

SALARY TABLE 2004-ATL (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.61%
FOR THE LOCALITY PAY AREA OF ATLANTA, GA
(Total Increase 4.33%)**

Effective January 2004

*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	\$ 8.43	\$ 8.71	\$ 8.99	\$ 9.27	\$ 9.55	\$ 9.72	\$ 9.99	\$ 10.27	\$ 10.28	\$ 10.54
	O	12.65	13.07	13.49	13.91	14.33	14.58	14.99	15.41	15.42	15.81
2	B	9.48	9.70	10.02	10.28	10.40	10.71	11.01	11.32	11.62	11.93
	O	14.22	14.55	15.03	15.42	15.60	16.07	16.52	16.98	17.43	17.90
3	B	12.41	12.76	13.10	13.45	13.79	14.14	14.48	14.83	15.17	15.51
	O	18.62	19.14	19.65	20.18	20.69	21.21	21.72	22.25	22.76	23.27
4	B	13.93	14.32	14.71	15.09	15.48	15.87	16.25	16.64	17.03	17.41
	O	20.90	21.48	22.07	22.64	23.22	23.81	24.38	24.96	25.55	26.12
5	B	16.02	16.46	16.89	17.32	17.76	18.19	18.62	19.06	19.49	19.92
	O	24.03	24.69	25.34	25.98	26.64	27.29	27.93	28.59	29.24	29.88
6	B	16.89	17.38	17.86	18.34	18.83	19.31	19.79	20.28	20.76	21.24
	O	25.34	26.07	26.79	27.51	28.25	28.97	29.69	30.42	31.14	31.86
7	B	18.24	18.77	19.31	19.85	20.38	20.92	21.45	21.99	22.53	23.06
	O	27.36	28.16	28.97	29.78	30.57	31.38	32.18	32.99	33.60	33.60
8	B	19.01	19.60	20.20	20.79	21.38	21.98	22.57	23.17	23.76	24.36
	O	28.52	29.40	30.30	31.19	32.07	32.97	33.60	33.60	33.60	33.60
9	B	20.34	21.00	21.65	22.31	22.96	23.62	24.28	24.93	25.59	26.24
	O	30.51	31.50	32.48	33.47	33.60	33.60	33.60	33.60	33.60	33.60
10	B	22.40	23.12	23.84	24.57	25.29	26.01	26.73	27.46	28.18	28.90
	O	33.60	33.60	33.60	33.60	33.60	33.60	33.60	33.60	33.60	33.60
11	B	23.82	24.61	25.40	26.20	26.99	27.78	28.58	29.37	30.16	30.96
	O	33.60	33.60	33.60	33.60	33.60	33.60	33.60	33.60	33.60	33.60
12	B	28.54	29.49	30.45	31.40	32.35	33.30	34.25	35.20	36.15	37.10
	O	33.60	33.60	33.60	33.60	33.60	33.60	34.25	35.20	36.15	37.10
13	B	33.94	35.07	36.21	37.34	38.47	39.60	40.73	41.86	42.99	44.13
	O	33.94	35.07	36.21	37.34	38.47	39.60	40.73	41.86	42.99	44.13
14	B	40.11	41.45	42.78	44.12	45.46	46.79	48.13	49.47	50.81	52.14
	O	40.11	41.45	42.78	44.12	45.46	46.79	48.13	49.47	50.81	52.14
15	B	47.18	48.75	50.33	51.90	53.47	55.04	56.62	58.19	59.76	61.34
	O	47.18	48.75	50.33	51.90	53.47	55.04	56.62	58.19	59.76	61.34

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-BOS (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.99%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT-RI
(INCLUDING THE STATE OF RHODE ISLAND AND ALL OF BRISTOL COUNTY, MA)**

(Total Increase 3.58%)

Effective January 2004

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	\$ 8.76	\$ 9.05	\$ 9.34	\$ 9.63	\$ 9.92	\$ 10.10	\$ 10.38	\$ 10.67	\$ 10.68	\$ 10.95
	O	13.14	13.58	14.01	14.45	14.88	15.15	15.57	16.01	16.02	16.43
2	B	9.85	10.08	10.41	10.68	10.80	11.12	11.44	11.76	12.08	12.39
	O	14.78	15.12	15.62	16.02	16.20	16.68	17.16	17.64	18.12	18.59
3	B	12.89	13.25	13.61	13.97	14.33	14.69	15.04	15.40	15.76	16.12
	O	19.34	19.88	20.42	20.96	21.50	22.04	22.56	23.10	23.64	24.18
4	B	14.47	14.88	15.28	15.68	16.08	16.48	16.89	17.29	17.69	18.09
	O	21.71	22.32	22.92	23.52	24.12	24.72	25.34	25.94	26.54	27.14
5	B	16.65	17.10	17.55	18.00	18.45	18.90	19.35	19.80	20.25	20.70
	O	24.98	25.65	26.33	27.00	27.68	28.35	29.03	29.70	30.38	31.05
6	B	17.55	18.05	18.56	19.06	19.56	20.06	20.56	21.06	21.57	22.07
	O	26.33	27.08	27.84	28.59	29.34	30.09	30.84	31.59	32.36	33.11
7	B	18.95	19.50	20.06	20.62	21.17	21.73	22.29	22.85	23.40	23.96
	O	28.43	29.25	30.09	30.93	31.76	32.60	33.44	34.28	34.91	34.91
8	B	19.75	20.36	20.98	21.60	22.22	22.83	23.45	24.07	24.69	25.30
	O	29.63	30.54	31.47	32.40	33.33	34.25	34.91	34.91	34.91	34.91
9	B	21.13	21.81	22.49	23.17	23.86	24.54	25.22	25.90	26.58	27.26
	O	31.70	32.72	33.74	34.76	34.91	34.91	34.91	34.91	34.91	34.91
10	B	23.27	24.02	24.77	25.52	26.27	27.02	27.77	28.52	29.27	30.02
	O	34.91	34.91	34.91	34.91	34.91	34.91	34.91	34.91	34.91	34.91
11	B	24.74	25.57	26.39	27.21	28.04	28.86	29.69	30.51	31.34	32.16
	O	34.91	34.91	34.91	34.91	34.91	34.91	34.91	34.91	34.91	34.91
12	B	29.65	30.64	31.63	32.62	33.61	34.59	35.58	36.57	37.56	38.55
	O	34.91	34.91	34.91	34.91	34.91	34.91	35.58	36.57	37.56	38.55
13	B	35.26	36.44	37.61	38.79	39.96	41.14	42.32	43.49	44.67	45.84
	O	35.26	36.44	37.61	38.79	39.96	41.14	42.32	43.49	44.67	45.84
14	B	41.67	43.06	44.45	45.84	47.23	48.62	50.00	51.39	52.78	54.17
	O	41.67	43.06	44.45	45.84	47.23	48.62	50.00	51.39	52.78	54.17
15	B	49.02	50.65	52.28	53.92	55.55	57.19	58.82	60.45	62.09	63.72
	O	49.02	50.65	52.28	53.92	55.55	57.19	58.82	60.45	62.09	63.72

