.88	35.01	35.01	35.01	35.01	35.01	35.01
10	B	23.34	24.10	24.85	25.60	26.36	27.11	27.86	28.61	29.37	30.12
	O	35.01	35.01	35.01	35.01	35.01	35.01	35.01	35.01	35.01	35.01
11	B	24.82	25.65	26.47	27.30	28.13	28.96	29.79	30.61	31.44	32.27
	O	35.01	35.01	35.01	35.01	35.01	35.01	35.01	35.01	35.01	35.01
12	B	29.75	30.74	31.73	32.72	33.71	34.71	35.70	36.69	37.68	38.67
	O	35.01	35.01	35.01	35.01	35.01	35.01	35.70	36.69	37.68	38.67
13	B	35.37	36.55	37.73	38.91	40.09	41.27	42.45	43.63	44.81	45.99
	O	35.37	36.55	37.73	38.91	40.09	41.27	42.45	43.63	44.81	45.99
14	B	41.80	43.20	44.59	45.98	47.38	48.77	50.16	51.56	52.95	54.34
	O	41.80	43.20	44.59	45.98	47.38	48.77	50.16	51.56	52.95	54.34
15	B	49.17	50.81	52.45	54.09	55.73	57.37	59.00	60.64	62.28	63.92
	O	49.17	50.81	52.45	54.09	55.73	57.37	59.00	60.64	62.28	63.92

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

SALARY TABLE 2003 HNT (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 10.06%
FOR THE LOCALITY PAY AREA OF HUNTSVILLE, AL**

(Total Increase 4.03%)

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	\$ 8.02	\$ 8.29	\$ 8.56	\$ 8.82	\$ 9.09	\$ 9.25	\$ 9.51	\$ 9.78	\$ 9.79	\$ 10.04
	O	12.03	12.44	12.84	13.23	13.64	13.88	14.27	14.67	14.69	15.06
2	B	9.02	9.24	9.53	9.79	9.90	10.19	10.48	10.77	11.06	11.35
	O	13.53	13.86	14.30	14.69	14.85	15.29	15.72	16.16	16.59	17.03
3	B	11.81	12.14	12.47	12.79	13.12	13.45	13.78	14.11	14.44	14.76
	O	17.72	18.21	18.71	19.19	19.68	20.18	20.67	21.17	21.66	22.14
4	B	13.26	13.63	13.99	14.36	14.73	15.10	15.47	15.83	16.20	16.57
	O	19.89	20.45	20.99	21.54	22.10	22.65	23.21	23.75	24.30	24.86
5	B	15.25	15.66	16.07	16.48	16.89	17.30	17.72	18.13	18.54	18.95
	O	22.88	23.49	24.11	24.72	25.34	25.95	26.58	27.20	27.81	28.43
6	B	16.08	16.54	17.00	17.45	17.91	18.37	18.83	19.29	19.75	20.21
	O	24.12	24.81	25.50	26.18	26.87	27.56	28.25	28.94	29.63	30.32
7	B	17.36	17.87	18.38	18.89	19.40	19.91	20.42	20.93	21.44	21.95
	O	26.04	26.81	27.57	28.34	29.10	29.87	30.63	31.40	31.98	31.98
8	B	18.09	18.66	19.22	19.79	20.35	20.92	21.48	22.05	22.61	23.18
	O	27.14	27.99	28.83	29.69	30.53	31.38	31.98	31.98	31.98	31.98
9	B	19.36	19.98	20.60	21.23	21.85	22.48	23.10	23.73	24.35	24.98
	O	29.04	29.97	30.90	31.85	31.98	31.98	31.98	31.98	31.98	31.98
10	B	21.32	22.00	22.69	23.38	24.07	24.75	25.44	26.13	26.82	27.50
	O	31.98	31.98	31.98	31.98	31.98	31.98	31.98	31.98	31.98	31.98
11	B	22.66	23.42	24.18	24.93	25.69	26.44	27.20	27.95	28.71	29.47
	O	31.98	31.98	31.98	31.98	31.98	31.98	31.98	31.98	31.98	31.98
12	B	27.16	28.07	28.97	29.88	30.79	31.69	32.60	33.50	34.41	35.31
	O	31.98	31.98	31.98	31.98	31.98	31.98	32.60	33.50	34.41	35.31
13	B	32.30	33.38	34.46	35.53	36.61	37.69	38.76	39.84	40.92	41.99
	O	32.30	33.38	34.46	35.53	36.61	37.69	38.76	39.84	40.92	41.99
14	B	38.17	39.44	40.72	41.99	43.26	44.53	45.81	47.08	48.35	49.62
	O	38.17	39.44	40.72	41.99	43.26	44.53	45.81	47.08	48.35	49.62
15	B	44.90	46.40	47.89	49.39	50.89	52.38	53.88	55.38	56.87	58.37
	O	44.90	46.40	47.89	49.39	50.89	52.38	53.88	55.38	56.87	58.37

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

SALARY TABLE 2003-IND (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 9.83%
FOR THE LOCALITY PAY AREA OF INDIANAPOLIS, IN**

(Total Increase 4.03%)

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	\$ 8.01	\$ 8.27	\$ 8.54	\$ 8.80	\$ 9.07	\$ 9.23	\$ 9.49	\$ 9.76	\$ 9.77	\$ 10.02
	O	12.02	12.41	12.81	13.20	13.61	13.85	14.24	14.64	14.66	15.03
2	B	9.00	9.22	9.51	9.77	9.88	10.17	10.46	10.75	11.04	11.33
	O	13.50	13.83	14.27	14.66	14.82	15.26	15.69	16.13	16.56	17.00
3	B	11.79	12.11	12.44	12.77	13.10	13.42	13.75	14.08	14.40	14.73
	O	17.69	18.17	18.66	19.16	19.65	20.13	20.63	21.12	21.60	22.10
4	B	13.23	13.60	13.96	14.33	14.70	15.07	15.43	15.80	16.17	16.54
	O	19.85	20.40	20.94	21.50	22.05	22.61	23.15	23.70	24.26	24.81
5	B	15.21	15.62	16.04	16.45	16.86	17.27	17.68	18.09	18.50	18.91
	O	22.82	23.43	24.06	24.68	25.29	25.91	26.52	27.14	27.75	28.37
6	B	16.04	16.50	16.96	17.42	17.88	18.33	18.79	19.25	19.71	20.17
	O	24.06	24.75	25.44	26.13	26.82	27.50	28.19	28.88	29.57	30.26
7	B	17.32	17.83	18.34	18.85	19.36	19.87	20.38	20.88	21.39	21.90
	O	25.98	26.75	27.51	28.28	29.04	29.81	30.57	31.32	31.91	31.91
8	B	18.05	18.62	19.18	19.74	20.31	20.87	21.44	22.00	22.56	23.13
	O	27.08	27.93	28.77	29.61	30.47	31.31	31.91	31.91	31.91	31.91
9	B	19.32	19.94	20.56	21.18	21.81	22.43	23.05	23.68	24.30	24.92
	O	28.98	29.91	30.84	31.77	31.91	31.91	31.91	31.91	31.91	31.91
10	B	21.27	21.96	22.64	23.33	24.02	24.70	25.39	26.07	26.76	27.45
	O	31.91	31.91	31.91	31.91	31.91	31.91	31.91	31.91	31.91	31.91
11	B	22.62	23.37	24.12	24.88	25.63	26.39	27.14	27.90	28.65	29.40
	O	31.91	31.91	31.91	31.91	31.91	31.91	31.91	31.91	31.91	31.91
12	B	27.11	28.01	28.91	29.82	30.72	31.62	32.53	33.43	34.33	35.24
	O	31.91	31.91	31.91	31.91	31.91	31.91	32.53	33.43	34.33	35.24
13	B	32.23	33.31	34.38	35.46	36.53	37.61	38.68	39.76	40.83	41.91
	O	32.23	33.31	34.38	35.46	36.53	37.61	38.68	39.76	40.83	41.91
14	B	38.09	39.36	40.63	41.90	43.17	44.44	45.71	46.98	48.25	49.52
	O	38.09	39.36	40.63	41.90	43.17	44.44	45.71	46.98	48.25	49.52
15	B	44.81	46.30	47.79	49.29	50.78	52.27	53.77	55.26	56.75	58.25
	O	44.81	46.30	47.79	49.29	50.78	52.27	53.77	55.26	56.75	58.25

