

**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.