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-CHI (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.26%
FOR THE LOCALITY PAY AREA OF CHICAGO-GARY-KENOSHA, IL-IN-WI**

(Total Increase 4.57%)

Effective January 2004

*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	\$ 8.85	\$ 9.15	\$ 9.44	\$ 9.74	\$ 10.03	\$ 10.20	\$ 10.49	\$ 10.79	\$ 10.80	\$ 11.07
	O	13.28	13.73	14.16	14.61	15.05	15.30	15.74	16.19	16.20	16.61
2	B	9.95	10.19	10.52	10.80	10.92	11.24	11.56	11.89	12.21	12.53
	O	14.93	15.29	15.78	16.20	16.38	16.86	17.34	17.84	18.32	18.80
3	B	13.03	13.40	13.76	14.12	14.48	14.84	15.21	15.57	15.93	16.29
	O	19.55	20.10	20.64	21.18	21.72	22.26	22.82	23.36	23.90	24.44
4	B	14.63	15.04	15.44	15.85	16.26	16.66	17.07	17.47	17.88	18.29
	O	21.95	22.56	23.16	23.78	24.39	24.99	25.61	26.21	26.82	27.44
5	B	16.83	17.28	17.74	18.19	18.65	19.10	19.56	20.01	20.47	20.92
	O	25.25	25.92	26.61	27.29	27.98	28.65	29.34	30.02	30.71	31.38
6	B	17.74	18.25	18.76	19.26	19.77	20.28	20.79	21.29	21.80	22.31
	O	26.61	27.38	28.14	28.89	29.66	30.42	31.19	31.94	32.70	33.47
7	B	19.15	19.71	20.28	20.84	21.40	21.97	22.53	23.09	23.66	24.22
	O	28.73	29.57	30.42	31.26	32.10	32.96	33.80	34.64	35.28	35.28
8	B	19.96	20.59	21.21	21.83	22.46	23.08	23.71	24.33	24.95	25.58
	O	29.94	30.89	31.82	32.75	33.69	34.62	35.28	35.28	35.28	35.28
9	B	21.36	22.05	22.74	23.43	24.12	24.80	25.49	26.18	26.87	27.56
	O	32.04	33.08	34.11	35.15	35.28	35.28	35.28	35.28	35.28	35.28
10	B	23.52	24.28	25.04	25.80	26.56	27.32	28.07	28.83	29.59	30.35
	O	35.28	35.28	35.28	35.28	35.28	35.28	35.28	35.28	35.28	35.28
11	B	25.01	25.84	26.68	27.51	28.34	29.18	30.01	30.84	31.68	32.51
	O	35.28	35.28	35.28	35.28	35.28	35.28	35.28	35.28	35.28	35.28
12	B	29.98	30.97	31.97	32.97	33.97	34.97	35.97	36.97	37.97	38.97
	O	35.28	35.28	35.28	35.28	35.28	35.28	35.97	36.97	37.97	38.97
13	B	35.64	36.83	38.02	39.21	40.40	41.59	42.77	43.96	45.15	46.34
	O	35.64	36.83	38.02	39.21	40.40	41.59	42.77	43.96	45.15	46.34
14	B	42.12	43.53	44.93	46.33	47.74	49.14	50.55	51.95	53.36	54.76
	O	42.12	43.53	44.93	46.33	47.74	49.14	50.55	51.95	53.36	54.76
15	B	49.55	51.20	52.85	54.50	56.15	57.81	59.46	61.11	62.76	64.41
	O	49.55	51.20	52.85	54.50	56.15	57.81	59.46	61.11	62.76	64.41

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-CIN (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.07%
FOR THE LOCALITY PAY AREA OF CINCINNATI-HAMILTON, OH-KY-IN**

(Total Increase 4.18%)

Effective January 2004

*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	\$ 8.62	\$ 8.90	\$ 9.19	\$ 9.47	\$ 9.76	\$ 9.93	\$ 10.21	\$ 10.50	\$ 10.51	\$ 10.78
	O	12.93	13.35	13.79	14.21	14.64	14.90	15.32	15.75	15.77	16.17
2	B	9.69	9.92	10.24	10.51	10.63	10.94	11.25	11.56	11.88	12.19
	O	14.54	14.88	15.36	15.77	15.95	16.41	16.88	17.34	17.82	18.29
3	B	12.68	13.03	13.39	13.74	14.09	14.44	14.80	15.15	15.50	15.85
	O	19.02	19.55	20.09	20.61	21.14	21.66	22.20	22.73	23.25	23.78
4	B	14.24	14.63	15.03	15.42	15.82	16.21	16.61	17.00	17.40	17.79
	O	21.36	21.95	22.55	23.13	23.73	24.32	24.92	25.50	26.10	26.69
5	B	16.37	16.82	17.26	17.70	18.14	18.59	19.03	19.47	19.92	20.36
	O	24.56	25.23	25.89	26.55	27.21	27.89	28.55	29.21	29.88	30.54
6	B	17.26	17.76	18.25	18.74	19.24	19.73	20.22	20.72	21.21	21.70
	O	25.89	26.64	27.38	28.11	28.86	29.60	30.33	31.08	31.82	32.55
7	B	18.63	19.18	19.73	20.28	20.83	21.37	21.92	22.47	23.02	23.57
	O	27.95	28.77	29.60	30.42	31.25	32.06	32.88	33.71	34.34	34.34
8	B	19.42	20.03	20.64	21.24	21.85	22.46	23.07	23.67	24.28	24.89
	O	29.13	30.05	30.96	31.86	32.78	33.69	34.34	34.34	34.34	34.34
9	B	20.78	21.45	22.12	22.79	23.46	24.14	24.81	25.48	26.15	26.82
	O	31.17	32.18	33.18	34.19	34.34	34.34	34.34	34.34	34.34	34.34
10	B	22.89	23.63	24.36	25.10	25.84	26.58	27.32	28.06	28.79	29.53
	O	34.34	34.34	34.34	34.34	34.34	34.34	34.34	34.34	34.34	34.34
11	B	24.33	25.15	25.96	26.77	27.58	28.39	29.20	30.01	30.82	31.63
	O	34.34	34.34	34.34	34.34	34.34	34.34	34.34	34.34	34.34	34.34
12	B	29.17	30.14	31.11	32.08	33.06	34.03	35.00	35.97	36.94	37.92
	O	34.34	34.34	34.34	34.34	34.34	34.34	35.00	35.97	36.94	37.92
13	B	34.68	35.84	37.00	38.15	39.31	40.46	41.62	42.78	43.93	45.09
	O	34.68	35.84	37.00	38.15	39.31	40.46	41.62	42.78	43.93	45.09
14	B	40.99	42.35	43.72	45.08	46.45	47.82	49.18	50.55	51.92	53.28
	O	40.99	42.35	43.72	45.08	46.45	47.82	49.18	50.55	51.92	53.28
15	B	48.21	49.82	51.43	53.03	54.64	56.25	57.85	59.46	61.07	62.68
	O	48.21	49.82	51.43	53.03	54.64	56.25	57.85	59.46	61.07	62.68