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

SALARY TABLE 2003-KC (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 10.26%
FOR THE LOCALITY PAY AREA OF KANSAS CITY, MO-KS**

(Total Increase 4.02%)

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	\$ 8.04	\$ 8.31	\$ 8.57	\$ 8.84	\$ 9.11	\$ 9.26	\$ 9.53	\$ 9.79	\$ 9.80	\$ 10.05
	O	12.06	12.47	12.86	13.26	13.67	13.89	14.30	14.69	14.70	15.08
2	B	9.04	9.25	9.55	9.80	9.91	10.21	10.50	10.79	11.08	11.37
	O	13.56	13.88	14.33	14.70	14.87	15.32	15.75	16.19	16.62	17.06
3	B	11.83	12.16	12.49	12.82	13.15	13.48	13.80	14.13	14.46	14.79
	O	17.75	18.24	18.74	19.23	19.73	20.22	20.70	21.20	21.69	22.19
4	B	13.28	13.65	14.02	14.39	14.76	15.13	15.49	15.86	16.23	16.60
	O	19.92	20.48	21.03	21.59	22.14	22.70	23.24	23.79	24.35	24.90
5	B	15.27	15.69	16.10	16.51	16.92	17.34	17.75	18.16	18.57	18.99
	O	22.91	23.54	24.15	24.77	25.38	26.01	26.63	27.24	27.86	28.49
6	B	16.11	16.57	17.03	17.49	17.95	18.41	18.87	19.33	19.79	20.25
	O	24.17	24.86	25.55	26.24	26.93	27.62	28.31	29.00	29.69	30.38
7	B	17.39	17.90	18.41	18.92	19.43	19.94	20.45	20.97	21.48	21.99
	O	26.09	26.85	27.62	28.38	29.15	29.91	30.68	31.46	32.03	32.03
8	B	18.12	18.69	19.25	19.82	20.39	20.95	21.52	22.09	22.65	23.22
	O	27.18	28.04	28.88	29.73	30.59	31.43	32.03	32.03	32.03	32.03
9	B	19.39	20.02	20.64	21.27	21.89	22.52	23.14	23.77	24.40	25.02
	O	29.09	30.03	30.96	31.91	32.03	32.03	32.03	32.03	32.03	32.03
10	B	21.35	22.04	22.73	23.42	24.11	24.80	25.49	26.18	26.87	27.55
	O	32.03	32.03	32.03	32.03	32.03	32.03	32.03	32.03	32.03	32.03
11	B	22.70	23.46	24.22	24.98	25.73	26.49	27.25	28.00	28.76	29.52
	O	32.03	32.03	32.03	32.03	32.03	32.03	32.03	32.03	32.03	32.03
12	B	27.21	28.12	29.03	29.93	30.84	31.75	32.66	33.56	34.47	35.38
	O	32.03	32.03	32.03	32.03	32.03	32.03	32.66	33.56	34.47	35.38
13	B	32.36	33.44	34.52	35.60	36.68	37.75	38.83	39.91	40.99	42.07
	O	32.36	33.44	34.52	35.60	36.68	37.75	38.83	39.91	40.99	42.07
14	B	38.24	39.52	40.79	42.06	43.34	44.61	45.89	47.16	48.44	49.71
	O	38.24	39.52	40.79	42.06	43.34	44.61	45.89	47.16	48.44	49.71
15	B	44.98	46.48	47.98	49.48	50.98	52.48	53.98	55.48	56.98	58.48
	O	44.98	46.48	47.98	49.48	50.98	52.48	53.98	55.48	56.98	58.48

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

SALARY TABLE 2003-LA (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 17.71%
FOR THE LOCALITY PAY AREA OF LOS ANGELES-RIVERSIDE-ORANGE COUNTY, CA
(INCLUDING SANTA BARBARA COUNTY AND ALL OF EDWARDS AIR FORCE BASE)
(Total Increase 4.57%)
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	\$ 8.58	\$ 8.87	\$ 9.15	\$ 9.44	\$ 9.72	\$ 9.89	\$ 10.17	\$ 10.46	\$ 10.47	\$ 10.73
	O	12.87	13.31	13.73	14.16	14.58	14.84	15.26	15.69	15.71	16.10
2	B	9.65	9.88	10.20	10.47	10.59	10.90	11.21	11.52	11.83	12.14
	O	14.48	14.82	15.30	15.71	15.89	16.35	16.82	17.28	17.75	18.21
3	B	12.63	12.98	13.33	13.68	14.03	14.39	14.74	15.09	15.44	15.79
	O	18.95	19.47	20.00	20.52	21.05	21.59	22.11	22.64	23.16	23.69
4	B	14.18	14.57	14.97	15.36	15.75	16.15	16.54	16.94	17.33	17.72
	O	21.27	21.86	22.46	23.04	23.63	24.23	24.81	25.41	26.00	26.58
5	B	16.31	16.75	17.19	17.63	18.07	18.51	18.95	19.39	19.83	20.27
	O	24.47	25.13	25.79	26.45	27.11	27.77	28.43	29.09	29.75	30.41
6	B	17.19	17.69	18.18	18.67	19.16	19.65	20.14	20.63	21.12	21.62
	O	25.79	26.54	27.27	28.01	28.74	29.48	30.21	30.95	31.68	32.43
7	B	18.56	19.11	19.65	20.20	20.75	21.29	21.84	22.38	22.93	23.47
	O	27.84	28.67	29.48	30.30	31.13	31.94	32.76	33.57	34.20	34.20
8	B	19.35	19.95	20.56	21.16	21.77	22.37	22.97	23.58	24.18	24.79
	O	29.03	29.93	30.84	31.74	32.66	33.56	34.20	34.20	34.20	34.20
9	B	20.70	21.37	22.04	22.70	23.37	24.04	24.71	25.38	26.04	26.71
	O	31.05	32.06	33.06	34.05	34.20	34.20	34.20	34.20	34.20	34.20
10	B	22.80	23.53	24.27	25.00	25.74	26.47	27.21	27.95	28.68	29.42
	O	34.20	34.20	34.20	34.20	34.20	34.20	34.20	34.20	34.20	34.20
11	B	24.24	25.05	25.86	26.66	27.47	28.28	29.09	29.90	30.70	31.51
	O	34.20	34.20	34.20	34.20	34.20	34.20	34.20	34.20	34.20	34.20
12	B	29.05	30.02	30.99	31.96	32.92	33.89	34.86	35.83	36.80	37.77
	O	34.20	34.20	34.20	34.20	34.20	34.20	34.86	35.83	36.80	37.77
13	B	34.55	35.70	36.85	38.00	39.15	40.31	41.46	42.61	43.76	44.91
	O	34.55	35.70	36.85	38.00	39.15	40.31	41.46	42.61	43.76	44.91
14	B	40.82	42.18	43.55	44.91	46.27	47.63	48.99	50.35	51.71	53.07
	O	40.82	42.18	43.55	44.91	46.27	47.63	48.99	50.35	51.71	53.07
15	B	48.02	49.62	51.22	52.82	54.42	56.02	57.62	59.23	60.83	62.43
	O	48.02	49.62	51.22	52.82	54.42	56.02	57.62	59.23	60.83	62.43

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

SALARY TABLE 2003-MFL (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 13.81%
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE, FL
(Total Increase 4.35%)**

