

2003 SPECIAL SALARY RATE TABLE NO. 491

LAW ENFORCEMENT OFFICERS

Effective January 2003

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	WITHIN- GRADE AMOUNTS
GS-3	\$22,396	\$23,018	\$23,640	\$24,262	\$24,884	\$25,506	\$26,128	\$26,750	\$27,372	\$27,994	622
4	25,140	25,838	26,536	27,234	27,932	28,630	29,328	30,026	30,724	31,422	698
5	28,909	29,690	30,471	31,252	32,033	32,814	33,595	34,376	35,157	35,938	781
6	30,485	31,356	32,227	33,098	33,969	34,840	35,711	36,582	37,453	38,324	871
7	32,909	33,877	34,845	35,813	36,781	37,749	38,717	39,685	40,653	41,621	968
8	34,302	35,374	36,446	37,518	38,590	39,662	40,734	41,806	42,878	43,950	1,072
9	36,703	37,887	39,071	40,255	41,439	42,623	43,807	44,991	46,175	47,359	1,184
10	40,419	41,723	43,027	44,331	45,635	46,939	48,243	49,547	50,851	52,155	1,304

NOTE: These special salary rates for law enforcement officers (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are authorized by section 403 of the Federal Employees Pay Comparability Act of 1990. By law, these rates must be the basis for computing locality and other geographic adjusted rates of pay. (See section 404 of FEPCA and 5 CFR part 531, subparts C and F.)

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 16,865	\$ 17,428	\$ 17,989	\$ 18,546	\$ 19,108	\$ 19,439	\$ 19,991	\$ 20,549	\$ 20,573	\$ 21,096
2	18,962	19,412	20,041	20,573	20,803	21,415	22,027	22,639	23,251	23,863
3	24,826	25,515	26,205	26,894	27,584	28,273	28,963	29,652	30,342	31,031
4	27,868	28,641	29,415	30,189	30,963	31,736	32,510	33,284	34,058	34,831
5	32,046	32,911	33,777	34,643	35,509	36,374	37,240	38,106	38,972	39,837
6	33,793	34,758	35,724	36,689	37,655	38,620	39,586	40,551	41,517	42,482
7	36,480	37,553	38,626	39,699	40,772	41,845	42,918	43,991	45,064	46,137
8	38,024	39,212	40,400	41,589	42,777	43,965	45,154	46,342	47,530	48,719
9	40,685	41,998	43,310	44,623	45,935	47,248	48,560	49,873	51,185	52,497
10	44,804	46,250	47,695	49,141	50,586	52,032	53,477	54,923	56,368	57,814
11	47,639	49,227	50,816	52,404	53,993	55,581	57,170	58,758	60,347	61,935
12	57,097	59,000	60,903	62,807	64,710	66,613	68,516	70,420	72,323	74,226
13	67,897	70,160	72,424	74,687	76,951	79,215	81,478	83,742	86,005	88,269
14	80,234	82,909	85,584	88,259	90,934	93,608	96,283	98,958	101,633	104,308
15	94,378	97,524	100,670	103,815	106,961	110,107	113,253	116,399	119,545	122,691

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,648	\$ 18,238	\$ 18,824	\$ 19,408	\$ 19,996	\$ 20,342	\$ 20,919	\$ 21,504	\$ 21,528	\$ 22,076
2	19,843	20,314	20,972	21,528	21,770	22,410	23,050	23,691	24,331	24,971
3	25,979	26,701	27,422	28,144	28,865	29,587	30,308	31,030	31,752	32,473
4	29,162	29,972	30,782	31,591	32,401	33,211	34,020	34,830	35,640	36,450
5	33,534	34,440	35,346	36,252	37,158	38,064	38,970	39,876	40,782	41,688
6	35,363	36,373	37,383	38,394	39,404	40,414	41,425	42,435	43,445	44,456
7	38,174	39,297	40,420	41,543	42,666	43,789	44,912	46,035	47,157	48,280
8	39,790	41,034	42,277	43,521	44,764	46,008	47,251	48,495	49,738	50,982
9	42,575	43,949	45,322	46,696	48,069	49,443	50,816	52,190	53,563	54,936
10	46,886	48,399	49,911	51,424	52,937	54,449	55,962	57,475	58,987	60,500
11	49,852	51,514	53,177	54,839	56,501	58,164	59,826	61,488	63,150	64,813
12	59,749	61,741	63,733	65,724	67,716	69,708	71,700	73,691	75,683	77,675
13	71,051	73,420	75,789	78,157	80,526	82,895	85,263	87,632	90,001	92,370
14	83,962	86,761	89,560	92,359	95,158	97,957	100,756	103,556	106,355	109,154
15	98,762	102,054	105,347	108,639	111,931	115,223	118,515	121,807	125,099	128,391

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,496	\$ 18,080	\$ 18,662	\$ 19,241	\$ 19,824	\$ 20,166	\$ 20,739	\$ 21,319	\$ 21,343	\$ 21,886
2	19,672	20,139	20,791	21,343	21,582	22,217	22,852	23,486	24,121	24,756
3	25,755	26,471	27,186	27,901	28,617	29,332	30,047	30,763	31,478	32,193
4	28,911	29,714	30,516	31,319	32,122	32,925	33,727	34,530	35,333	36,135
5	33,245	34,144	35,042	35,940	36,838	37,736	38,634	39,532	40,431	41,329
6	35,058	36,059	37,061	38,063	39,064	40,066	41,068	42,069	43,071	44,073
7	37,845	38,959	40,072	41,185	42,298	43,411	44,525	45,638	46,751	47,864
8	39,447	40,680	41,913	43,146	44,379	45,611	46,844	48,077	49,310	50,543
9	42,208	43,570	44,932	46,293	47,655	49,016	50,378	51,740	53,101	54,463
10	46,482	47,981	49,481	50,981	52,480	53,980	55,479	56,979	58,479	59,978
11	49,422	51,070	52,718	54,366	56,014	57,662	59,310	60,958	62,606	64,254
12	59,234	61,209	63,183	65,158	67,132	69,107	71,082	73,056	75,031	77,005
13	70,439	72,787	75,135	77,484	79,832	82,180	84,528	86,877	89,225	91,573
14	83,238	86,013	88,788	91,563	94,338	97,113	99,888	102,663	105,438	108,213
15	97,911	101,175	104,438	107,702	110,966	114,230	117,493	120,757	124,021	127,284