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-CLE (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.14%
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON, OH**

(Total Increase 4.21%)

Effective January 2004

*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	\$ 9.32	\$ 9.60	\$ 9.76	\$ 10.04	\$ 10.32	\$ 10.33	\$ 10.59
	O	12.71	13.13	13.55	13.98	14.40	14.64	15.06	15.48	15.50	15.89
2	B	9.52	9.75	10.07	10.33	10.45	10.76	11.06	11.37	11.68	11.99
	O	14.28	14.63	15.11	15.50	15.68	16.14	16.59	17.06	17.52	17.99
3	B	12.47	12.82	13.16	13.51	13.86	14.20	14.55	14.89	15.24	15.59
	O	18.71	19.23	19.74	20.27	20.79	21.30	21.83	22.34	22.86	23.39
4	B	14.00	14.39	14.77	15.16	15.55	15.94	16.33	16.72	17.11	17.50
	O	21.00	21.59	22.16	22.74	23.33	23.91	24.50	25.08	25.67	26.25
5	B	16.10	16.53	16.97	17.40	17.84	18.28	18.71	19.15	19.58	20.02
	O	24.15	24.80	25.46	26.10	26.76	27.42	28.07	28.73	29.37	30.03
6	B	16.97	17.46	17.94	18.43	18.92	19.40	19.89	20.37	20.86	21.34
	O	25.46	26.19	26.91	27.65	28.38	29.10	29.84	30.56	31.29	32.01
7	B	18.32	18.86	19.40	19.94	20.48	21.02	21.56	22.09	22.63	23.17
	O	27.48	28.29	29.10	29.91	30.72	31.53	32.34	33.14	33.75	33.75
8	B	19.10	19.69	20.29	20.89	21.49	22.08	22.68	23.28	23.87	24.47
	O	28.65	29.54	30.44	31.34	32.24	33.12	33.75	33.75	33.75	33.75
9	B	20.43	21.09	21.75	22.41	23.07	23.73	24.39	25.05	25.71	26.37
	O	30.65	31.64	32.63	33.62	33.75	33.75	33.75	33.75	33.75	33.75
10	B	22.50	23.23	23.95	24.68	25.41	26.13	26.86	27.58	28.31	29.04
	O	33.75	33.75	33.75	33.75	33.75	33.75	33.75	33.75	33.75	33.75
11	B	23.93	24.72	25.52	26.32	27.12	27.91	28.71	29.51	30.31	31.10
	O	33.75	33.75	33.75	33.75	33.75	33.75	33.75	33.75	33.75	33.75
12	B	28.68	29.63	30.59	31.54	32.50	33.46	34.41	35.37	36.32	37.28
	O	33.75	33.75	33.75	33.75	33.75	33.75	34.41	35.37	36.32	37.28
13	B	34.10	35.24	36.38	37.51	38.65	39.79	40.92	42.06	43.20	44.33
	O	34.10	35.24	36.38	37.51	38.65	39.79	40.92	42.06	43.20	44.33
14	B	40.30	41.64	42.99	44.33	45.67	47.02	48.36	49.70	51.05	52.39
	O	40.30	41.64	42.99	44.33	45.67	47.02	48.36	49.70	51.05	52.39
15	B	47.40	48.98	50.56	52.14	53.72	55.30	56.88	58.46	60.04	61.62
	O	47.40	48.98	50.56	52.14	53.72	55.30	56.88	58.46	60.04	61.62

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-COL (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.14%
FOR THE LOCALITY PAY AREA OF COLUMBUS, OH
(Total Increase 3.95%)**

Effective January 2004

*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	\$ 9.32	\$ 9.60	\$ 9.76	\$ 10.04	\$ 10.32	\$ 10.33	\$ 10.59
	O	12.71	13.13	13.55	13.98	14.40	14.64	15.06	15.48	15.50	15.89
2	B	9.52	9.75	10.07	10.33	10.45	10.76	11.06	11.37	11.68	11.99
	O	14.28	14.63	15.11	15.50	15.68	16.14	16.59	17.06	17.52	17.99
3	B	12.47	12.82	13.16	13.51	13.86	14.20	14.55	14.89	15.24	15.59
	O	18.71	19.23	19.74	20.27	20.79	21.30	21.83	22.34	22.86	23.39
4	B	14.00	14.39	14.77	15.16	15.55	15.94	16.33	16.72	17.11	17.50
	O	21.00	21.59	22.16	22.74	23.33	23.91	24.50	25.08	25.67	26.25
5	B	16.10	16.53	16.97	17.40	17.84	18.28	18.71	19.15	19.58	20.02
	O	24.15	24.80	25.46	26.10	26.76	27.42	28.07	28.73	29.37	30.03
6	B	16.97	17.46	17.94	18.43	18.92	19.40	19.89	20.37	20.86	21.34
	O	25.46	26.19	26.91	27.65	28.38	29.10	29.84	30.56	31.29	32.01
7	B	18.32	18.86	19.40	19.94	20.48	21.02	21.56	22.09	22.63	23.17
	O	27.48	28.29	29.10	29.91	30.72	31.53	32.34	33.14	33.75	33.75
8	B	19.10	19.69	20.29	20.89	21.49	22.08	22.68	23.28	23.87	24.47
	O	28.65	29.54	30.44	31.34	32.24	33.12	33.75	33.75	33.75	33.75
9	B	20.43	21.09	21.75	22.41	23.07	23.73	24.39	25.05	25.71	26.37
	O	30.65	31.64	32.63	33.62	33.75	33.75	33.75	33.75	33.75	33.75
10	B	22.50	23.23	23.95	24.68	25.41	26.13	26.86	27.58	28.31	29.04
	O	33.75	33.75	33.75	33.75	33.75	33.75	33.75	33.75	33.75	33.75
11	B	23.93	24.72	25.52	26.32	27.12	27.91	28.71	29.51	30.31	31.10
	O	33.75	33.75	33.75	33.75	33.75	33.75	33.75	33.75	33.75	33.75
12	B	28.68	29.63	30.59	31.54	32.50	33.46	34.41	35.37	36.32	37.28
	O	33.75	33.75	33.75	33.75	33.75	33.75	34.41	35.37	36.32	37.28
13	B	34.10	35.24	36.38	37.51	38.65	39.79	40.92	42.06	43.20	44.33
	O	34.10	35.24	36.38	37.51	38.65	39.79	40.92	42.06	43.20	44.33
14	B	40.30	41.64	42.99	44.33	45.67	47.02	48.36	49.70	51.05	52.39
	O	40.30	41.64	42.99	44.33	45.67	47.02	48.36	49.70	51.05	52.39
15	B	47.40	48.98	50.56	52.14	53.72	55.30	56.88	58.46	60.04	61.62
	O	47.40	48.98	50.56	52.14	53.72	55.30	56.88	58.46	60.04	61.62