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	\$ 8.30	\$ 8.57	\$ 8.85	\$ 9.12	\$ 9.40	\$ 9.56	\$ 9.83	\$ 10.11	\$ 10.12	\$ 10.38
	O	12.45	12.86	13.28	13.68	14.10	14.34	14.75	15.17	15.18	15.57
2	B	9.33	9.55	9.86	10.12	10.23	10.54	10.84	11.14	11.44	11.74
	O	14.00	14.33	14.79	15.18	15.35	15.81	16.26	16.71	17.16	17.61
3	B	12.21	12.55	12.89	13.23	13.57	13.91	14.25	14.59	14.93	15.27
	O	18.32	18.83	19.34	19.85	20.36	20.87	21.38	21.89	22.40	22.91
4	B	13.71	14.09	14.47	14.85	15.23	15.61	15.99	16.37	16.75	17.14
	O	20.57	21.14	21.71	22.28	22.85	23.42	23.99	24.56	25.13	25.71
5	B	15.76	16.19	16.62	17.04	17.47	17.89	18.32	18.75	19.17	19.60
	O	23.64	24.29	24.93	25.56	26.21	26.84	27.48	28.13	28.76	29.40
6	B	16.62	17.10	17.57	18.05	18.52	19.00	19.47	19.95	20.42	20.90
	O	24.93	25.65	26.36	27.08	27.78	28.50	29.21	29.93	30.63	31.35
7	B	17.95	18.47	19.00	19.53	20.06	20.59	21.11	21.64	22.17	22.70
	O	26.93	27.71	28.50	29.30	30.09	30.89	31.67	32.46	33.06	33.06
8	B	18.71	19.29	19.87	20.46	21.04	21.63	22.21	22.80	23.38	23.97
	O	28.07	28.94	29.81	30.69	31.56	32.45	33.06	33.06	33.06	33.06
9	B	20.02	20.66	21.31	21.95	22.60	23.24	23.89	24.53	25.18	25.83
	O	30.03	30.99	31.97	32.93	33.06	33.06	33.06	33.06	33.06	33.06
10	B	22.04	22.75	23.46	24.17	24.89	25.60	26.31	27.02	27.73	28.44
	O	33.06	33.06	33.06	33.06	33.06	33.06	33.06	33.06	33.06	33.06
11	B	23.44	24.22	25.00	25.78	26.56	27.34	28.12	28.91	29.69	30.47
	O	33.06	33.06	33.06	33.06	33.06	33.06	33.06	33.06	33.06	33.06
12	B	28.09	29.02	29.96	30.90	31.83	32.77	33.71	34.64	35.58	36.52
	O	33.06	33.06	33.06	33.06	33.06	33.06	33.71	34.64	35.58	36.52
13	B	33.40	34.52	35.63	36.74	37.86	38.97	40.08	41.20	42.31	43.42
	O	33.40	34.52	35.63	36.74	37.86	38.97	40.08	41.20	42.31	43.42
14	B	39.47	40.79	42.10	43.42	44.74	46.05	47.37	48.68	50.00	51.31
	O	39.47	40.79	42.10	43.42	44.74	46.05	47.37	48.68	50.00	51.31
15	B	46.43	47.98	49.52	51.07	52.62	54.17	55.71	57.26	58.81	60.36
	O	46.43	47.98	49.52	51.07	52.62	54.17	55.71	57.26	58.81	60.36

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

SALARY TABLE 2003-MIL (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 11.20%
FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE, WI
(Total Increase 4.18%)**

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	\$ 8.11	\$ 8.38	\$ 8.65	\$ 8.91	\$ 9.18	\$ 9.34	\$ 9.61	\$ 9.88	\$ 9.89	\$ 10.14
	O	12.17	12.57	12.98	13.37	13.77	14.01	14.42	14.82	14.84	15.21
2	B	9.11	9.33	9.63	9.89	10.00	10.29	10.59	10.88	11.18	11.47
	O	13.67	14.00	14.45	14.84	15.00	15.44	15.89	16.32	16.77	17.21
3	B	11.93	12.26	12.60	12.93	13.26	13.59	13.92	14.25	14.58	14.92
	O	17.90	18.39	18.90	19.40	19.89	20.39	20.88	21.38	21.87	22.38
4	B	13.40	13.77	14.14	14.51	14.88	15.25	15.63	16.00	16.37	16.74
	O	20.10	20.66	21.21	21.77	22.32	22.88	23.45	24.00	24.56	25.11
5	B	15.40	15.82	16.24	16.65	17.07	17.48	17.90	18.32	18.73	19.15
	O	23.10	23.73	24.36	24.98	25.61	26.22	26.85	27.48	28.10	28.73
6	B	16.24	16.71	17.17	17.64	18.10	18.56	19.03	19.49	19.96	20.42
	O	24.36	25.07	25.76	26.46	27.15	27.84	28.55	29.24	29.94	30.63
7	B	17.53	18.05	18.57	19.08	19.60	20.11	20.63	21.15	21.66	22.18
	O	26.30	27.08	27.86	28.62	29.40	30.17	30.95	31.73	32.31	32.31
8	B	18.28	18.85	19.42	19.99	20.56	21.13	21.70	22.28	22.85	23.42
	O	27.42	28.28	29.13	29.99	30.84	31.70	32.31	32.31	32.31	32.31
9	B	19.56	20.19	20.82	21.45	22.08	22.71	23.34	23.97	24.60	25.23
	O	29.34	30.29	31.23	32.18	32.31	32.31	32.31	32.31	32.31	32.31
10	B	21.54	22.23	22.93	23.62	24.32	25.01	25.70	26.40	27.09	27.79
	O	32.31	32.31	32.31	32.31	32.31	32.31	32.31	32.31	32.31	32.31
11	B	22.90	23.66	24.43	25.19	25.95	26.72	27.48	28.24	29.01	29.77
	O	32.31	32.31	32.31	32.31	32.31	32.31	32.31	32.31	32.31	32.31
12	B	27.44	28.36	29.27	30.19	31.10	32.02	32.93	33.85	34.76	35.68
	O	32.31	32.31	32.31	32.31	32.31	32.31	32.93	33.85	34.76	35.68
13	B	32.64	33.72	34.81	35.90	36.99	38.08	39.16	40.25	41.34	42.43
	O	32.64	33.72	34.81	35.90	36.99	38.08	39.16	40.25	41.34	42.43
14	B	38.57	39.85	41.14	42.42	43.71	44.99	46.28	47.57	48.85	50.14
	O	38.57	39.85	41.14	42.42	43.71	44.99	46.28	47.57	48.85	50.14
15	B	45.36	46.88	48.39	49.90	51.41	52.93	54.44	55.95	57.46	58.97
	O	45.36	46.88	48.39	49.90	51.41	52.93	54.44	55.95	57.46	58.97

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

SALARY TABLE 2003-MSP (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 12.84%
FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL, MN-WI
(Total Increase 4.28%)**

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	\$ 8.23	\$ 8.50	\$ 8.77	\$ 9.05	\$ 9.32	\$ 9.48	\$ 9.75	\$ 10.02	\$ 10.03	\$ 10.29
	O	12.35	12.75	13.16	13.58	13.98	14.22	14.63	15.03	15.05	15.44
2	B	9.25	9.47	9.77	10.03	10.15	10.45	10.74	11.04	11.34	11.64
	O	13.88	14.21	14.66	15.05	15.23	15.68	16.11	16.56	17.01	17.46
3	B	12.11	12.45	12.78	13.12	13.45	13.79	14.13	14.46	14.80	15.14
	O	18.17	18.68	19.17	19.68	20.18	20.69	21.20	21.69	22.20	22.71
4	B	13.59	13.97	14.35	14.72	15.10	15.48	15.86	16.23	16.61	16.99
	O	20.39	20.96	21.53	22.08	22.65	23.22	23.79	24.35	24.92	25.49
5	B	15.63	16.05	16.47	16.90	17.32	17.74	18.16	18.59	19.01	19.43
	O	23.45	24.08	24.71	25.35	25.98	26.61	27.24	27.89	28.52	29.15
6	B	16.48	16.95	17.42	17.90	18.37	18.84	19.31	19.78	20.25	20.72
	O	24.72	25.43	26.13	26.85	27.56	28.26	28.97	29.67	30.38	31.08
7	B	17.79	18.32	18.84	19.36	19.89	20.41	20.93	21.46	21.98	22.50
	O	26.69	27.48	28.26	29.04	29.84	30.62	31.40	32.19	32.78	32.78
8	B	18.55	19.13	19.71	20.29	20.86	21.44	22.02	22.60	23.18	23.76
	O	27.83	28.70	29.57	30.44	31.29	32.16	32.78	32.78	32.78	32.78
9	B	19.84	20.48	21.13	21.77	22.41	23.05	23.69	24.33	24.97	25.61
	O	29.76	30.72	31.70	32.66	32.78	32.78	32.78	32.78	32.78	32.78
10	B	21.85	22.56	23.26	23.97	24.67	25.38	26.08	26.79	27.49	28.20
	O	32.78	32.78	32.78	32.78	32.78	32.78	32.78	32.78	32.78	32.78
11	B	23.24	24.01	24.79	25.56	26.34	27.11	27.89	28.66	29.43	30.21
	O	32.78	32.78	32.78	32.78	32.78	32.78	32.78	32.78	32.78	32.78
12	B	27.85	28.78	29.71	30.63	31.56	32.49	33.42	34.35	35.28	36.20
	O	32.78	32.78	32.78	32.78	32.78	32.78	33.42	34.35	35.28	36.20
13	B	33.12	34.22	35.33	36.43	37.53	38.64	39.74	40.85	41.95	43.05
	O	33.12	34.22	35.33	36.43	37.53	38.64	39.74	40.85	41.95	43.05
14	B	39.14	40.44	41.74	43.05	44.35	45.66	46.96	48.27	49.57	50.88
	O	39.14	40.44	41.74	43.05	44.35	45.66	46.96	48.27	49.57	50.88
15	B	46.03	47.57	49.10	50.64	52.17	53.71	55.24	56.77	58.31	59.84
	O	46.03	47.57	49.10	50.64	52.17	53.71	55.24	56.77	58.31	59.84