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,671	\$ 18,261	\$ 18,849	\$ 19,433	\$ 20,022	\$ 20,368	\$ 20,946	\$ 21,532	\$ 21,556	\$ 22,105
2	19,869	20,340	20,999	21,556	21,798	22,439	23,080	23,721	24,362	25,004
3	26,013	26,735	27,458	28,180	28,903	29,625	30,348	31,070	31,793	32,515
4	29,200	30,011	30,822	31,632	32,443	33,254	34,064	34,875	35,686	36,497
5	33,578	34,485	35,392	36,299	37,206	38,113	39,021	39,928	40,835	41,742
6	35,408	36,420	37,432	38,443	39,455	40,467	41,478	42,490	43,502	44,513
7	38,224	39,348	40,472	41,597	42,721	43,845	44,970	46,094	47,218	48,343
8	39,842	41,087	42,332	43,577	44,822	46,067	47,313	48,558	49,803	51,048
9	42,631	44,006	45,381	46,756	48,131	49,507	50,882	52,257	53,632	55,007
10	46,947	48,461	49,976	51,490	53,005	54,520	56,034	57,549	59,063	60,578
11	49,917	51,581	53,245	54,910	56,574	58,239	59,903	61,568	63,232	64,896
12	59,827	61,821	63,815	65,809	67,804	69,798	71,792	73,787	75,781	77,775
13	71,143	73,515	75,887	78,258	80,630	83,002	85,374	87,746	90,117	92,489
14	84,071	86,873	89,676	92,479	95,281	98,084	100,887	103,689	106,492	109,295
15	98,890	102,186	105,483	108,779	112,075	115,372	118,668	121,964	125,261	128,557

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,259	\$ 17,835	\$ 18,409	\$ 18,980	\$ 19,555	\$ 19,893	\$ 20,458	\$ 21,030	\$ 21,053	\$ 21,589
2	19,405	19,866	20,509	21,053	21,289	21,915	22,542	23,168	23,794	24,420
3	25,406	26,112	26,817	27,523	28,228	28,934	29,640	30,345	31,051	31,756
4	28,519	29,311	30,102	30,894	31,686	32,478	33,270	34,061	34,853	35,645
5	32,794	33,680	34,566	35,452	36,338	37,224	38,110	38,996	39,882	40,768
6	34,582	35,570	36,558	37,546	38,534	39,522	40,511	41,499	42,487	43,475
7	37,332	38,430	39,528	40,626	41,724	42,822	43,921	45,019	46,117	47,215
8	38,912	40,128	41,344	42,560	43,776	44,993	46,209	47,425	48,641	49,857
9	41,636	42,979	44,322	45,665	47,008	48,352	49,695	51,038	52,381	53,724
10	45,851	47,331	48,810	50,289	51,768	53,248	54,727	56,206	57,685	59,165
11	48,752	50,378	52,003	53,629	55,254	56,880	58,506	60,131	61,757	63,382
12	58,431	60,378	62,326	64,274	66,222	68,169	70,117	72,065	74,013	75,961
13	69,483	71,800	74,116	76,432	78,749	81,065	83,382	85,698	88,015	90,331
14	82,109	84,846	87,584	90,321	93,058	95,796	98,533	101,270	104,007	106,745
15	96,583	99,802	103,022	106,241	109,461	112,680	115,899	119,119	122,338	125,558

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 16,964	\$ 17,530	\$ 18,094	\$ 18,655	\$ 19,220	\$ 19,553	\$ 20,108	\$ 20,670	\$ 20,693	\$ 21,220
2	19,073	19,526	20,158	20,693	20,925	21,541	22,156	22,772	23,387	24,003
3	24,972	25,665	26,359	27,052	27,746	28,439	29,133	29,826	30,520	31,213
4	28,031	28,809	29,588	30,366	31,144	31,922	32,701	33,479	34,257	35,036
5	32,234	33,104	33,975	34,846	35,717	36,588	37,458	38,329	39,200	40,071
6	33,991	34,962	35,933	36,904	37,875	38,847	39,818	40,789	41,760	42,731
7	36,694	37,773	38,852	39,931	41,011	42,090	43,169	44,249	45,328	46,407
8	38,247	39,442	40,637	41,833	43,028	44,223	45,418	46,614	47,809	49,004
9	40,924	42,244	43,564	44,884	46,204	47,525	48,845	50,165	51,485	52,805
10	45,067	46,521	47,975	49,429	50,883	52,337	53,791	55,245	56,699	58,153
11	47,918	49,516	51,114	52,712	54,309	55,907	57,505	59,103	60,701	62,298
12	57,431	59,346	61,260	63,175	65,089	67,004	68,918	70,833	72,747	74,662
13	68,295	70,572	72,849	75,125	77,402	79,679	81,956	84,233	86,510	88,786
14	80,705	83,395	86,086	88,776	91,467	94,157	96,848	99,538	102,229	104,919
15	94,931	98,095	101,260	104,424	107,589	110,753	113,917	117,082	120,246	123,410

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,006	\$ 17,574	\$ 18,140	\$ 18,702	\$ 19,269	\$ 19,602	\$ 20,158	\$ 20,722	\$ 20,745	\$ 21,273
2	19,121	19,575	20,209	20,745	20,978	21,595	22,212	22,829	23,446	24,063
3	25,034	25,730	26,425	27,120	27,815	28,511	29,206	29,901	30,596	31,292
4	28,101	28,882	29,662	30,442	31,222	32,003	32,783	33,563	34,343	35,124
5	32,314	33,187	34,060	34,933	35,806	36,679	37,552	38,425	39,298	40,171
6	34,076	35,050	36,023	36,997	37,971	38,944	39,918	40,891	41,865	42,839
7	36,786	37,868	38,950	40,032	41,114	42,196	43,278	44,360	45,442	46,524
8	38,343	39,541	40,739	41,938	43,136	44,334	45,532	46,731	47,929	49,127
9	41,027	42,350	43,674	44,997	46,321	47,644	48,967	50,291	51,614	52,938
10	45,180	46,638	48,096	49,553	51,011	52,468	53,926	55,384	56,841	58,299
11	48,039	49,640	51,242	52,844	54,446	56,048	57,649	59,251	60,853	62,455
12	57,576	59,495	61,414	63,333	65,253	67,172	69,091	71,010	72,930	74,849
13	68,466	70,749	73,031	75,314	77,597	79,879	82,162	84,444	86,727	89,009
14	80,907	83,605	86,302	88,999	91,696	94,394	97,091	99,788	102,485	105,183
15	95,169	98,342	101,514	104,686	107,859	111,031	114,203	117,376	120,548	123,720

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,055	\$ 17,624	\$ 18,192	\$ 18,755	\$ 19,324	\$ 19,658	\$ 20,216	\$ 20,781	\$ 20,805	\$ 21,334
2	19,176	19,631	20,267	20,805	21,038	21,657	22,275	22,894	23,513	24,132
3	25,106	25,803	26,500	27,198	27,895	28,592	29,289	29,987	30,684	31,381
4	28,182	28,964	29,747	30,529	31,312	32,094	32,877	33,659	34,442	35,224
5	32,407	33,282	34,158	35,033	35,909	36,784	37,660	38,535	39,411	40,286
6	34,174	35,150	36,126	37,103	38,079	39,056	40,032	41,008	41,985	42,961
7	36,891	37,976	39,061	40,146	41,232	42,317	43,402	44,487	45,572	46,657
8	38,453	39,654	40,856	42,058	43,259	44,461	45,663	46,865	48,066	49,268
9	41,144	42,471	43,799	45,126	46,453	47,780	49,108	50,435	51,762	53,089
10	45,310	46,771	48,233	49,695	51,157	52,619	54,080	55,542	57,004	58,466
11	48,176	49,782	51,389	52,995	54,602	56,208	57,814	59,421	61,027	62,634
12	57,740	59,665	61,590	63,515	65,439	67,364	69,289	71,214	73,139	75,063
13	68,662	70,951	73,241	75,530	77,819	80,108	82,397	84,686	86,975	89,264
14	81,139	83,844	86,549	89,254	91,959	94,664	97,369	100,074	102,779	105,484
15	95,442	98,623	101,805	104,986	108,168	111,349	114,530	117,712	120,893	124,075

