

**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.