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-DFW (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.85%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX**

(Total Increase 4.30%)

Effective January 2004

*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	\$ 8.81	\$ 9.09	\$ 9.37	\$ 9.66	\$ 9.82	\$ 10.10	\$ 10.39	\$ 10.40	\$ 10.66
	O	12.78	13.22	13.64	14.06	14.49	14.73	15.15	15.59	15.60	15.99
2	B	9.58	9.81	10.13	10.40	10.51	10.82	11.13	11.44	11.75	12.06
	O	14.37	14.72	15.20	15.60	15.77	16.23	16.70	17.16	17.63	18.09
3	B	12.55	12.90	13.25	13.59	13.94	14.29	14.64	14.99	15.34	15.69
	O	18.83	19.35	19.88	20.39	20.91	21.44	21.96	22.49	23.01	23.54
4	B	14.09	14.48	14.87	15.26	15.65	16.04	16.43	16.82	17.21	17.61
	O	21.14	21.72	22.31	22.89	23.48	24.06	24.65	25.23	25.82	26.42
5	B	16.20	16.64	17.08	17.51	17.95	18.39	18.83	19.27	19.70	20.14
	O	24.30	24.96	25.62	26.27	26.93	27.59	28.25	28.91	29.55	30.21
6	B	17.08	17.57	18.06	18.55	19.03	19.52	20.01	20.50	20.99	21.47
	O	25.62	26.36	27.09	27.83	28.55	29.28	30.02	30.75	31.49	32.21
7	B	18.44	18.98	19.52	20.06	20.61	21.15	21.69	22.23	22.77	23.32
	O	27.66	28.47	29.28	30.09	30.92	31.73	32.54	33.35	33.96	33.96
8	B	19.22	19.82	20.42	21.02	21.62	22.22	22.82	23.42	24.02	24.62
	O	28.83	29.73	30.63	31.53	32.43	33.33	33.96	33.96	33.96	33.96
9	B	20.56	21.23	21.89	22.55	23.22	23.88	24.54	25.21	25.87	26.53
	O	30.84	31.85	32.84	33.83	33.96	33.96	33.96	33.96	33.96	33.96
10	B	22.64	23.38	24.11	24.84	25.57	26.30	27.03	27.76	28.49	29.22
	O	33.96	33.96	33.96	33.96	33.96	33.96	33.96	33.96	33.96	33.96
11	B	24.08	24.88	25.68	26.48	27.29	28.09	28.89	29.69	30.50	31.30
	O	33.96	33.96	33.96	33.96	33.96	33.96	33.96	33.96	33.96	33.96
12	B	28.86	29.82	30.78	31.74	32.70	33.67	34.63	35.59	36.55	37.51
	O	33.96	33.96	33.96	33.96	33.96	33.96	34.63	35.59	36.55	37.51
13	B	34.32	35.46	36.60	37.75	38.89	40.04	41.18	42.32	43.47	44.61
	O	34.32	35.46	36.60	37.75	38.89	40.04	41.18	42.32	43.47	44.61
14	B	40.55	41.90	43.25	44.61	45.96	47.31	48.66	50.01	51.37	52.72
	O	40.55	41.90	43.25	44.61	45.96	47.31	48.66	50.01	51.37	52.72
15	B	47.70	49.29	50.88	52.47	54.06	55.65	57.24	58.83	60.42	62.01
	O	47.70	49.29	50.88	52.47	54.06	55.65	57.24	58.83	60.42	62.01

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-DAY (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.03%
FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD, OH
(Total Increase 3.96%)**

Effective January 2004

*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	\$ 8.39	\$ 8.67	\$ 8.95	\$ 9.22	\$ 9.50	\$ 9.67	\$ 9.94	\$ 10.22	\$ 10.23	\$ 10.49
	O	12.59	13.01	13.43	13.83	14.25	14.51	14.91	15.33	15.35	15.74
2	B	9.43	9.65	9.97	10.23	10.35	10.65	10.95	11.26	11.56	11.87
	O	14.15	14.48	14.96	15.35	15.53	15.98	16.43	16.89	17.34	17.81
3	B	12.35	12.69	13.03	13.38	13.72	14.06	14.41	14.75	15.09	15.43
	O	18.53	19.04	19.55	20.07	20.58	21.09	21.62	22.13	22.64	23.15
4	B	13.86	14.24	14.63	15.01	15.40	15.78	16.17	16.55	16.94	17.32
	O	20.79	21.36	21.95	22.52	23.10	23.67	24.26	24.83	25.41	25.98
5	B	15.94	16.37	16.80	17.23	17.67	18.10	18.53	18.96	19.39	19.82
	O	23.91	24.56	25.20	25.85	26.51	27.15	27.80	28.44	29.09	29.73
6	B	16.81	17.29	17.77	18.25	18.73	19.21	19.69	20.17	20.65	21.13
	O	25.22	25.94	26.66	27.38	28.10	28.82	29.54	30.26	30.98	31.70
7	B	18.14	18.68	19.21	19.74	20.28	20.81	21.34	21.88	22.41	22.94
	O	27.21	28.02	28.82	29.61	30.42	31.22	32.01	32.82	33.42	33.42
8	B	18.91	19.50	20.09	20.68	21.27	21.87	22.46	23.05	23.64	24.23
	O	28.37	29.25	30.14	31.02	31.91	32.81	33.42	33.42	33.42	33.42
9	B	20.23	20.89	21.54	22.19	22.85	23.50	24.15	24.80	25.46	26.11
	O	30.35	31.34	32.31	33.29	33.42	33.42	33.42	33.42	33.42	33.42
10	B	22.28	23.00	23.72	24.44	25.16	25.88	26.60	27.31	28.03	28.75
	O	33.42	33.42	33.42	33.42	33.42	33.42	33.42	33.42	33.42	33.42
11	B	23.69	24.48	25.27	26.06	26.85	27.64	28.43	29.22	30.01	30.80
	O	33.42	33.42	33.42	33.42	33.42	33.42	33.42	33.42	33.42	33.42
12	B	28.40	29.34	30.29	31.24	32.18	33.13	34.07	35.02	35.97	36.91
	O	33.42	33.42	33.42	33.42	33.42	33.42	34.07	35.02	35.97	36.91
13	B	33.77	34.89	36.02	37.14	38.27	39.40	40.52	41.65	42.77	43.90
	O	33.77	34.89	36.02	37.14	38.27	39.40	40.52	41.65	42.77	43.90
14	B	39.90	41.23	42.56	43.89	45.22	46.55	47.88	49.21	50.54	51.87
	O	39.90	41.23	42.56	43.89	45.22	46.55	47.88	49.21	50.54	51.87
15	B	46.94	48.50	50.07	51.63	53.20	54.76	56.33	57.89	59.46	61.02
	O	46.94	48.50	50.07	51.63	53.20	54.76	56.33	57.89	59.46	61.02