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 16,837	\$ 17,400	\$ 17,960	\$ 18,516	\$ 19,077	\$ 19,407	\$ 19,958	\$ 20,516	\$ 20,539	\$ 21,062
2	18,931	19,381	20,008	20,539	20,769	21,380	21,991	22,602	23,213	23,824
3	24,786	25,474	26,162	26,851	27,539	28,227	28,916	29,604	30,293	30,981
4	27,822	28,595	29,367	30,140	30,912	31,685	32,457	33,230	34,002	34,775
5	31,994	32,858	33,722	34,587	35,451	36,315	37,180	38,044	38,908	39,773
6	33,738	34,702	35,666	36,630	37,593	38,557	39,521	40,485	41,449	42,413
7	36,420	37,492	38,563	39,634	40,706	41,777	42,848	43,919	44,991	46,062
8	37,962	39,148	40,335	41,521	42,708	43,894	45,080	46,267	47,453	48,639
9	40,619	41,930	43,240	44,550	45,861	47,171	48,481	49,792	51,102	52,412
10	44,732	46,175	47,618	49,061	50,504	51,947	53,391	54,834	56,277	57,720
11	47,562	49,147	50,733	52,319	53,905	55,491	57,077	58,663	60,249	61,835
12	57,004	58,904	60,804	62,705	64,605	66,505	68,405	70,305	72,206	74,106
13	67,786	70,046	72,306	74,566	76,826	79,086	81,346	83,606	85,866	88,125
14	80,104	82,775	85,445	88,115	90,786	93,456	96,127	98,797	101,468	104,138
15	94,224	97,365	100,506	103,647	106,788	109,929	113,069	116,210	119,351	122,492

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,461	\$ 18,044	\$ 18,625	\$ 19,202	\$ 19,784	\$ 20,126	\$ 20,698	\$ 21,276	\$ 21,300	\$ 21,842
2	19,633	20,099	20,749	21,300	21,539	22,172	22,806	23,439	24,073	24,707
3	25,704	26,418	27,132	27,845	28,559	29,273	29,987	30,701	31,415	32,129
4	28,853	29,654	30,455	31,256	32,058	32,859	33,660	34,461	35,262	36,063
5	33,179	34,075	34,972	35,868	36,764	37,661	38,557	39,453	40,350	41,246
6	34,988	35,987	36,987	37,987	38,986	39,986	40,986	41,985	42,985	43,984
7	37,770	38,881	39,992	41,103	42,214	43,325	44,436	45,546	46,657	47,768
8	39,368	40,599	41,829	43,059	44,290	45,520	46,750	47,981	49,211	50,441
9	42,124	43,483	44,842	46,201	47,560	48,918	50,277	51,636	52,995	54,354
10	46,389	47,885	49,382	50,879	52,375	53,872	55,368	56,865	58,362	59,858
11	49,324	50,968	52,613	54,258	55,902	57,547	59,191	60,836	62,481	64,125
12	59,116	61,086	63,057	65,028	66,998	68,969	70,939	72,910	74,881	76,851
13	70,298	72,641	74,985	77,329	79,672	82,016	84,359	86,703	89,047	91,390
14	83,072	85,841	88,610	91,380	94,149	96,919	99,688	102,457	105,227	107,996
15	97,715	100,972	104,230	107,487	110,744	114,001	117,258	120,515	123,773	127,030

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,689	\$ 18,280	\$ 18,868	\$ 19,453	\$ 20,043	\$ 20,389	\$ 20,968	\$ 21,554	\$ 21,579	\$ 22,127
2	19,889	20,361	21,020	21,579	21,820	22,462	23,104	23,746	24,388	25,029
3	26,040	26,763	27,486	28,209	28,933	29,656	30,379	31,102	31,825	32,549
4	29,230	30,042	30,853	31,665	32,477	33,288	34,100	34,911	35,723	36,534
5	33,612	34,521	35,429	36,337	37,245	38,153	39,061	39,969	40,877	41,785
6	35,445	36,458	37,470	38,483	39,496	40,508	41,521	42,534	43,547	44,559
7	38,263	39,389	40,514	41,640	42,765	43,891	45,016	46,142	47,267	48,393
8	39,883	41,129	42,376	43,622	44,869	46,115	47,361	48,608	49,854	51,101
9	42,675	44,051	45,428	46,804	48,181	49,558	50,934	52,311	53,688	55,064
10	46,995	48,511	50,027	51,544	53,060	54,576	56,092	57,608	59,124	60,641
11	49,968	51,634	53,300	54,967	56,633	58,299	59,965	61,631	63,297	64,964
12	59,888	61,885	63,881	65,877	67,874	69,870	71,866	73,863	75,859	77,856
13	71,217	73,591	75,965	78,339	80,713	83,088	85,462	87,836	90,210	92,585
14	84,157	86,963	89,769	92,574	95,380	98,185	100,991	103,797	106,602	109,408
15	98,992	102,292	105,592	108,892	112,191	115,491	118,791	122,090	125,390	128,690

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,581	\$ 18,168	\$ 18,753	\$ 19,334	\$ 19,920	\$ 20,265	\$ 20,840	\$ 21,423	\$ 21,447	\$ 21,992
2	19,768	20,237	20,892	21,447	21,687	22,325	22,963	23,601	24,239	24,877
3	25,881	26,600	27,318	28,037	28,756	29,475	30,194	30,912	31,631	32,350
4	29,052	29,858	30,665	31,472	32,278	33,085	33,891	34,698	35,505	36,311
5	33,407	34,310	35,212	36,115	37,017	37,920	38,822	39,725	40,627	41,530
6	35,228	36,235	37,242	38,248	39,255	40,261	41,268	42,274	43,281	44,287
7	38,030	39,148	40,267	41,386	42,504	43,623	44,741	45,860	46,979	48,097
8	39,639	40,878	42,117	43,356	44,595	45,833	47,072	48,311	49,550	50,789
9	42,414	43,782	45,150	46,519	47,887	49,255	50,623	51,992	53,360	54,728
10	46,708	48,215	49,722	51,229	52,736	54,243	55,750	57,257	58,763	60,270
11	49,663	51,319	52,975	54,631	56,287	57,943	59,599	61,255	62,911	64,567
12	59,523	61,507	63,491	65,475	67,459	69,443	71,428	73,412	75,396	77,380
13	70,782	73,141	75,501	77,861	80,221	82,580	84,940	87,300	89,660	92,019
14	83,643	86,432	89,220	92,009	94,797	97,586	100,374	103,163	105,951	108,740
15	98,388	101,667	104,947	108,227	111,506	114,786	118,065	121,345	124,625	127,904

