

**SALARY TABLE 2005-SF (LEO)**  
**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS**  
**INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.39%**  
**FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA**  
(See <http://www.opm.gov/oca/05tables/locdef.asp> for definitions of locality pay areas.)

**(TOTAL INCREASE: 4.30%)**

**EFFECTIVE JANUARY 2005**

*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	\$ 9.70	\$ 10.02	\$ 10.35	\$ 10.67	\$ 10.99	\$ 11.18	\$ 11.50	\$ 11.82	\$ 11.83	\$ 12.13
	O	14.55	15.03	15.53	16.01	16.49	16.77	17.25	17.73	17.75	18.20
2	B	10.91	11.16	11.53	11.83	11.96	12.32	12.67	13.02	13.37	13.72
	O	16.37	16.74	17.30	17.75	17.94	18.48	19.01	19.53	20.06	20.58
3	B	14.28	14.68	15.07	15.47	15.86	16.26	16.66	17.06	17.45	17.85
	O	21.42	22.02	22.61	23.21	23.79	24.39	24.99	25.59	26.18	26.78
4	B	16.03	16.47	16.92	17.36	17.81	18.25	18.70	19.14	19.59	20.03
	O	24.05	24.71	25.38	26.04	26.72	27.38	28.05	28.71	29.39	30.05
5	B	18.43	18.93	19.43	19.93	20.43	20.93	21.42	21.92	22.42	22.92
	O	27.65	28.40	29.15	29.90	30.65	31.40	32.13	32.88	33.63	34.38
6	B	19.44	19.99	20.55	21.10	21.66	22.21	22.77	23.32	23.88	24.43
	O	29.16	29.99	30.83	31.65	32.49	33.32	34.16	34.98	35.82	36.65
7	B	20.98	21.60	22.21	22.83	23.45	24.07	24.68	25.30	25.92	26.53
	O	31.47	32.40	33.32	34.25	35.18	36.11	37.02	37.95	38.66	38.66
8	B	21.87	22.55	23.23	23.92	24.60	25.28	25.97	26.65	27.33	28.02
	O	32.81	33.83	34.85	35.88	36.90	37.92	38.66	38.66	38.66	38.66
9	B	23.40	24.15	24.91	25.66	26.42	27.17	27.93	28.68	29.44	30.19
	O	35.10	36.23	37.37	38.49	38.66	38.66	38.66	38.66	38.66	38.66
10	B	25.77	26.60	27.43	28.26	29.09	29.92	30.76	31.59	32.42	33.25
	O	38.66	38.66	38.66	38.66	38.66	38.66	38.66	38.66	38.66	38.66
11	B	27.40	28.31	29.22	30.14	31.05	31.96	32.88	33.79	34.70	35.62
	O	38.66	38.66	38.66	38.66	38.66	38.66	38.66	38.66	38.66	38.66
12	B	32.84	33.93	35.03	36.12	37.21	38.31	39.40	40.50	41.59	42.69
	O	38.66	38.66	38.66	38.66	38.66	38.66	39.40	40.50	41.59	42.69
13	B	39.05	40.35	41.65	42.95	44.25	45.56	46.86	48.16	49.46	50.76
	O	39.05	40.35	41.65	42.95	44.25	45.56	46.86	48.16	49.46	50.76
14	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
15	B	54.28	56.09	57.90	59.71	61.52	63.33	65.13	66.94	67.23	67.23
	O	54.28	56.09	57.90	59.71	61.52	63.33	65.13	66.94	67.23	67.23

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2005 Salary Tables for Law Enforcement Officers" cover sheet.