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-DEN (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.66%
FOR THE LOCALITY PAY AREA OF DENVER-BOULDER-GREELEY, CO
(Total Increase 4.39%)**

Effective January 2004

*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	\$ 8.73	\$ 9.03	\$ 9.32	\$ 9.61	\$ 9.90	\$ 10.07	\$ 10.35	\$ 10.64	\$ 10.65	\$ 10.92
	O	13.10	13.55	13.98	14.42	14.85	15.11	15.53	15.96	15.98	16.38
2	B	9.82	10.05	10.38	10.65	10.77	11.09	11.41	11.72	12.04	12.36
	O	14.73	15.08	15.57	15.98	16.16	16.64	17.12	17.58	18.06	18.54
3	B	12.86	13.22	13.57	13.93	14.29	14.64	15.00	15.36	15.72	16.07
	O	19.29	19.83	20.36	20.90	21.44	21.96	22.50	23.04	23.58	24.11
4	B	14.43	14.83	15.23	15.64	16.04	16.44	16.84	17.24	17.64	18.04
	O	21.65	22.25	22.85	23.46	24.06	24.66	25.26	25.86	26.46	27.06
5	B	16.60	17.05	17.50	17.95	18.39	18.84	19.29	19.74	20.19	20.64
	O	24.90	25.58	26.25	26.93	27.59	28.26	28.94	29.61	30.29	30.96
6	B	17.50	18.00	18.50	19.00	19.50	20.00	20.50	21.00	21.50	22.00
	O	26.25	27.00	27.75	28.50	29.25	30.00	30.75	31.50	32.25	33.00
7	B	18.89	19.45	20.00	20.56	21.11	21.67	22.23	22.78	23.34	23.89
	O	28.34	29.18	30.00	30.84	31.67	32.51	33.35	34.17	34.80	34.80
8	B	19.69	20.31	20.92	21.54	22.15	22.77	23.38	24.00	24.62	25.23
	O	29.54	30.47	31.38	32.31	33.23	34.16	34.80	34.80	34.80	34.80
9	B	21.07	21.75	22.43	23.11	23.79	24.47	25.15	25.83	26.51	27.19
	O	31.61	32.63	33.65	34.67	34.80	34.80	34.80	34.80	34.80	34.80
10	B	23.20	23.95	24.70	25.45	26.20	26.95	27.69	28.44	29.19	29.94
	O	34.80	34.80	34.80	34.80	34.80	34.80	34.80	34.80	34.80	34.80
11	B	24.67	25.49	26.32	27.14	27.96	28.78	29.60	30.43	31.25	32.07
	O	34.80	34.80	34.80	34.80	34.80	34.80	34.80	34.80	34.80	34.80
12	B	29.57	30.56	31.54	32.53	33.51	34.50	35.48	36.47	37.45	38.44
	O	34.80	34.80	34.80	34.80	34.80	34.80	35.48	36.47	37.45	38.44
13	B	35.16	36.33	37.51	38.68	39.85	41.02	42.20	43.37	44.54	45.71
	O	35.16	36.33	37.51	38.68	39.85	41.02	42.20	43.37	44.54	45.71
14	B	41.55	42.94	44.32	45.71	47.09	48.48	49.86	51.25	52.63	54.02
	O	41.55	42.94	44.32	45.71	47.09	48.48	49.86	51.25	52.63	54.02
15	B	48.88	50.51	52.14	53.77	55.39	57.02	58.65	60.28	61.91	63.54
	O	48.88	50.51	52.14	53.77	55.39	57.02	58.65	60.28	61.91	63.54

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-DET (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.32%
FOR THE LOCALITY PAY AREA OF DETROIT-ANN ARBOR-FLINT, MI
(Total Increase 4.51%)**

Effective January 2004

*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	\$ 8.86	\$ 9.15	\$ 9.45	\$ 9.74	\$ 10.04	\$ 10.21	\$ 10.50	\$ 10.79	\$ 10.81	\$ 11.08
	O	13.29	13.73	14.18	14.61	15.06	15.32	15.75	16.19	16.22	16.62
2	B	9.96	10.20	10.53	10.81	10.93	11.25	11.57	11.89	12.21	12.53
	O	14.94	15.30	15.80	16.22	16.40	16.88	17.36	17.84	18.32	18.80
3	B	13.04	13.40	13.77	14.13	14.49	14.85	15.21	15.58	15.94	16.30
	O	19.56	20.10	20.66	21.20	21.74	22.28	22.82	23.37	23.91	24.45
4	B	14.64	15.05	15.45	15.86	16.26	16.67	17.08	17.48	17.89	18.30
	O	21.96	22.58	23.18	23.79	24.39	25.01	25.62	26.22	26.84	27.45
5	B	16.84	17.29	17.75	18.20	18.66	19.11	19.57	20.02	20.48	20.93
	O	25.26	25.94	26.63	27.30	27.99	28.67	29.36	30.03	30.72	31.40
6	B	17.75	18.26	18.77	19.27	19.78	20.29	20.80	21.30	21.81	22.32
	O	26.63	27.39	28.16	28.91	29.67	30.44	31.20	31.95	32.72	33.48
7	B	19.16	19.72	20.29	20.85	21.41	21.98	22.54	23.11	23.67	24.23
	O	28.74	29.58	30.44	31.28	32.12	32.97	33.81	34.67	35.50	35.30
8	B	19.97	20.60	21.22	21.84	22.47	23.09	23.72	24.34	24.97	25.59
	O	29.96	30.90	31.83	32.76	33.71	34.64	35.30	35.30	35.30	35.30
9	B	21.37	22.06	22.75	23.44	24.13	24.82	25.51	26.20	26.89	27.57
	O	32.06	33.09	34.13	35.16	35.30	35.30	35.30	35.30	35.30	35.30
10	B	23.53	24.29	25.05	25.81	26.57	27.33	28.09	28.85	29.61	30.37
	O	35.30	35.30	35.30	35.30	35.30	35.30	35.30	35.30	35.30	35.30
11	B	25.02	25.86	26.69	27.52	28.36	29.19	30.03	30.86	31.69	32.53
	O	35.30	35.30	35.30	35.30	35.30	35.30	35.30	35.30	35.30	35.30
12	B	29.99	30.99	31.99	32.99	33.99	34.99	35.99	36.99	37.99	38.99
	O	35.30	35.30	35.30	35.30	35.30	35.30	35.99	36.99	37.99	38.99
13	B	35.66	36.85	38.04	39.23	40.42	41.61	42.80	43.99	45.17	46.36
	O	35.66	36.85	38.04	39.23	40.42	41.61	42.80	43.99	45.17	46.36
14	B	42.14	43.55	44.95	46.36	47.76	49.17	50.57	51.98	53.38	54.79
	O	42.14	43.55	44.95	46.36	47.76	49.17	50.57	51.98	53.38	54.79
15	B	49.57	51.23	52.88	54.53	56.18	57.84	59.49	61.14	62.79	64.45
	O	49.57	51.23	52.88	54.53	56.18	57.84	59.49	61.14	62.79	64.45