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 18,337	\$ 18,950	\$ 19,560	\$ 20,166	\$ 20,777	\$ 21,136	\$ 21,736	\$ 22,344	\$ 22,369	\$ 22,938
2	20,618	21,107	21,791	22,369	22,620	23,285	23,951	24,616	25,281	25,946
3	26,994	27,744	28,493	29,243	29,993	30,742	31,492	32,242	32,991	33,741
4	30,301	31,143	31,984	32,825	33,666	34,508	35,349	36,190	37,032	37,873
5	34,844	35,785	36,727	37,668	38,609	39,551	40,492	41,433	42,375	43,316
6	36,744	37,793	38,843	39,893	40,943	41,993	43,042	44,092	45,142	46,192
7	39,665	40,832	41,999	43,165	44,332	45,499	46,666	47,832	48,999	50,166
8	41,344	42,636	43,928	45,220	46,513	47,805	49,097	50,389	51,681	52,973
9	44,238	45,665	47,092	48,519	49,946	51,374	52,801	54,228	55,655	57,082
10	48,717	50,289	51,860	53,432	55,004	56,576	58,147	59,719	61,291	62,862
11	51,799	53,526	55,253	56,981	58,708	60,435	62,162	63,889	65,617	67,344
12	62,083	64,152	66,222	68,291	70,361	72,430	74,500	76,569	78,639	80,708
13	73,826	76,287	78,748	81,209	83,671	86,132	88,593	91,054	93,516	95,977
14	87,241	90,149	93,058	95,966	98,874	101,783	104,691	107,600	110,508	113,416
15	102,619	106,040	109,461	112,881	116,302	119,722	123,143	126,564	129,984	133,405

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 16,745	\$ 17,304	\$ 17,861	\$ 18,414	\$ 18,972	\$ 19,300	\$ 19,848	\$ 20,403	\$ 20,426	\$ 20,946
2	18,827	19,274	19,898	20,426	20,655	21,262	21,870	22,478	23,085	23,693
3	24,649	25,334	26,018	26,703	27,387	28,072	28,756	29,441	30,126	30,810
4	27,669	28,437	29,206	29,974	30,742	31,510	32,278	33,047	33,815	34,583
5	31,817	32,677	33,536	34,396	35,256	36,115	36,975	37,834	38,694	39,553
6	33,552	34,510	35,469	36,428	37,386	38,345	39,304	40,262	41,221	42,179
7	36,220	37,285	38,350	39,416	40,481	41,547	42,612	43,677	44,743	45,808
8	37,753	38,933	40,112	41,292	42,472	43,652	44,832	46,012	47,192	48,371
9	40,395	41,698	43,002	44,305	45,608	46,911	48,214	49,517	50,820	52,123
10	44,485	45,920	47,356	48,791	50,226	51,661	53,096	54,531	55,967	57,402
11	47,299	48,877	50,454	52,031	53,608	55,185	56,762	58,340	59,917	61,494
12	56,690	58,579	60,469	62,359	64,249	66,138	68,028	69,918	71,808	73,697
13	67,413	69,660	71,908	74,155	76,403	78,650	80,897	83,145	85,392	87,640
14	79,663	82,318	84,974	87,630	90,286	92,941	95,597	98,253	100,909	103,564
15	93,705	96,829	99,952	103,076	106,199	109,323	112,446	115,570	118,693	121,817

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 16,710	\$ 17,267	\$ 17,823	\$ 18,376	\$ 18,932	\$ 19,260	\$ 19,807	\$ 20,360	\$ 20,383	\$ 20,902
2	18,788	19,233	19,856	20,383	20,612	21,218	21,824	22,431	23,037	23,643
3	24,598	25,281	25,964	26,647	27,330	28,013	28,696	29,380	30,063	30,746
4	27,611	28,378	29,144	29,911	30,678	31,444	32,211	32,978	33,744	34,511
5	31,751	32,609	33,466	34,324	35,182	36,040	36,897	37,755	38,613	39,471
6	33,482	34,438	35,395	36,352	37,308	38,265	39,221	40,178	41,135	42,091
7	36,144	37,207	38,270	39,333	40,397	41,460	42,523	43,586	44,649	45,712
8	37,674	38,851	40,029	41,206	42,383	43,561	44,738	45,916	47,093	48,270
9	40,311	41,611	42,912	44,212	45,512	46,813	48,113	49,414	50,714	52,014
10	44,392	45,824	47,257	48,689	50,121	51,553	52,985	54,417	55,850	57,282
11	47,201	48,774	50,348	51,922	53,496	55,070	56,644	58,218	59,791	61,365
12	56,571	58,457	60,343	62,229	64,114	66,000	67,886	69,772	71,657	73,543
13	67,272	69,515	71,757	74,000	76,243	78,486	80,728	82,971	85,214	87,457
14	79,496	82,146	84,796	87,447	90,097	92,747	95,397	98,047	100,698	103,348
15	93,509	96,626	99,743	102,860	105,977	109,094	112,211	115,328	118,445	121,562

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 16,775	\$ 17,335	\$ 17,893	\$ 18,448	\$ 19,007	\$ 19,335	\$ 19,884	\$ 20,440	\$ 20,463	\$ 20,984
2	18,861	19,309	19,934	20,463	20,692	21,301	21,910	22,518	23,127	23,736
3	24,694	25,380	26,065	26,751	27,437	28,123	28,809	29,495	30,180	30,866
4	27,719	28,489	29,259	30,028	30,798	31,567	32,337	33,107	33,876	34,646
5	31,875	32,736	33,597	34,458	35,320	36,181	37,042	37,903	38,764	39,625
6	33,613	34,573	35,533	36,494	37,454	38,415	39,375	40,335	41,296	42,256
7	36,285	37,353	38,420	39,487	40,555	41,622	42,689	43,757	44,824	45,891
8	37,821	39,003	40,185	41,367	42,549	43,731	44,913	46,095	47,277	48,459
9	40,469	41,774	43,080	44,385	45,691	46,996	48,302	49,607	50,913	52,218
10	44,566	46,004	47,442	48,879	50,317	51,755	53,193	54,631	56,068	57,506
11	47,385	48,965	50,545	52,125	53,705	55,285	56,865	58,446	60,026	61,606
12	56,793	58,686	60,579	62,472	64,365	66,259	68,152	70,045	71,938	73,831
13	67,535	69,787	72,038	74,290	76,541	78,793	81,044	83,296	85,547	87,799
14	79,807	82,468	85,128	87,789	90,450	93,110	95,771	98,431	101,092	103,752
15	93,875	97,005	100,134	103,263	106,392	109,521	112,650	115,780	118,909	122,038