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

SALARY TABLE 2003-NY (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 16.83%
FOR THE LOCALITY PAY AREA OF NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA
(Total Increase 3.84%)**

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	\$ 8.52	\$ 8.80	\$ 9.08	\$ 9.37	\$ 9.65	\$ 9.82	\$ 10.10	\$ 10.38	\$ 10.39	\$ 10.65
	O	12.78	13.20	13.62	14.06	14.48	14.73	15.15	15.57	15.59	15.98
2	B	9.58	9.80	10.12	10.39	10.51	10.81	11.12	11.43	11.74	12.05
	O	14.37	14.70	15.18	15.59	15.77	16.22	16.68	17.15	17.61	18.08
3	B	12.54	12.89	13.23	13.58	13.93	14.28	14.63	14.97	15.32	15.67
	O	18.81	19.34	19.85	20.37	20.90	21.42	21.95	22.46	22.98	23.51
4	B	14.07	14.46	14.85	15.25	15.64	16.03	16.42	16.81	17.20	17.59
	O	21.11	21.69	22.28	22.88	23.46	24.05	24.63	25.22	25.80	26.39
5	B	16.18	16.62	17.06	17.49	17.93	18.37	18.81	19.24	19.68	20.12
	O	24.27	24.93	25.59	26.24	26.90	27.56	28.22	28.86	29.52	30.18
6	B	17.07	17.55	18.04	18.53	19.02	19.50	19.99	20.48	20.97	21.45
	O	25.61	26.33	27.06	27.80	28.53	29.25	29.99	30.72	31.46	32.18
7	B	18.42	18.96	19.51	20.05	20.59	21.13	21.67	22.22	22.76	23.30
	O	27.63	28.44	29.27	30.08	30.89	31.70	32.51	33.33	33.95	33.95
8	B	19.20	19.80	20.40	21.00	21.60	22.20	22.80	23.40	24.00	24.60
	O	28.80	29.70	30.60	31.50	32.40	33.30	33.95	33.95	33.95	33.95
9	B	20.55	21.21	21.87	22.53	23.20	23.86	24.52	25.19	25.85	26.51
	O	30.83	31.82	32.81	33.80	33.95	33.95	33.95	33.95	33.95	33.95
10	B	22.63	23.36	24.09	24.82	25.55	26.28	27.01	27.74	28.47	29.20
	O	33.95	33.95	33.95	33.95	33.95	33.95	33.95	33.95	33.95	33.95
11	B	24.06	24.86	25.66	26.46	27.27	28.07	28.87	29.67	30.48	31.28
	O	33.95	33.95	33.95	33.95	33.95	33.95	33.95	33.95	33.95	33.95
12	B	28.83	29.80	30.76	31.72	32.68	33.64	34.60	35.56	36.52	37.48
	O	33.95	33.95	33.95	33.95	33.95	33.95	34.60	35.56	36.52	37.48
13	B	34.29	35.43	36.57	37.72	38.86	40.00	41.15	42.29	43.43	44.58
	O	34.29	35.43	36.57	37.72	38.86	40.00	41.15	42.29	43.43	44.58
14	B	40.52	41.87	43.22	44.57	45.92	47.27	48.62	49.97	51.33	52.68
	O	40.52	41.87	43.22	44.57	45.92	47.27	48.62	49.97	51.33	52.68
15	B	47.66	49.25	50.84	52.43	54.02	55.60	57.19	58.78	60.37	61.96
	O	47.66	49.25	50.84	52.43	54.02	55.60	57.19	58.78	60.37	61.96

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

SALARY TABLE 2003-ORL (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 9.65%
FOR THE LOCALITY PAY AREA OF ORLANDO, FL
(Total Increase 4.03%)
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	\$ 7.99	\$ 8.26	\$ 8.53	\$ 8.79	\$ 9.06	\$ 9.21	\$ 9.47	\$ 9.74	\$ 9.75	\$ 10.00
	O	11.99	12.39	12.80	13.19	13.59	13.82	14.21	14.61	14.63	15.00
2	B	8.99	9.20	9.50	9.75	9.86	10.15	10.44	10.73	11.02	11.31
	O	13.49	13.80	14.25	14.63	14.79	15.23	15.66	16.10	16.53	16.97
3	B	11.77	12.09	12.42	12.75	13.07	13.40	13.73	14.05	14.38	14.71
	O	17.66	18.14	18.63	19.13	19.61	20.10	20.60	21.08	21.57	22.07
4	B	13.21	13.57	13.94	14.31	14.68	15.04	15.41	15.78	16.14	16.51
	O	19.82	20.36	20.91	21.47	22.02	22.56	23.12	23.67	24.21	24.77
5	B	15.19	15.60	16.01	16.42	16.83	17.24	17.65	18.06	18.47	18.88
	O	22.79	23.40	24.02	24.63	25.25	25.86	26.48	27.09	27.71	28.32
6	B	16.02	16.47	16.93	17.39	17.85	18.30	18.76	19.22	19.68	20.14
	O	24.03	24.71	25.40	26.09	26.78	27.45	28.14	28.83	29.52	30.21
7	B	17.29	17.80	18.31	18.82	19.32	19.83	20.34	20.85	21.36	21.87
	O	25.94	26.70	27.47	28.23	28.98	29.75	30.51	31.28	31.86	31.86
8	B	18.02	18.59	19.15	19.71	20.28	20.84	21.40	21.96	22.53	23.09
	O	27.03	27.89	28.73	29.57	30.42	31.26	31.86	31.86	31.86	31.86
9	B	19.28	19.91	20.53	21.15	21.77	22.39	23.02	23.64	24.26	24.88
	O	28.92	29.87	30.80	31.73	31.86	31.86	31.86	31.86	31.86	31.86
10	B	21.24	21.92	22.61	23.29	23.98	24.66	25.35	26.03	26.72	27.40
	O	31.86	31.86	31.86	31.86	31.86	31.86	31.86	31.86	31.86	31.86
11	B	22.58	23.33	24.09	24.84	25.59	26.34	27.10	27.85	28.60	29.36
	O	31.86	31.86	31.86	31.86	31.86	31.86	31.86	31.86	31.86	31.86
12	B	27.06	27.96	28.87	29.77	30.67	31.57	32.47	33.38	34.28	35.18
	O	31.86	31.86	31.86	31.86	31.86	31.86	32.47	33.38	34.28	35.18
13	B	32.18	33.25	34.33	35.40	36.47	37.55	38.62	39.69	40.76	41.84
	O	32.18	33.25	34.33	35.40	36.47	37.55	38.62	39.69	40.76	41.84
14	B	38.03	39.30	40.56	41.83	43.10	44.37	45.64	46.90	48.17	49.44
	O	38.03	39.30	40.56	41.83	43.10	44.37	45.64	46.90	48.17	49.44
15	B	44.73	46.22	47.71	49.21	50.70	52.19	53.68	55.17	56.66	58.15
	O	44.73	46.22	47.71	49.21	50.70	52.19	53.68	55.17	56.66	58.15