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-HAR (LEO)
RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.87%
FOR THE LOCALITY PAY AREA OF HARTFORD, CT
(INCLUDING ALL OF NEW LONDON COUNTY, CT)
(Total Increase 4.75%)
Effective January 2004

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	\$ 8.82	\$ 9.12	\$ 9.41	\$ 9.70	\$ 10.00	\$ 10.17	\$ 10.46	\$ 10.75	\$ 10.76	\$ 11.04
	O	13.23	13.68	14.12	14.55	15.00	15.26	15.69	16.13	16.14	16.56
2	B	9.92	10.16	10.49	10.76	10.89	11.21	11.53	11.85	12.17	12.49
	O	14.88	15.24	15.74	16.14	16.34	16.82	17.30	17.78	18.26	18.74
3	B	12.99	13.35	13.71	14.07	14.43	14.80	15.16	15.52	15.88	16.24
	O	19.49	20.03	20.57	21.11	21.65	22.20	22.74	23.28	23.82	24.36
4	B	14.58	14.99	15.39	15.80	16.20	16.61	17.01	17.42	17.82	18.23
	O	21.87	22.49	23.09	23.70	24.30	24.92	25.52	26.13	26.73	27.35
5	B	16.77	17.23	17.68	18.13	18.59	19.04	19.49	19.95	20.40	20.85
	O	25.16	25.85	26.52	27.20	27.89	28.56	29.24	29.93	30.60	31.28
6	B	17.68	18.19	18.69	19.20	19.71	20.21	20.72	21.22	21.73	22.23
	O	26.52	27.29	28.04	28.80	29.57	30.32	31.08	31.83	32.60	33.35
7	B	19.09	19.65	20.21	20.77	21.33	21.90	22.46	23.02	23.58	24.14
	O	28.64	29.48	30.32	31.16	32.00	32.85	33.69	34.53	35.16	35.16
8	B	19.90	20.52	21.14	21.76	22.38	23.01	23.63	24.25	24.87	25.49
	O	29.85	30.78	31.71	32.64	33.57	34.52	35.16	35.16	35.16	35.16
9	B	21.29	21.98	22.66	23.35	24.04	24.72	25.41	26.10	26.78	27.47
	O	31.94	32.97	33.99	35.03	35.16	35.16	35.16	35.16	35.16	35.16
10	B	23.44	24.20	24.96	25.71	26.47	27.23	27.98	28.74	29.49	30.25
	O	35.16	35.16	35.16	35.16	35.16	35.16	35.16	35.16	35.16	35.16
11	B	24.93	25.76	26.59	27.42	28.25	29.08	29.91	30.74	31.57	32.40
	O	35.16	35.16	35.16	35.16	35.16	35.16	35.16	35.16	35.16	35.16
12	B	29.88	30.87	31.87	32.86	33.86	34.85	35.85	36.85	37.84	38.84
	O	35.16	35.16	35.16	35.16	35.16	35.16	35.85	36.85	37.84	38.84
13	B	35.53	36.71	37.90	39.08	40.26	41.45	42.63	43.82	45.00	46.19
	O	35.53	36.71	37.90	39.08	40.26	41.45	42.63	43.82	45.00	46.19
14	B	41.98	43.38	44.78	46.18	47.58	48.98	50.38	51.78	53.18	54.58
	O	41.98	43.38	44.78	46.18	47.58	48.98	50.38	51.78	53.18	54.58
15	B	49.38	51.03	52.68	54.32	55.97	57.62	59.26	60.91	62.55	64.20
	O	49.38	51.03	52.68	54.32	55.97	57.62	59.26	60.91	62.55	64.20

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-HOU (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.14%
FOR THE LOCALITY PAY AREA OF HOUSTON-GALVESTON-BRAZORIA, TX**

(Total Increase 4.92%)