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

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,908	\$ 18,506	\$ 19,102	\$ 19,694	\$ 20,291	\$ 20,642	\$ 21,228	\$ 21,821	\$ 21,846	\$ 22,401
2	20,135	20,613	21,281	21,846	22,091	22,740	23,390	24,040	24,690	25,339
3	26,362	27,094	27,827	28,559	29,291	30,023	30,755	31,487	32,220	32,952
4	29,592	30,414	31,236	32,057	32,879	33,700	34,522	35,344	36,165	36,987
5	34,029	34,948	35,867	36,787	37,706	38,625	39,545	40,464	41,383	42,303
6	35,884	36,909	37,934	38,960	39,985	41,010	42,035	43,061	44,086	45,111
7	38,737	39,877	41,016	42,155	43,295	44,434	45,574	46,713	47,853	48,992
8	40,377	41,639	42,901	44,162	45,424	46,686	47,948	49,210	50,472	51,734
9	43,203	44,597	45,990	47,384	48,778	50,172	51,565	52,959	54,353	55,746
10	47,577	49,112	50,647	52,182	53,717	55,252	56,787	58,322	59,857	61,392
11	50,587	52,274	53,961	55,647	57,334	59,021	60,708	62,395	64,081	65,768
12	60,630	62,651	64,672	66,693	68,714	70,735	72,757	74,778	76,799	78,820
13	72,099	74,502	76,906	79,309	81,713	84,117	86,520	88,924	91,328	93,731
14	85,200	88,040	90,880	93,721	96,561	99,401	102,242	105,082	107,922	110,763
15	100,218	103,559	106,900	110,240	113,581	116,921	120,262	123,603	126,943	130,284

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,315	\$ 17,893	\$ 18,469	\$ 19,042	\$ 19,619	\$ 19,958	\$ 20,524	\$ 21,098	\$ 21,122	\$ 21,659
2	19,468	19,930	20,576	21,122	21,359	21,987	22,615	23,243	23,872	24,500
3	25,489	26,197	26,905	27,613	28,320	29,028	29,736	30,444	31,152	31,860
4	28,612	29,406	30,201	30,995	31,789	32,584	33,378	34,173	34,967	35,761
5	32,901	33,790	34,679	35,568	36,457	37,346	38,234	39,123	40,012	40,901
6	34,695	35,686	36,678	37,669	38,660	39,651	40,643	41,634	42,625	43,617
7	37,454	38,555	39,657	40,759	41,860	42,962	44,064	45,165	46,267	47,369
8	39,039	40,259	41,479	42,699	43,919	45,139	46,359	47,579	48,799	50,019
9	41,772	43,119	44,467	45,814	47,162	48,509	49,857	51,204	52,552	53,899
10	46,001	47,485	48,969	50,453	51,937	53,421	54,905	56,389	57,874	59,358
11	48,911	50,542	52,173	53,804	55,435	57,065	58,696	60,327	61,958	63,589
12	58,621	60,575	62,529	64,484	66,438	68,392	70,346	72,300	74,254	76,208
13	69,710	72,034	74,358	76,682	79,006	81,330	83,654	85,978	88,302	90,626
14	82,377	85,123	87,869	90,616	93,362	96,108	98,854	101,600	104,347	107,093
15	96,898	100,128	103,358	106,588	109,818	113,047	116,277	119,507	122,737	125,967

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 16,918	\$ 17,483	\$ 18,046	\$ 18,605	\$ 19,169	\$ 19,500	\$ 20,054	\$ 20,614	\$ 20,638	\$ 21,162
2	19,022	19,473	20,104	20,638	20,869	21,483	22,097	22,710	23,324	23,938
3	24,904	25,596	26,288	26,979	27,671	28,363	29,054	29,746	30,438	31,129
4	27,956	28,732	29,508	30,284	31,060	31,837	32,613	33,389	34,165	34,941
5	32,147	33,015	33,884	34,752	35,621	36,489	37,358	38,226	39,095	39,963
6	33,899	34,868	35,836	36,805	37,774	38,742	39,711	40,679	41,648	42,616
7	36,595	37,671	38,748	39,824	40,900	41,977	43,053	44,130	45,206	46,283
8	38,144	39,336	40,528	41,720	42,912	44,104	45,296	46,488	47,680	48,872
9	40,814	42,130	43,447	44,764	46,080	47,397	48,713	50,030	51,347	52,663
10	44,946	46,396	47,846	49,296	50,746	52,196	53,646	55,096	56,546	57,996
11	47,789	49,383	50,976	52,570	54,163	55,757	57,350	58,944	60,537	62,131
12	57,277	59,186	61,096	63,005	64,914	66,823	68,733	70,642	72,551	74,461
13	68,111	70,382	72,653	74,923	77,194	79,465	81,735	84,006	86,277	88,547
14	80,488	83,171	85,854	88,537	91,221	93,904	96,587	99,270	101,954	104,637
15	94,676	97,832	100,987	104,143	107,299	110,455	113,611	116,767	119,923	123,078

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,167	\$ 17,741	\$ 18,312	\$ 18,879	\$ 19,451	\$ 19,788	\$ 20,350	\$ 20,918	\$ 20,942	\$ 21,475
2	19,302	19,761	20,400	20,942	21,177	21,800	22,422	23,045	23,668	24,291
3	25,272	25,974	26,675	27,377	28,079	28,781	29,483	30,185	30,887	31,588
4	28,368	29,156	29,943	30,731	31,518	32,306	33,094	33,881	34,669	35,457
5	32,621	33,502	34,383	35,265	36,146	37,027	37,909	38,790	39,671	40,552
6	34,399	35,382	36,365	37,348	38,331	39,313	40,296	41,279	42,262	43,245
7	37,135	38,227	39,319	40,411	41,504	42,596	43,688	44,781	45,873	46,965
8	38,706	39,916	41,126	42,335	43,545	44,755	45,964	47,174	48,384	49,593
9	41,416	42,752	44,088	45,424	46,760	48,096	49,432	50,768	52,104	53,440
10	45,609	47,080	48,552	50,023	51,495	52,966	54,437	55,909	57,380	58,852
11	48,494	50,111	51,728	53,345	54,962	56,579	58,196	59,813	61,430	63,047
12	58,122	60,059	61,997	63,934	65,871	67,809	69,746	71,684	73,621	75,559
13	69,116	71,420	73,724	76,028	78,332	80,637	82,941	85,245	87,549	89,853
14	81,675	84,398	87,120	89,843	92,566	95,289	98,012	100,735	103,457	106,180
15	96,072	99,274	102,477	105,679	108,882	112,084	115,286	118,489	121,691	124,894