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

SALARY TABLE 2003-PHL (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 13.43%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD
(Total Increase 4.31%)
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	\$ 8.27	\$ 8.54	\$ 8.82	\$ 9.09	\$ 9.37	\$ 9.53	\$ 9.80	\$ 10.08	\$ 10.09	\$ 10.34
	O	12.41	12.81	13.23	13.64	14.06	14.30	14.70	15.12	15.14	15.51
2	B	9.30	9.52	9.83	10.09	10.20	10.50	10.80	11.10	11.40	11.70
	O	13.95	14.28	14.75	15.14	15.30	15.75	16.20	16.65	17.10	17.55
3	B	12.17	12.51	12.85	13.19	13.52	13.86	14.20	14.54	14.88	15.22
	O	18.26	18.77	19.28	19.79	20.28	20.79	21.30	21.81	22.32	22.83
4	B	13.66	14.04	14.42	14.80	15.18	15.56	15.94	16.32	16.70	17.08
	O	20.49	21.06	21.63	22.20	22.77	23.34	23.91	24.48	25.05	25.62
5	B	15.71	16.14	16.56	16.99	17.41	17.83	18.26	18.68	19.11	19.53
	O	23.57	24.21	24.84	25.49	26.12	26.75	27.39	28.02	28.67	29.30
6	B	16.57	17.04	17.52	17.99	18.46	18.94	19.41	19.88	20.36	20.83
	O	24.86	25.56	26.28	26.99	27.69	28.41	29.12	29.82	30.54	31.25
7	B	17.89	18.41	18.94	19.46	19.99	20.52	21.04	21.57	22.10	22.62
	O	26.84	27.62	28.41	29.19	29.99	30.78	31.56	32.36	32.96	32.96
8	B	18.64	19.23	19.81	20.39	20.97	21.56	22.14	22.72	23.30	23.89
	O	27.96	28.85	29.72	30.59	31.46	32.34	32.96	32.96	32.96	32.96
9	B	19.95	20.59	21.24	21.88	22.52	23.17	23.81	24.45	25.10	25.74
	O	29.93	30.89	31.86	32.82	32.96	32.96	32.96	32.96	32.96	32.96
10	B	21.97	22.68	23.39	24.09	24.80	25.51	26.22	26.93	27.64	28.35
	O	32.96	32.96	32.96	32.96	32.96	32.96	32.96	32.96	32.96	32.96
11	B	23.36	24.14	24.92	25.69	26.47	27.25	28.03	28.81	29.59	30.37
	O	32.96	32.96	32.96	32.96	32.96	32.96	32.96	32.96	32.96	32.96
12	B	28.00	28.93	29.86	30.79	31.73	32.66	33.59	34.53	35.46	36.39
	O	32.96	32.96	32.96	32.96	32.96	32.96	33.59	34.53	35.46	36.39
13	B	33.29	34.40	35.51	36.62	37.73	38.84	39.95	41.06	42.17	43.28
	O	33.29	34.40	35.51	36.62	37.73	38.84	39.95	41.06	42.17	43.28
14	B	39.34	40.65	41.96	43.27	44.59	45.90	47.21	48.52	49.83	51.14
	O	39.34	40.65	41.96	43.27	44.59	45.90	47.21	48.52	49.83	51.14
15	B	46.27	47.82	49.36	50.90	52.44	53.99	55.53	57.07	58.61	60.16
	O	46.27	47.82	49.36	50.90	52.44	53.99	55.53	57.07	58.61	60.16

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

SALARY TABLE 2003-PIT (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 10.52%
FOR THE LOCALITY PAY AREA OF PITTSBURGH, PA
(Total Increase 4.04%)
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	\$ 8.06	\$ 8.33	\$ 8.59	\$ 8.86	\$ 9.13	\$ 9.29	\$ 9.55	\$ 9.82	\$ 9.83	\$ 10.08
	O	12.09	12.50	12.89	13.29	13.70	13.94	14.33	14.73	14.75	15.12
2	B	9.06	9.27	9.57	9.83	9.94	10.23	10.52	10.82	11.11	11.40
	O	13.59	13.91	14.36	14.75	14.91	15.35	15.78	16.23	16.67	17.10
3	B	11.86	12.19	12.52	12.85	13.18	13.51	13.84	14.17	14.50	14.82
	O	17.79	18.29	18.78	19.28	19.77	20.27	20.76	21.26	21.75	22.23
4	B	13.31	13.68	14.05	14.42	14.79	15.16	15.53	15.90	16.27	16.64
	O	19.97	20.52	21.08	21.63	22.19	22.74	23.30	23.85	24.41	24.96
5	B	15.31	15.72	16.14	16.55	16.96	17.38	17.79	18.20	18.62	19.03
	O	22.97	23.58	24.21	24.83	25.44	26.07	26.69	27.30	27.93	28.55
6	B	16.14	16.61	17.07	17.53	17.99	18.45	18.91	19.37	19.83	20.30
	O	24.21	24.92	25.61	26.30	26.99	27.68	28.37	29.06	29.75	30.45
7	B	17.43	17.94	18.45	18.97	19.48	19.99	20.50	21.02	21.53	22.04
	O	26.15	26.91	27.68	28.46	29.22	29.99	30.75	31.53	32.10	32.10
8	B	18.17	18.73	19.30	19.87	20.44	21.00	21.57	22.14	22.71	23.27
	O	27.26	28.10	28.95	29.81	30.66	31.50	32.10	32.10	32.10	32.10
9	B	19.44	20.06	20.69	21.32	21.94	22.57	23.20	23.83	24.45	25.08
	O	29.16	30.09	31.04	31.98	32.10	32.10	32.10	32.10	32.10	32.10
10	B	21.40	22.09	22.79	23.48	24.17	24.86	25.55	26.24	26.93	27.62
	O	32.10	32.10	32.10	32.10	32.10	32.10	32.10	32.10	32.10	32.10
11	B	22.76	23.52	24.28	25.03	25.79	26.55	27.31	28.07	28.83	29.59
	O	32.10	32.10	32.10	32.10	32.10	32.10	32.10	32.10	32.10	32.10
12	B	27.28	28.19	29.10	30.00	30.91	31.82	32.73	33.64	34.55	35.46
	O	32.10	32.10	32.10	32.10	32.10	32.10	32.73	33.64	34.55	35.46
13	B	32.44	33.52	34.60	35.68	36.76	37.84	38.92	40.01	41.09	42.17
	O	32.44	33.52	34.60	35.68	36.76	37.84	38.92	40.01	41.09	42.17
14	B	38.33	39.61	40.89	42.16	43.44	44.72	46.00	47.28	48.55	49.83
	O	38.33	39.61	40.89	42.16	43.44	44.72	46.00	47.28	48.55	49.83
15	B	45.09	46.59	48.09	49.60	51.10	52.60	54.10	55.61	57.11	58.61
	O	45.09	46.59	48.09	49.60	51.10	52.60	54.10	55.61	57.11	58.61

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

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.

SALARY TABLE 2003-RCH (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 10.75%
FOR THE LOCALITY PAY AREA OF RICHMOND-PETERSBURG, VA
(Total Increase 4.12%)
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	\$ 8.07	\$ 8.34	\$ 8.61	\$ 8.88	\$ 9.15	\$ 9.31	\$ 9.57	\$ 9.84	\$ 9.85	\$ 10.10
	O	12.11	12.51	12.92	13.32	13.73	13.97	14.36	14.76	14.78	15.15
2	B	9.08	9.29	9.59	9.85	9.96	10.25	10.54	10.84	11.13	11.42
	O	13.62	13.94	14.39	14.78	14.94	15.38	15.81	16.26	16.70	17.13
3	B	11.89	12.21	12.54	12.87	13.21	13.54	13.87	14.20	14.53	14.86
	O	17.84	18.32	18.81	19.31	19.82	20.31	20.81	21.30	21.80	22.29
4	B	13.34	13.71	14.08	14.45	14.82	15.19	15.56	15.93	16.30	16.67
	O	20.01	20.57	21.12	21.68	22.23	22.79	23.34	23.90	24.45	25.01
5	B	15.34	15.76	16.17	16.58	17.00	17.41	17.83	18.24	18.66	19.07
	O	23.01	23.64	24.26	24.87	25.50	26.12	26.75	27.36	27.99	28.61
6	B	16.18	16.64	17.10	17.56	18.03	18.49	18.95	19.41	19.87	20.34
	O	24.27	24.96	25.65	26.34	27.05	27.74	28.43	29.12	29.81	30.51
7	B	17.46	17.98	18.49	19.00	19.52	20.03	20.55	21.06	21.57	22.09
	O	26.19	26.97	27.74	28.50	29.28	30.05	30.83	31.59	32.18	32.18
8	B	18.20	18.77	19.34	19.91	20.48	21.05	21.62	22.18	22.75	23.32
	O	27.30	28.16	29.01	29.87	30.72	31.58	32.18	32.18	32.18	32.18
9	B	19.48	20.11	20.73	21.36	21.99	22.62	23.25	23.88	24.50	25.13
	O	29.22	30.17	31.10	32.04	32.18	32.18	32.18	32.18	32.18	32.18
10	B	21.45	22.14	22.83	23.53	24.22	24.91	25.60	26.29	26.98	27.68
	O	32.18	32.18	32.18	32.18	32.18	32.18	32.18	32.18	32.18	32.18
11	B	22.81	23.57	24.33	25.09	25.85	26.61	27.37	28.13	28.89	29.65
	O	32.18	32.18	32.18	32.18	32.18	32.18	32.18	32.18	32.18	32.18
12	B	27.33	28.24	29.16	30.07	30.98	31.89	32.80	33.71	34.62	35.53
	O	32.18	32.18	32.18	32.18	32.18	32.18	32.80	33.71	34.62	35.53
13	B	32.50	33.59	34.67	35.75	36.84	37.92	39.01	40.09	41.17	42.26
	O	32.50	33.59	34.67	35.75	36.84	37.92	39.01	40.09	41.17	42.26
14	B	38.41	39.69	40.97	42.25	43.53	44.81	46.09	47.37	48.65	49.93
	O	38.41	39.69	40.97	42.25	43.53	44.81	46.09	47.37	48.65	49.93
15	B	45.18	46.69	48.19	49.70	51.21	52.71	54.22	55.72	57.23	58.74
	O	45.18	46.69	48.19	49.70	51.21	52.71	54.22	55.72	57.23	58.74