Effective January 2004

*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	\$ 9.22	\$ 9.53	\$ 9.83	\$ 10.14	\$ 10.45	\$ 10.63	\$ 10.93	\$ 11.23	\$ 11.25	\$ 11.53
	O	13.83	14.30	14.75	15.21	15.68	15.95	16.40	16.85	16.88	17.30
2	B	10.37	10.61	10.95	11.25	11.37	11.71	12.04	12.38	12.71	13.05
	O	15.56	15.92	16.43	16.88	17.06	17.57	18.06	18.57	19.07	19.58
3	B	13.57	13.95	14.33	14.70	15.08	15.46	15.83	16.21	16.59	16.97
	O	20.36	20.93	21.50	22.05	22.62	23.19	23.75	24.32	24.89	25.46
4	B	15.23	15.66	16.08	16.50	16.93	17.35	17.77	18.20	18.62	19.04
	O	22.85	23.49	24.12	24.75	25.40	26.03	26.66	27.30	27.93	28.56
5	B	17.52	18.00	18.47	18.94	19.42	19.89	20.36	20.84	21.31	21.79
	O	26.28	27.00	27.71	28.41	29.13	29.84	30.54	31.26	31.97	32.69
6	B	18.47	19.00	19.53	20.06	20.59	21.11	21.64	22.17	22.70	23.23
	O	27.71	28.50	29.30	30.09	30.89	31.67	32.46	33.26	34.05	34.85
7	B	19.94	20.53	21.11	21.70	22.29	22.87	23.46	24.05	24.63	25.22
	O	29.91	30.80	31.67	32.55	33.44	34.31	35.19	36.08	36.74	36.74
8	B	20.79	21.44	22.08	22.73	23.38	24.03	24.68	25.33	25.98	26.63
	O	31.19	32.16	33.12	34.10	35.07	36.05	36.74	36.74	36.74	36.74
9	B	22.24	22.96	23.68	24.39	25.11	25.83	26.55	27.26	27.98	28.70
	O	33.36	34.44	35.52	36.59	36.74	36.74	36.74	36.74	36.74	36.74
10	B	24.49	25.28	26.07	26.86	27.65	28.44	29.23	30.02	30.81	31.60
	O	36.74	36.74	36.74	36.74	36.74	36.74	36.74	36.74	36.74	36.74
11	B	26.04	26.91	27.78	28.65	29.51	30.38	31.25	32.12	32.99	33.85
	O	36.74	36.74	36.74	36.74	36.74	36.74	36.74	36.74	36.74	36.74
12	B	31.21	32.25	33.29	34.33	35.37	36.41	37.45	38.49	39.53	40.57
	O	36.74	36.74	36.74	36.74	36.74	36.74	37.45	38.49	39.53	40.57
13	B	37.12	38.35	39.59	40.83	42.07	43.30	44.54	45.78	47.01	48.25
	O	37.12	38.35	39.59	40.83	42.07	43.30	44.54	45.78	47.01	48.25
14	B	43.86	45.32	46.78	48.25	49.71	51.17	52.63	54.09	55.56	57.02
	O	43.86	45.32	46.78	48.25	49.71	51.17	52.63	54.09	55.56	57.02
15	B	51.59	53.31	55.03	56.75	58.47	60.19	61.91	63.63	65.35	65.60
	O	51.59	53.31	55.03	56.75	58.47	60.19	61.91	63.63	65.35	65.60

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-HNT (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 11.49%
FOR THE LOCALITY PAY AREA OF HUNTSVILLE, AL
(Total Increase 4.03%)**

Effective January 2004

*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	\$ 8.35	\$ 8.63	\$ 8.90	\$ 9.18	\$ 9.46	\$ 9.62	\$ 9.89	\$ 10.17	\$ 10.18	\$ 10.44
	O	12.53	12.95	13.35	13.77	14.19	14.43	14.84	15.26	15.27	15.66
2	B	9.39	9.61	9.92	10.18	10.30	10.60	10.90	11.21	11.51	11.81
	O	14.09	14.42	14.88	15.27	15.45	15.90	16.35	16.82	17.27	17.72
3	B	12.29	12.63	12.97	13.31	13.65	13.99	14.34	14.68	15.02	15.36
	O	18.44	18.95	19.46	19.97	20.48	20.99	21.51	22.02	22.53	23.04
4	B	13.79	14.18	14.56	14.94	15.33	15.71	16.09	16.47	16.86	17.24
	O	20.69	21.27	21.84	22.41	23.00	23.57	24.14	24.71	25.29	25.86
5	B	15.86	16.29	16.72	17.15	17.58	18.01	18.44	18.87	19.30	19.72
	O	23.79	24.44	25.08	25.73	26.37	27.02	27.66	28.31	28.95	29.58
6	B	16.73	17.20	17.68	18.16	18.64	19.12	19.60	20.07	20.55	21.03
	O	25.10	25.80	26.52	27.24	27.96	28.68	29.40	30.11	30.83	31.55
7	B	18.05	18.59	19.12	19.65	20.18	20.71	21.24	21.77	22.30	22.83
	O	27.08	27.89	28.68	29.48	30.27	31.07	31.86	32.66	33.26	33.26
8	B	18.82	19.41	20.00	20.58	21.17	21.76	22.35	22.94	23.52	24.11
	O	28.23	29.12	30.00	30.87	31.76	32.64	33.26	33.26	33.26	33.26
9	B	20.14	20.79	21.44	22.09	22.74	23.38	24.03	24.68	25.33	25.98
	O	30.21	31.19	32.16	33.14	33.26	33.26	33.26	33.26	33.26	33.26
10	B	22.17	22.89	23.61	24.32	25.04	25.75	26.47	27.18	27.90	28.61
	O	33.26	33.26	33.26	33.26	33.26	33.26	33.26	33.26	33.26	33.26
11	B	23.58	24.36	25.15	25.94	26.72	27.51	28.29	29.08	29.86	30.65
	O	33.26	33.26	33.26	33.26	33.26	33.26	33.26	33.26	33.26	33.26
12	B	28.26	29.20	30.14	31.08	32.03	32.97	33.91	34.85	35.79	36.74
	O	33.26	33.26	33.26	33.26	33.26	33.26	33.91	34.85	35.79	36.74
13	B	33.60	34.72	35.85	36.97	38.09	39.21	40.33	41.45	42.57	43.69
	O	33.60	34.72	35.85	36.97	38.09	39.21	40.33	41.45	42.57	43.69
14	B	39.71	41.03	42.36	43.68	45.01	46.33	47.65	48.98	50.30	51.62
	O	39.71	41.03	42.36	43.68	45.01	46.33	47.65	48.98	50.30	51.62
15	B	46.71	48.27	49.83	51.38	52.94	54.50	56.05	57.61	59.17	60.73
	O	46.71	48.27	49.83	51.38	52.94	54.50	56.05	57.61	59.17	60.73

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-IND (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 11.11%
FOR THE LOCALITY PAY AREA OF INDIANAPOLIS, IN
(Total Increase 3.90%)
Effective January 2004**