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,775	\$ 18,368	\$ 18,959	\$ 19,547	\$ 20,139	\$ 20,487	\$ 21,069	\$ 21,658	\$ 21,682	\$ 22,234
2	19,985	20,459	21,122	21,682	21,925	22,570	23,215	23,860	24,505	25,150
3	26,165	26,892	27,619	28,345	29,072	29,799	30,525	31,252	31,979	32,705
4	29,371	30,187	31,002	31,817	32,633	33,448	34,264	35,079	35,895	36,710
5	33,774	34,687	35,599	36,512	37,424	38,337	39,249	40,161	41,074	41,986
6	35,616	36,633	37,651	38,668	39,686	40,704	41,721	42,739	43,756	44,774
7	38,448	39,578	40,709	41,840	42,971	44,102	45,233	46,364	47,495	48,626
8	40,075	41,327	42,580	43,832	45,085	46,337	47,590	48,842	50,094	51,347
9	42,880	44,263	45,647	47,030	48,413	49,796	51,180	52,563	53,946	55,330
10	47,222	48,745	50,268	51,792	53,315	54,839	56,362	57,886	59,409	60,933
11	50,209	51,883	53,557	55,231	56,906	58,580	60,254	61,928	63,602	65,276
12	60,177	62,183	64,189	66,195	68,201	70,207	72,213	74,219	76,225	78,231
13	71,560	73,945	76,331	78,717	81,102	83,488	85,874	88,259	90,645	93,031
14	84,563	87,382	90,201	93,020	95,839	98,658	101,477	104,296	107,116	109,935
15	99,469	102,785	106,100	109,416	112,732	116,047	119,363	122,679	125,994	129,310

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 16,682	\$ 17,239	\$ 17,794	\$ 18,346	\$ 18,901	\$ 19,228	\$ 19,774	\$ 20,327	\$ 20,350	\$ 20,867
2	18,757	19,202	19,824	20,350	20,578	21,183	21,789	22,394	22,999	23,604
3	24,557	25,239	25,921	26,603	27,285	27,967	28,649	29,331	30,013	30,695
4	27,566	28,331	29,097	29,862	30,627	31,393	32,158	32,924	33,689	34,454
5	31,699	32,555	33,411	34,268	35,124	35,981	36,837	37,693	38,550	39,406
6	33,427	34,382	35,337	36,292	37,247	38,202	39,157	40,112	41,067	42,022
7	36,085	37,146	38,208	39,269	40,330	41,392	42,453	43,515	44,576	45,637
8	37,612	38,788	39,963	41,138	42,314	43,489	44,665	45,840	47,016	48,191
9	40,245	41,543	42,841	44,140	45,438	46,736	48,034	49,333	50,631	51,929
10	44,319	45,749	47,179	48,609	50,039	51,469	52,898	54,328	55,758	57,188
11	47,123	48,694	50,266	51,837	53,408	54,980	56,551	58,122	59,693	61,265
12	56,479	58,361	60,244	62,127	64,009	65,892	67,775	69,657	71,540	73,423
13	67,162	69,401	71,640	73,879	76,118	78,357	80,596	82,835	85,074	87,313
14	79,366	82,012	84,657	87,303	89,949	92,595	95,241	97,887	100,533	103,178
15	93,356	96,468	99,580	102,692	105,803	108,915	112,027	115,139	118,251	121,363

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,257	\$ 17,833	\$ 18,407	\$ 18,978	\$ 19,553	\$ 19,891	\$ 20,456	\$ 21,028	\$ 21,051	\$ 21,587
2	19,403	19,864	20,507	21,051	21,287	21,914	22,540	23,166	23,792	24,418
3	25,404	26,109	26,815	27,520	28,226	28,931	29,637	30,343	31,048	31,754
4	28,516	29,308	30,100	30,892	31,683	32,475	33,267	34,058	34,850	35,642
5	32,791	33,677	34,563	35,449	36,335	37,221	38,107	38,993	39,879	40,764
6	34,579	35,567	36,555	37,543	38,531	39,519	40,507	41,495	42,483	43,471
7	37,329	38,427	39,525	40,623	41,721	42,819	43,917	45,015	46,113	47,211
8	38,909	40,125	41,341	42,557	43,773	44,989	46,205	47,421	48,637	49,852
9	41,632	42,975	44,318	45,661	47,004	48,347	49,690	51,033	52,376	53,719
10	45,847	47,326	48,806	50,285	51,764	53,243	54,722	56,201	57,680	59,159
11	48,748	50,373	51,999	53,624	55,249	56,875	58,500	60,126	61,751	63,377
12	58,426	60,373	62,321	64,268	66,216	68,163	70,111	72,059	74,006	75,954
13	69,477	71,793	74,109	76,426	78,742	81,058	83,374	85,691	88,007	90,323
14	82,102	84,839	87,576	90,313	93,050	95,787	98,524	101,261	103,998	106,735
15	96,574	99,793	103,013	106,232	109,451	112,670	115,889	119,108	122,327	125,547

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 16,815	\$ 17,376	\$ 17,935	\$ 18,491	\$ 19,051	\$ 19,381	\$ 19,931	\$ 20,488	\$ 20,511	\$ 21,033
2	18,906	19,354	19,981	20,511	20,741	21,351	21,961	22,571	23,182	23,792
3	24,752	25,439	26,127	26,814	27,502	28,189	28,877	29,564	30,252	30,939
4	27,785	28,556	29,328	30,099	30,870	31,642	32,413	33,185	33,956	34,728
5	31,950	32,813	33,677	34,540	35,403	36,266	37,129	37,992	38,856	39,719
6	33,692	34,655	35,617	36,580	37,543	38,505	39,468	40,430	41,393	42,356
7	36,371	37,441	38,511	39,581	40,650	41,720	42,790	43,860	44,930	46,000
8	37,911	39,095	40,280	41,465	42,650	43,834	45,019	46,204	47,389	48,574
9	40,564	41,873	43,181	44,490	45,798	47,107	48,415	49,724	51,033	52,341
10	44,671	46,112	47,553	48,995	50,436	51,877	53,318	54,759	56,201	57,642
11	47,497	49,081	50,665	52,248	53,832	55,416	57,000	58,583	60,167	61,751
12	56,927	58,824	60,722	62,620	64,517	66,415	68,312	70,210	72,108	74,005
13	67,695	69,951	72,208	74,465	76,722	78,979	81,236	83,492	85,749	88,006
14	79,995	82,662	85,329	87,996	90,663	93,330	95,997	98,663	101,330	103,997
15	94,097	97,233	100,370	103,506	106,643	109,780	112,916	116,053	119,189	122,326

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,187	\$ 17,761	\$ 18,333	\$ 18,901	\$ 19,474	\$ 19,810	\$ 20,373	\$ 20,942	\$ 20,966	\$ 21,499
2	19,325	19,783	20,424	20,966	21,201	21,825	22,448	23,072	23,695	24,319
3	25,301	26,003	26,706	27,409	28,111	28,814	29,517	30,219	30,922	31,625
4	28,401	29,189	29,978	30,766	31,555	32,343	33,132	33,920	34,709	35,497
5	32,658	33,541	34,423	35,305	36,188	37,070	37,952	38,835	39,717	40,599
6	34,439	35,423	36,407	37,391	38,375	39,359	40,343	41,327	42,311	43,295
7	37,177	38,271	39,364	40,458	41,551	42,645	43,739	44,832	45,926	47,019
8	38,751	39,962	41,173	42,384	43,595	44,806	46,017	47,228	48,439	49,650
9	41,463	42,801	44,139	45,476	46,814	48,151	49,489	50,826	52,164	53,501
10	45,661	47,134	48,608	50,081	51,554	53,027	54,500	55,973	57,446	58,920
11	48,550	50,169	51,788	53,407	55,025	56,644	58,263	59,882	61,501	63,120
12	58,189	60,128	62,068	64,008	65,947	67,887	69,827	71,766	73,706	75,646
13	69,195	71,502	73,809	76,116	78,423	80,729	83,036	85,343	87,650	89,957
14	81,769	84,495	87,221	89,947	92,673	95,399	98,125	100,851	103,577	106,303
15	96,183	99,389	102,595	105,801	109,007	112,213	115,419	118,625	121,831	125,037