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

SALARY TABLE 2003-SAC (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 13.29%
FOR THE LOCALITY PAY AREA OF SACRAMENTO-YOLO, CA
(Total Increase 4.30%)
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	\$ 8.26	\$ 8.53	\$ 8.81	\$ 9.08	\$ 9.36	\$ 9.52	\$ 9.79	\$ 10.06	\$ 10.07	\$ 10.33
	O	12.39	12.80	13.22	13.62	14.04	14.28	14.69	15.09	15.11	15.50
2	B	9.29	9.51	9.81	10.07	10.19	10.49	10.79	11.09	11.39	11.69
	O	13.94	14.27	14.72	15.11	15.29	15.74	16.19	16.64	17.09	17.54
3	B	12.16	12.49	12.83	13.17	13.51	13.85	14.18	14.52	14.86	15.20
	O	18.24	18.74	19.25	19.76	20.27	20.78	21.27	21.78	22.29	22.80
4	B	13.65	14.03	14.40	14.78	15.16	15.54	15.92	16.30	16.68	17.06
	O	20.48	21.05	21.60	22.17	22.74	23.31	23.88	24.45	25.02	25.59
5	B	15.69	16.12	16.54	16.96	17.39	17.81	18.24	18.66	19.08	19.51
	O	23.54	24.18	24.81	25.44	26.09	26.72	27.36	27.99	28.62	29.27
6	B	16.55	17.02	17.49	17.97	18.44	18.91	19.39	19.86	20.33	20.80
	O	24.83	25.53	26.24	26.96	27.66	28.37	29.09	29.79	30.50	31.20
7	B	17.86	18.39	18.92	19.44	19.97	20.49	21.02	21.54	22.07	22.59
	O	26.79	27.59	28.38	29.16	29.96	30.74	31.53	32.31	32.91	32.91
8	B	18.62	19.20	19.78	20.37	20.95	21.53	22.11	22.69	23.28	23.86
	O	27.93	28.80	29.67	30.56	31.43	32.30	32.91	32.91	32.91	32.91
9	B	19.92	20.57	21.21	21.85	22.49	23.14	23.78	24.42	25.07	25.71
	O	29.88	30.86	31.82	32.78	32.91	32.91	32.91	32.91	32.91	32.91
10	B	21.94	22.65	23.36	24.06	24.77	25.48	26.19	26.90	27.60	28.31
	O	32.91	32.91	32.91	32.91	32.91	32.91	32.91	32.91	32.91	32.91
11	B	23.33	24.11	24.88	25.66	26.44	27.22	28.00	28.77	29.55	30.33
	O	32.91	32.91	32.91	32.91	32.91	32.91	32.91	32.91	32.91	32.91
12	B	27.96	28.89	29.82	30.76	31.69	32.62	33.55	34.48	35.42	36.35
	O	32.91	32.91	32.91	32.91	32.91	32.91	33.55	34.48	35.42	36.35
13	B	33.25	34.36	35.47	36.57	37.68	38.79	39.90	41.01	42.12	43.23
	O	33.25	34.36	35.47	36.57	37.68	38.79	39.90	41.01	42.12	43.23
14	B	39.29	40.60	41.91	43.22	44.53	45.84	47.15	48.46	49.77	51.08
	O	39.29	40.60	41.91	43.22	44.53	45.84	47.15	48.46	49.77	51.08
15	B	46.22	47.76	49.30	50.84	52.38	53.92	55.46	57.00	58.54	60.08
	O	46.22	47.76	49.30	50.84	52.38	53.92	55.46	57.00	58.54	60.08

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

SALARY TABLE 2003-STL (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 9.99%
FOR THE LOCALITY PAY AREA OF ST. LOUIS, MO-IL
(Total Increase 4.06%)
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	\$ 8.02	\$ 8.29	\$ 8.55	\$ 8.82	\$ 9.08	\$ 9.24	\$ 9.50	\$ 9.77	\$ 9.78	\$ 10.03
	O	12.03	12.44	12.83	13.23	13.62	13.86	14.25	14.66	14.67	15.05
2	B	9.02	9.23	9.53	9.78	9.89	10.18	10.47	10.76	11.05	11.35
	O	13.53	13.85	14.30	14.67	14.84	15.27	15.71	16.14	16.58	17.03
3	B	11.80	12.13	12.46	12.79	13.11	13.44	13.77	14.10	14.43	14.75
	O	17.70	18.20	18.69	19.19	19.67	20.16	20.66	21.15	21.65	22.13
4	B	13.25	13.62	13.99	14.35	14.72	15.09	15.46	15.82	16.19	16.56
	O	19.88	20.43	20.99	21.53	22.08	22.64	23.19	23.73	24.29	24.84
5	B	15.24	15.65	16.06	16.47	16.88	17.29	17.71	18.12	18.53	18.94
	O	22.86	23.48	24.09	24.71	25.32	25.94	26.57	27.18	27.80	28.41
6	B	16.07	16.53	16.98	17.44	17.90	18.36	18.82	19.28	19.74	20.20
	O	24.11	24.80	25.47	26.16	26.85	27.54	28.23	28.92	29.61	30.30
7	B	17.34	17.85	18.36	18.87	19.38	19.89	20.40	20.92	21.43	21.94
	O	26.01	26.78	27.54	28.31	29.07	29.84	30.60	31.38	31.95	31.95
8	B	18.08	18.64	19.21	19.77	20.34	20.90	21.47	22.03	22.60	23.16
	O	27.12	27.96	28.82	29.66	30.51	31.35	31.95	31.95	31.95	31.95
9	B	19.34	19.97	20.59	21.22	21.84	22.46	23.09	23.71	24.34	24.96
	O	29.01	29.96	30.89	31.83	31.95	31.95	31.95	31.95	31.95	31.95
10	B	21.30	21.99	22.68	23.36	24.05	24.74	25.43	26.11	26.80	27.49
	O	31.95	31.95	31.95	31.95	31.95	31.95	31.95	31.95	31.95	31.95
11	B	22.65	23.40	24.16	24.92	25.67	26.43	27.18	27.94	28.69	29.45
	O	31.95	31.95	31.95	31.95	31.95	31.95	31.95	31.95	31.95	31.95
12	B	27.15	28.05	28.96	29.86	30.77	31.67	32.58	33.48	34.39	35.29
	O	31.95	31.95	31.95	31.95	31.95	31.95	32.58	33.48	34.39	35.29
13	B	32.28	33.36	34.43	35.51	36.59	37.66	38.74	39.81	40.89	41.97
	O	32.28	33.36	34.43	35.51	36.59	37.66	38.74	39.81	40.89	41.97
14	B	38.15	39.42	40.69	41.96	43.23	44.51	45.78	47.05	48.32	49.59
	O	38.15	39.42	40.69	41.96	43.23	44.51	45.78	47.05	48.32	49.59
15	B	44.87	46.37	47.86	49.36	50.85	52.35	53.85	55.34	56.84	58.33
	O	44.87	46.37	47.86	49.36	50.85	52.35	53.85	55.34	56.84	58.33