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 16,850	\$ 17,412	\$ 17,973	\$ 18,530	\$ 19,091	\$ 19,421	\$ 19,973	\$ 20,531	\$ 20,554	\$ 21,077
2	18,945	19,395	20,022	20,554	20,784	21,396	22,007	22,618	23,230	23,841
3	24,804	25,492	26,181	26,870	27,559	28,248	28,937	29,626	30,314	31,003
4	27,843	28,616	29,389	30,162	30,935	31,708	32,481	33,254	34,027	34,800
5	32,017	32,882	33,747	34,612	35,477	36,342	37,206	38,071	38,936	39,801
6	33,762	34,727	35,691	36,656	37,621	38,585	39,550	40,515	41,479	42,444
7	36,447	37,519	38,591	39,663	40,735	41,807	42,879	43,951	45,023	46,095
8	37,989	39,177	40,364	41,551	42,738	43,926	45,113	46,300	47,487	48,675
9	40,649	41,960	43,271	44,582	45,894	47,205	48,516	49,828	51,139	52,450
10	44,764	46,208	47,652	49,097	50,541	51,985	53,429	54,873	56,317	57,762
11	47,596	49,183	50,770	52,357	53,944	55,531	57,118	58,705	60,292	61,879
12	57,045	58,947	60,848	62,750	64,651	66,553	68,455	70,356	72,258	74,159
13	67,835	70,097	72,359	74,620	76,882	79,143	81,405	83,666	85,928	88,189
14	80,162	82,834	85,507	88,179	90,852	93,524	96,196	98,869	101,541	104,214
15	94,293	97,436	100,579	103,722	106,865	110,008	113,151	116,294	119,437	122,580

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,236	\$ 17,811	\$ 18,385	\$ 18,955	\$ 19,529	\$ 19,867	\$ 20,431	\$ 21,002	\$ 21,025	\$ 21,560
2	19,379	19,839	20,482	21,025	21,261	21,886	22,512	23,137	23,763	24,388
3	25,372	26,077	26,782	27,486	28,191	28,896	29,600	30,305	31,010	31,714
4	28,481	29,272	30,063	30,853	31,644	32,435	33,226	34,016	34,807	35,598
5	32,751	33,636	34,521	35,405	36,290	37,175	38,060	38,945	39,829	40,714
6	34,536	35,523	36,510	37,497	38,483	39,470	40,457	41,444	42,431	43,417
7	37,283	38,379	39,476	40,573	41,669	42,766	43,862	44,959	46,056	47,152
8	38,861	40,075	41,290	42,504	43,719	44,933	46,148	47,362	48,576	49,791
9	41,581	42,922	44,264	45,605	46,946	48,288	49,629	50,970	52,312	53,653
10	45,791	47,268	48,745	50,223	51,700	53,177	54,654	56,132	57,609	59,086
11	48,688	50,311	51,934	53,558	55,181	56,805	58,428	60,052	61,675	63,299
12	58,353	60,299	62,244	64,189	66,134	68,079	70,025	71,970	73,915	75,860
13	69,391	71,705	74,018	76,331	78,645	80,958	83,272	85,585	87,898	90,212
14	82,000	84,734	87,468	90,201	92,935	95,669	98,403	101,136	103,870	106,604
15	96,455	99,670	102,885	106,101	109,316	112,531	115,746	118,961	122,176	125,392

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 16,734	\$ 17,293	\$ 17,849	\$ 18,402	\$ 18,960	\$ 19,288	\$ 19,836	\$ 20,390	\$ 20,413	\$ 20,932
2	18,815	19,261	19,885	20,413	20,642	21,249	21,856	22,463	23,070	23,678
3	24,633	25,317	26,002	26,686	27,370	28,054	28,738	29,422	30,106	30,791
4	27,651	28,419	29,187	29,955	30,722	31,490	32,258	33,026	33,793	34,561
5	31,797	32,656	33,515	34,374	35,233	36,092	36,951	37,810	38,669	39,528
6	33,530	34,488	35,446	36,404	37,363	38,321	39,279	40,237	41,195	42,153
7	36,197	37,261	38,326	39,391	40,455	41,520	42,585	43,650	44,714	45,779
8	37,729	38,908	40,087	41,266	42,445	43,624	44,803	45,982	47,162	48,341
9	40,370	41,672	42,974	44,276	45,579	46,881	48,183	49,486	50,788	52,090
10	44,457	45,891	47,325	48,760	50,194	51,628	53,062	54,497	55,931	57,365
11	47,269	48,845	50,422	51,998	53,574	55,150	56,726	58,302	59,879	61,455
12	56,654	58,542	60,431	62,319	64,208	66,096	67,985	69,873	71,762	73,650
13	67,370	69,616	71,862	74,108	76,354	78,600	80,846	83,092	85,338	87,584
14	79,612	82,266	84,920	87,574	90,228	92,882	95,536	98,190	100,844	103,498
15	93,645	96,767	99,889	103,010	106,132	109,253	112,375	115,496	118,618	121,739

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,355	\$ 17,934	\$ 18,511	\$ 19,085	\$ 19,663	\$ 20,003	\$ 20,571	\$ 21,146	\$ 21,170	\$ 21,709
2	19,513	19,976	20,623	21,170	21,408	22,037	22,667	23,297	23,926	24,556
3	25,547	26,257	26,966	27,676	28,385	29,095	29,804	30,514	31,223	31,933
4	28,677	29,473	30,270	31,066	31,862	32,658	33,454	34,251	35,047	35,843
5	32,976	33,867	34,758	35,649	36,540	37,431	38,322	39,213	40,104	40,994
6	34,774	35,768	36,761	37,755	38,748	39,742	40,736	41,729	42,723	43,716
7	37,539	38,643	39,748	40,852	41,956	43,060	44,164	45,269	46,373	47,477
8	39,128	40,351	41,574	42,797	44,020	45,242	46,465	47,688	48,911	50,134
9	41,867	43,218	44,568	45,919	47,269	48,620	49,971	51,321	52,672	54,022
10	46,106	47,593	49,081	50,568	52,056	53,543	55,031	56,518	58,006	59,493
11	49,023	50,657	52,292	53,927	55,561	57,196	58,830	60,465	62,100	63,734
12	58,755	60,714	62,672	64,631	66,590	68,548	70,507	72,465	74,424	76,382
13	69,869	72,198	74,528	76,857	79,186	81,516	83,845	86,174	88,503	90,833
14	82,565	85,318	88,070	90,823	93,575	96,328	99,080	101,833	104,585	107,338
15	97,119	100,357	103,594	106,831	110,068	113,306	116,543	119,780	123,018	126,255