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

SALARY TABLE 2003-SD (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 14.07%
FOR THE LOCALITY PAY AREA OF SAN DIEGO, CA
(Total Increase 4.35%)
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	\$ 8.32	\$ 8.59	\$ 8.87	\$ 9.14	\$ 9.42	\$ 9.58	\$ 9.86	\$ 10.13	\$ 10.14	\$ 10.40
	O	12.48	12.89	13.31	13.71	14.13	14.37	14.79	15.20	15.21	15.60
2	B	9.35	9.57	9.88	10.14	10.26	10.56	10.86	11.16	11.46	11.77
	O	14.03	14.36	14.82	15.21	15.39	15.84	16.29	16.74	17.19	17.66
3	B	12.24	12.58	12.92	13.26	13.60	13.94	14.28	14.62	14.96	15.30
	O	18.36	18.87	19.38	19.89	20.40	20.91	21.42	21.93	22.44	22.95
4	B	13.74	14.12	14.50	14.89	15.27	15.65	16.03	16.41	16.79	17.17
	O	20.61	21.18	21.75	22.34	22.91	23.48	24.05	24.62	25.19	25.76
5	B	15.80	16.23	16.65	17.08	17.51	17.94	18.36	18.79	19.22	19.64
	O	23.70	24.35	24.98	25.62	26.27	26.91	27.54	28.19	28.83	29.46
6	B	16.66	17.14	17.61	18.09	18.57	19.04	19.52	19.99	20.47	20.95
	O	24.99	25.71	26.42	27.14	27.86	28.56	29.28	29.99	30.71	31.43
7	B	17.99	18.52	19.05	19.57	20.10	20.63	21.16	21.69	22.22	22.75
	O	26.99	27.78	28.58	29.36	30.15	30.95	31.74	32.54	33.14	33.14
8	B	18.75	19.33	19.92	20.51	21.09	21.68	22.26	22.85	23.44	24.02
	O	28.13	29.00	29.88	30.77	31.64	32.52	33.14	33.14	33.14	33.14
9	B	20.06	20.71	21.36	22.00	22.65	23.30	23.94	24.59	25.24	25.89
	O	30.09	31.07	32.04	33.00	33.14	33.14	33.14	33.14	33.14	33.14
10	B	22.09	22.80	23.52	24.23	24.94	25.66	26.37	27.08	27.79	28.51
	O	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14
11	B	23.49	24.27	25.06	25.84	26.62	27.41	28.19	28.97	29.76	30.54
	O	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14
12	B	28.15	29.09	30.03	30.97	31.91	32.85	33.78	34.72	35.66	36.60
	O	33.14	33.14	33.14	33.14	33.14	33.14	33.78	34.72	35.66	36.60
13	B	33.48	34.59	35.71	36.83	37.94	39.06	40.17	41.29	42.41	43.52
	O	33.48	34.59	35.71	36.83	37.94	39.06	40.17	41.29	42.41	43.52
14	B	39.56	40.88	42.20	43.52	44.84	46.16	47.47	48.79	50.11	51.43
	O	39.56	40.88	42.20	43.52	44.84	46.16	47.47	48.79	50.11	51.43
15	B	46.54	48.09	49.64	51.19	52.74	54.29	55.84	57.39	58.94	60.50
	O	46.54	48.09	49.64	51.19	52.74	54.29	55.84	57.39	58.94	60.50

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

SALARY TABLE 2003-SF (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 21.08%
FOR THE LOCALITY PAY AREA OF SAN FRANCISCO-OAKLAND-SAN JOSE, CA
(INCLUDING MONTEREY COUNTY, CA)**

(Total Increase 4.87%)

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	\$ 8.83	\$ 9.12	\$ 9.41	\$ 9.71	\$ 10.00	\$ 10.17	\$ 10.46	\$ 10.76	\$ 10.77	\$ 11.04
	O	13.25	13.68	14.12	14.57	15.00	15.26	15.69	16.14	16.16	16.56
2	B	9.92	10.16	10.49	10.77	10.89	11.21	11.53	11.85	12.17	12.49
	O	14.88	15.24	15.74	16.16	16.34	16.82	17.30	17.78	18.26	18.74
3	B	12.99	13.35	13.71	14.08	14.44	14.80	15.16	15.52	15.88	16.24
	O	19.49	20.03	20.57	21.12	21.66	22.20	22.74	23.28	23.82	24.36
4	B	14.59	14.99	15.40	15.80	16.21	16.61	17.01	17.42	17.83	18.23
	O	21.89	22.49	23.10	23.70	24.32	24.92	25.52	26.13	26.75	27.35
5	B	16.77	17.23	17.68	18.13	18.58	19.04	19.49	19.94	20.40	20.85
	O	25.16	25.85	26.52	27.20	27.87	28.56	29.24	29.91	30.60	31.28
6	B	17.69	18.19	18.70	19.20	19.71	20.21	20.72	21.22	21.73	22.23
	O	26.54	27.29	28.05	28.80	29.57	30.32	31.08	31.83	32.60	33.35
7	B	19.09	19.65	20.22	20.78	21.34	21.90	22.46	23.02	23.59	24.15
	O	28.64	29.48	30.33	31.17	32.01	32.85	33.69	34.53	35.18	35.18
8	B	19.90	20.52	21.14	21.77	22.39	23.01	23.63	24.25	24.88	25.50
	O	29.85	30.78	31.71	32.66	33.59	34.52	35.18	35.18	35.18	35.18
9	B	21.29	21.98	22.67	23.35	24.04	24.73	25.42	26.10	26.79	27.48
	O	31.94	32.97	34.01	35.03	35.18	35.18	35.18	35.18	35.18	35.18
10	B	23.45	24.21	24.96	25.72	26.48	27.23	27.99	28.75	29.50	30.26
	O	35.18	35.18	35.18	35.18	35.18	35.18	35.18	35.18	35.18	35.18
11	B	24.93	25.76	26.60	27.43	28.26	29.09	29.92	30.75	31.58	32.42
	O	35.18	35.18	35.18	35.18	35.18	35.18	35.18	35.18	35.18	35.18
12	B	29.88	30.88	31.88	32.87	33.87	34.86	35.86	36.86	37.85	38.85
	O	35.18	35.18	35.18	35.18	35.18	35.18	35.86	36.86	37.85	38.85
13	B	35.54	36.72	37.91	39.09	40.27	41.46	42.64	43.83	45.01	46.20
	O	35.54	36.72	37.91	39.09	40.27	41.46	42.64	43.83	45.01	46.20
14	B	41.99	43.39	44.79	46.19	47.59	48.99	50.39	51.79	53.19	54.59
	O	41.99	43.39	44.79	46.19	47.59	48.99	50.39	51.79	53.19	54.59
15	B	49.40	51.04	52.69	54.33	55.98	57.63	59.27	60.92	62.57	64.21
	O	49.40	51.04	52.69	54.33	55.98	57.63	59.27	60.92	62.57	64.21

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

SALARY TABLE 2003-SEA (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 13.11%
FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA-BREMERTON, WA
(Total Increase 4.34%)
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	\$ 8.25	\$ 8.52	\$ 8.79	\$ 9.07	\$ 9.34	\$ 9.50	\$ 9.77	\$ 10.05	\$ 10.06	\$ 10.31
	O	12.38	12.78	13.19	13.61	14.01	14.25	14.66	15.08	15.09	15.47
2	B	9.27	9.49	9.80	10.06	10.17	10.47	10.77	11.07	11.37	11.67
	O	13.91	14.24	14.70	15.09	15.26	15.71	16.16	16.61	17.06	17.51
3	B	12.14	12.48	12.81	13.15	13.49	13.82	14.16	14.50	14.83	15.17
	O	18.21	18.72	19.22	19.73	20.24	20.73	21.24	21.75	22.25	22.76
4	B	13.63	14.00	14.38	14.76	15.14	15.52	15.90	16.27	16.65	17.03
	O	20.45	21.00	21.57	22.14	22.71	23.28	23.85	24.41	24.98	25.55
5	B	15.67	16.09	16.51	16.94	17.36	17.78	18.21	18.63	19.05	19.48
	O	23.51	24.14	24.77	25.41	26.04	26.67	27.32	27.95	28.58	29.22
6	B	16.52	16.99	17.47	17.94	18.41	18.88	19.35	19.83	20.30	20.77
	O	24.78	25.49	26.21	26.91	27.62	28.32	29.03	29.75	30.45	31.16
7	B	17.84	18.36	18.89	19.41	19.93	20.46	20.98	21.51	22.03	22.56
	O	26.76	27.54	28.34	29.12	29.90	30.69	31.47	32.27	32.87	32.87
8	B	18.59	19.17	19.75	20.33	20.91	21.50	22.08	22.66	23.24	23.82
	O	27.89	28.76	29.63	30.50	31.37	32.25	32.87	32.87	32.87	32.87
9	B	19.89	20.53	21.18	21.82	22.46	23.10	23.74	24.38	25.03	25.67
	O	29.84	30.80	31.77	32.73	32.87	32.87	32.87	32.87	32.87	32.87
10	B	21.91	22.61	23.32	24.03	24.73	25.44	26.15	26.85	27.56	28.27
	O	32.87	32.87	32.87	32.87	32.87	32.87	32.87	32.87	32.87	32.87
11	B	23.29	24.07	24.85	25.62	26.40	27.17	27.95	28.73	29.51	30.28
	O	32.87	32.87	32.87	32.87	32.87	32.87	32.87	32.87	32.87	32.87
12	B	27.92	28.85	29.78	30.71	31.64	32.57	33.50	34.43	35.36	36.29
	O	32.87	32.87	32.87	32.87	32.87	32.87	33.50	34.43	35.36	36.29
13	B	33.20	34.30	35.41	36.52	37.62	38.73	39.84	40.94	42.05	43.16
	O	33.20	34.30	35.41	36.52	37.62	38.73	39.84	40.94	42.05	43.16
14	B	39.23	40.54	41.84	43.15	44.46	45.77	47.08	48.38	49.69	51.00
	O	39.23	40.54	41.84	43.15	44.46	45.77	47.08	48.38	49.69	51.00
15	B	46.14	47.68	49.22	50.76	52.30	53.83	55.37	56.91	58.45	59.99
	O	46.14	47.68	49.22	50.76	52.30	53.83	55.37	56.91	58.45	59.99