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 18,421	\$ 19,036	\$ 19,649	\$ 20,258	\$ 20,872	\$ 21,233	\$ 21,836	\$ 22,446	\$ 22,471	\$ 23,043
2	20,712	21,204	21,890	22,471	22,723	23,391	24,060	24,728	25,397	26,065
3	27,117	27,870	28,623	29,376	30,130	30,883	31,636	32,389	33,142	33,895
4	30,440	31,285	32,130	32,975	33,820	34,665	35,510	36,355	37,201	38,046
5	35,003	35,949	36,894	37,840	38,786	39,731	40,677	41,622	42,568	43,514
6	36,911	37,966	39,020	40,075	41,130	42,184	43,239	44,293	45,348	46,403
7	39,846	41,018	42,190	43,362	44,534	45,706	46,879	48,051	49,223	50,395
8	41,533	42,831	44,129	45,427	46,725	48,023	49,321	50,619	51,917	53,215
9	44,440	45,874	47,307	48,741	50,174	51,608	53,042	54,475	55,909	57,342
10	48,939	50,518	52,097	53,676	55,255	56,834	58,413	59,992	61,570	63,149
11	52,035	53,770	55,505	57,241	58,976	60,711	62,446	64,181	65,916	67,651
12	62,366	64,445	66,524	68,603	70,682	72,761	74,840	76,918	78,997	81,076
13	74,163	76,635	79,108	81,580	84,053	86,525	88,997	91,470	93,942	96,415
14	87,639	90,561	93,482	96,404	99,326	102,247	105,169	108,091	111,012	113,934
15	103,088	106,524	109,960	113,396	116,833	120,269	123,705	127,141	130,578	134,000 *

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

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,209	\$ 17,783	\$ 18,355	\$ 18,924	\$ 19,498	\$ 19,835	\$ 20,398	\$ 20,968	\$ 20,992	\$ 21,526
2	19,349	19,808	20,449	20,992	21,227	21,852	22,476	23,100	23,725	24,349
3	25,332	26,036	26,739	27,443	28,146	28,850	29,553	30,257	30,960	31,664
4	28,436	29,225	30,015	30,804	31,594	32,383	33,173	33,962	34,752	35,541
5	32,699	33,582	34,466	35,349	36,233	37,116	37,999	38,883	39,766	40,649
6	34,482	35,467	36,452	37,437	38,422	39,408	40,393	41,378	42,363	43,348
7	37,223	38,318	39,413	40,508	41,603	42,698	43,793	44,888	45,983	47,078
8	38,799	40,012	41,224	42,437	43,649	44,862	46,074	47,287	48,499	49,712
9	41,515	42,854	44,193	45,532	46,872	48,211	49,550	50,889	52,229	53,568
10	45,718	47,193	48,668	50,143	51,618	53,093	54,568	56,043	57,518	58,993
11	48,610	50,231	51,852	53,473	55,094	56,714	58,335	59,956	61,577	63,198
12	58,261	60,203	62,145	64,087	66,029	67,971	69,913	71,855	73,797	75,740
13	69,281	71,591	73,900	76,210	78,520	80,830	83,139	85,449	87,759	90,068
14	81,870	84,599	87,329	90,058	92,788	95,517	98,246	100,976	103,705	106,434
15	96,302	99,512	102,722	105,932	109,142	112,352	115,562	118,772	121,982	125,192

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 17,152	\$ 17,725	\$ 18,295	\$ 18,863	\$ 19,434	\$ 19,770	\$ 20,332	\$ 20,900	\$ 20,923	\$ 21,456
2	19,285	19,743	20,382	20,923	21,158	21,780	22,403	23,025	23,647	24,270
3	25,249	25,950	26,652	27,353	28,054	28,755	29,457	30,158	30,859	31,560
4	28,343	29,130	29,917	30,704	31,491	32,277	33,064	33,851	34,638	35,425
5	32,592	33,473	34,353	35,234	36,114	36,995	37,875	38,756	39,636	40,517
6	34,369	35,351	36,333	37,315	38,297	39,279	40,261	41,243	42,225	43,206
7	37,102	38,193	39,284	40,376	41,467	42,558	43,650	44,741	45,832	46,924
8	38,672	39,881	41,089	42,298	43,506	44,715	45,924	47,132	48,341	49,549
9	41,379	42,714	44,049	45,383	46,718	48,053	49,388	50,723	52,058	53,393
10	45,568	47,039	48,509	49,979	51,449	52,919	54,389	55,859	57,329	58,800
11	48,451	50,067	51,682	53,298	54,913	56,529	58,145	59,760	61,376	62,991
12	58,070	60,006	61,942	63,877	65,813	67,749	69,685	71,620	73,556	75,492
13	69,054	71,357	73,659	75,961	78,263	80,565	82,867	85,169	87,472	89,774
14	81,602	84,323	87,043	89,764	92,484	95,204	97,925	100,645	103,366	106,086
15	95,987	99,186	102,386	105,586	108,785	111,985	115,184	118,384	121,583	124,783

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**

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 16,678	\$ 17,234	\$ 17,789	\$ 18,341	\$ 18,896	\$ 19,223	\$ 19,769	\$ 20,321	\$ 20,344	\$ 20,862
2	18,752	19,197	19,818	20,344	20,572	21,177	21,783	22,388	22,993	23,598
3	24,550	25,232	25,914	26,596	27,278	27,960	28,642	29,323	30,005	30,687
4	27,558	28,324	29,089	29,854	30,619	31,384	32,149	32,915	33,680	34,445
5	31,690	32,546	33,402	34,258	35,115	35,971	36,827	37,683	38,539	39,395
6	33,418	34,372	35,327	36,282	37,237	38,192	39,146	40,101	41,056	42,011
7	36,075	37,136	38,197	39,258	40,319	41,380	42,442	43,503	44,564	45,625
8	37,602	38,777	39,952	41,127	42,302	43,477	44,653	45,828	47,003	48,178
9	40,234	41,532	42,830	44,128	45,425	46,723	48,021	49,319	50,617	51,915
10	44,307	45,737	47,166	48,596	50,025	51,455	52,884	54,313	55,743	57,172
11	47,110	48,681	50,252	51,823	53,394	54,965	56,535	58,106	59,677	61,248
12	56,463	58,345	60,227	62,110	63,992	65,874	67,756	69,638	71,520	73,403
13	67,143	69,382	71,620	73,859	76,097	78,336	80,574	82,812	85,051	87,289
14	79,344	81,989	84,634	87,279	89,925	92,570	95,215	97,860	100,505	103,150
15	93,330	96,441	99,552	102,664	105,775	108,886	111,997	115,108	118,219	121,330

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