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

SALARY TABLE 2003-DCB (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 12.74%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE, DC-MD-VA-WV
(INCLUDING ST. MARYS COUNTY, MD)**

(Total Increase 4.27%)

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	\$ 8.22	\$ 8.49	\$ 8.77	\$ 9.04	\$ 9.31	\$ 9.47	\$ 9.74	\$ 10.01	\$ 10.03	\$ 10.28
	O	12.33	12.74	13.16	13.56	13.97	14.21	14.61	15.02	15.05	15.42
2	B	9.24	9.46	9.77	10.03	10.14	10.44	10.73	11.03	11.33	11.63
	O	13.86	14.19	14.66	15.05	15.21	15.66	16.10	16.55	17.00	17.45
3	B	12.10	12.43	12.77	13.11	13.44	13.78	14.11	14.45	14.79	15.12
	O	18.15	18.65	19.16	19.67	20.16	20.67	21.17	21.68	22.19	22.68
4	B	13.58	13.96	14.33	14.71	15.09	15.47	15.84	16.22	16.60	16.97
	O	20.37	20.94	21.50	22.07	22.64	23.21	23.76	24.33	24.90	25.46
5	B	15.62	16.04	16.46	16.88	17.30	17.73	18.15	18.57	18.99	19.41
	O	23.43	24.06	24.69	25.32	25.95	26.60	27.23	27.86	28.49	29.12
6	B	16.47	16.94	17.41	17.88	18.35	18.82	19.29	19.76	20.23	20.70
	O	24.71	25.41	26.12	26.82	27.53	28.23	28.94	29.64	30.35	31.05
7	B	17.78	18.30	18.82	19.35	19.87	20.39	20.92	21.44	21.96	22.48
	O	26.67	27.45	28.23	29.03	29.81	30.59	31.38	32.16	32.75	32.75
8	B	18.53	19.11	19.69	20.27	20.85	21.43	22.00	22.58	23.16	23.74
	O	27.80	28.67	29.54	30.41	31.28	32.15	32.75	32.75	32.75	32.75
9	B	19.83	20.47	21.11	21.75	22.39	23.02	23.66	24.30	24.94	25.58
	O	29.75	30.71	31.67	32.63	32.75	32.75	32.75	32.75	32.75	32.75
10	B	21.83	22.54	23.24	23.95	24.65	25.36	26.06	26.77	27.47	28.17
	O	32.75	32.75	32.75	32.75	32.75	32.75	32.75	32.75	32.75	32.75
11	B	23.22	23.99	24.76	25.54	26.31	27.09	27.86	28.63	29.41	30.18
	O	32.75	32.75	32.75	32.75	32.75	32.75	32.75	32.75	32.75	32.75
12	B	27.82	28.75	29.68	30.61	31.53	32.46	33.39	34.32	35.24	36.17
	O	32.75	32.75	32.75	32.75	32.75	32.75	33.39	34.32	35.24	36.17
13	B	33.09	34.19	35.29	36.40	37.50	38.60	39.71	40.81	41.91	43.02
	O	33.09	34.19	35.29	36.40	37.50	38.60	39.71	40.81	41.91	43.02
14	B	39.10	40.40	41.71	43.01	44.31	45.62	46.92	48.22	49.53	50.83
	O	39.10	40.40	41.71	43.01	44.31	45.62	46.92	48.22	49.53	50.83
15	B	45.99	47.53	49.06	50.59	52.13	53.66	55.19	56.72	58.26	59.79
	O	45.99	47.53	49.06	50.59	52.13	53.66	55.19	56.72	58.26	59.79

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

SALARY TABLE 2003-RUS (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 9.62%
FOR THE LOCALITY PAY AREA OF REST OF U.S.
(Total Increase 4.03%)
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	\$ 7.99	\$ 8.26	\$ 8.52	\$ 8.79	\$ 9.05	\$ 9.21	\$ 9.47	\$ 9.74	\$ 9.75	\$ 10.00
	O	11.99	12.39	12.78	13.19	13.58	13.82	14.21	14.61	14.63	15.00
2	B	8.99	9.20	9.50	9.75	9.86	10.15	10.44	10.73	11.02	11.31
	O	13.49	13.80	14.25	14.63	14.79	15.23	15.66	16.10	16.53	16.97
3	B	11.76	12.09	12.42	12.74	13.07	13.40	13.72	14.05	14.38	14.70
	O	17.64	18.14	18.63	19.11	19.61	20.10	20.58	21.08	21.57	22.05
4	B	13.20	13.57	13.94	14.30	14.67	15.04	15.40	15.77	16.14	16.50
	O	19.80	20.36	20.91	21.45	22.01	22.56	23.10	23.66	24.21	24.75
5	B	15.18	15.59	16.00	16.41	16.83	17.24	17.65	18.06	18.47	18.88
	O	22.77	23.39	24.00	24.62	25.25	25.86	26.48	27.09	27.71	28.32
6	B	16.01	16.47	16.93	17.38	17.84	18.30	18.76	19.21	19.67	20.13
	O	24.02	24.71	25.40	26.07	26.76	27.45	28.14	28.82	29.51	30.20
7	B	17.29	17.79	18.30	18.81	19.32	19.83	20.34	20.84	21.35	21.86
	O	25.94	26.69	27.45	28.22	28.98	29.75	30.51	31.26	31.85	31.85
8	B	18.02	18.58	19.14	19.71	20.27	20.83	21.40	21.96	22.52	23.08
	O	27.03	27.87	28.71	29.57	30.41	31.25	31.85	31.85	31.85	31.85
9	B	19.28	19.90	20.52	21.14	21.77	22.39	23.01	23.63	24.25	24.88
	O	28.92	29.85	30.78	31.71	31.85	31.85	31.85	31.85	31.85	31.85
10	B	21.23	21.92	22.60	23.29	23.97	24.66	25.34	26.02	26.71	27.39
	O	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85
11	B	22.57	23.33	24.08	24.83	25.58	26.34	27.09	27.84	28.59	29.35
	O	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85	31.85
12	B	27.05	27.96	28.86	29.76	30.66	31.56	32.47	33.37	34.27	35.17
	O	31.85	31.85	31.85	31.85	31.85	31.85	32.47	33.37	34.27	35.17
13	B	32.17	33.24	34.32	35.39	36.46	37.54	38.61	39.68	40.75	41.83
	O	32.17	33.24	34.32	35.39	36.46	37.54	38.61	39.68	40.75	41.83
14	B	38.02	39.29	40.55	41.82	43.09	44.36	45.62	46.89	48.16	49.43
	O	38.02	39.29	40.55	41.82	43.09	44.36	45.62	46.89	48.16	49.43
15	B	44.72	46.21	47.70	49.19	50.68	52.17	53.66	55.15	56.65	58.14
	O	44.72	46.21	47.70	49.19	50.68	52.17	53.66	55.15	56.65	58.14

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