*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	\$ 8.60	\$ 8.87	\$ 9.15	\$ 9.43	\$ 9.59	\$ 9.86	\$ 10.14	\$ 10.15	\$ 10.40
	O	12.48	12.90	13.31	13.73	14.15	14.39	14.79	15.21	15.23	15.60
2	B	9.35	9.57	9.89	10.15	10.26	10.56	10.86	11.17	11.47	11.77
	O	14.03	14.36	14.84	15.23	15.39	15.84	16.29	16.76	17.21	17.66
3	B	12.25	12.59	12.93	13.27	13.61	13.95	14.29	14.63	14.97	15.31
	O	18.38	18.89	19.40	19.91	20.42	20.93	21.44	21.95	22.46	22.97
4	B	13.75	14.13	14.51	14.89	15.27	15.66	16.04	16.42	16.80	17.18
	O	20.63	21.20	21.77	22.34	22.91	23.49	24.06	24.63	25.20	25.77
5	B	15.81	16.24	16.67	17.09	17.52	17.95	18.38	18.80	19.23	19.66
	O	23.72	24.36	25.01	25.64	26.28	26.93	27.57	28.20	28.85	29.49
6	B	16.67	17.15	17.62	18.10	18.58	19.05	19.53	20.01	20.48	20.96
	O	25.01	25.73	26.43	27.15	27.87	28.58	29.30	30.02	30.72	31.44
7	B	17.99	18.52	19.05	19.58	20.11	20.64	21.17	21.70	22.23	22.76
	O	26.99	27.78	28.58	29.37	30.17	30.96	31.76	32.55	33.15	33.15
8	B	18.76	19.34	19.93	20.51	21.10	21.69	22.27	22.86	23.44	24.03
	O	28.14	29.01	29.90	30.77	31.65	32.54	33.15	33.15	33.15	33.15
9	B	20.07	20.72	21.36	22.01	22.66	23.30	23.95	24.60	25.25	25.89
	O	30.11	31.08	32.04	33.02	33.15	33.15	33.15	33.15	33.15	33.15
10	B	22.10	22.81	23.53	24.24	24.95	25.66	26.38	27.09	27.80	28.52
	O	33.15	33.15	33.15	33.15	33.15	33.15	33.15	33.15	33.15	33.15
11	B	23.50	24.28	25.06	25.85	26.63	27.41	28.20	28.98	29.76	30.55
	O	33.15	33.15	33.15	33.15	33.15	33.15	33.15	33.15	33.15	33.15
12	B	28.16	29.10	30.04	30.98	31.92	32.86	33.79	34.73	35.67	36.61
	O	33.15	33.15	33.15	33.15	33.15	33.15	33.79	34.73	35.67	36.61
13	B	33.49	34.61	35.72	36.84	37.96	39.07	40.19	41.31	42.42	43.54
	O	33.49	34.61	35.72	36.84	37.96	39.07	40.19	41.31	42.42	43.54
14	B	39.58	40.89	42.21	43.53	44.85	46.17	47.49	48.81	50.13	51.45
	O	39.58	40.89	42.21	43.53	44.85	46.17	47.49	48.81	50.13	51.45
15	B	46.55	48.10	49.66	51.21	52.76	54.31	55.86	57.41	58.97	60.52
	O	46.55	48.10	49.66	51.21	52.76	54.31	55.86	57.41	58.97	60.52

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-KC (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 11.54%
FOR THE LOCALITY PAY AREA OF KANSAS CITY, MO-KS**

(Total Increase 3.89%)

Effective January 2004

*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	\$ 8.35	\$ 8.63	\$ 8.91	\$ 9.18	\$ 9.46	\$ 9.62	\$ 9.90	\$ 10.18	\$ 10.19	\$ 10.44
	O	12.53	12.95	13.37	13.77	14.19	14.43	14.85	15.27	15.29	15.66
2	B	9.39	9.61	9.92	10.19	10.30	10.60	10.91	11.21	11.51	11.82
	O	14.09	14.42	14.88	15.29	15.45	15.90	16.37	16.82	17.27	17.73
3	B	12.29	12.63	12.98	13.32	13.66	14.00	14.34	14.68	15.03	15.37
	O	18.44	18.95	19.47	19.98	20.49	21.00	21.51	22.02	22.55	23.06
4	B	13.80	14.18	14.57	14.95	15.33	15.72	16.10	16.48	16.87	17.25
	O	20.70	21.27	21.86	22.43	23.00	23.58	24.15	24.72	25.31	25.88
5	B	15.87	16.30	16.73	17.16	17.59	18.02	18.45	18.88	19.30	19.73
	O	23.81	24.45	25.10	25.74	26.39	27.03	27.68	28.32	28.95	29.60
6	B	16.73	17.21	17.69	18.17	18.65	19.13	19.60	20.08	20.56	21.04
	O	25.10	25.82	26.54	27.26	27.98	28.70	29.40	30.12	30.84	31.56
7	B	18.06	18.59	19.13	19.66	20.19	20.72	21.25	21.78	22.31	22.84
	O	27.09	27.89	28.70	29.49	30.29	31.08	31.88	32.67	33.27	33.27
8	B	18.83	19.42	20.00	20.59	21.18	21.77	22.36	22.95	23.54	24.12
	O	28.25	29.13	30.00	30.89	31.77	32.66	33.27	33.27	33.27	33.27
9	B	20.15	20.80	21.45	22.10	22.75	23.40	24.05	24.69	25.34	25.99
	O	30.23	31.20	32.18	33.15	33.27	33.27	33.27	33.27	33.27	33.27
10	B	22.18	22.90	23.62	24.33	25.05	25.76	26.48	27.19	27.91	28.63
	O	33.27	33.27	33.27	33.27	33.27	33.27	33.27	33.27	33.27	33.27
11	B	23.59	24.37	25.16	25.95	26.73	27.52	28.31	29.09	29.88	30.66
	O	33.27	33.27	33.27	33.27	33.27	33.27	33.27	33.27	33.27	33.27
12	B	28.27	29.21	30.16	31.10	32.04	32.98	33.93	34.87	35.81	36.75
	O	33.27	33.27	33.27	33.27	33.27	33.27	33.93	34.87	35.81	36.75
13	B	33.62	34.74	35.86	36.98	38.10	39.22	40.34	41.46	42.59	43.71
	O	33.62	34.74	35.86	36.98	38.10	39.22	40.34	41.46	42.59	43.71
14	B	39.73	41.05	42.38	43.70	45.03	46.35	47.67	49.00	50.32	51.65
	O	39.73	41.05	42.38	43.70	45.03	46.35	47.67	49.00	50.32	51.65
15	B	46.73	48.29	49.85	51.41	52.96	54.52	56.08	57.64	59.20	60.75
	O	46.73	48.29	49.85	51.41	52.96	54.52	56.08	57.64	59.20	60.75

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-LA (LEO)
RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.05%
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 4.74%)
Effective January 2004

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	\$ 8.99	\$ 9.29	\$ 9.59	\$ 9.88	\$ 10.18	\$ 10.36	\$ 10.65	\$ 10.95	\$ 10.96	\$ 11.24
	O	13.49	13.94	14.39	14.82	15.27	15.54	15.98	16.43	16.44	16.86
2	B	10.11	10.35	10.68	10.96	11.09	11.41	11.74	12.07	12.39	12.72
	O	15.17	15.53	16.02	16.44	16.64	17.12	17.61	18.11	18.59	19.08
3	B	13.23	13.60	13.97	14.33	14.70	15.07	15.44	15.80	16.17	16.54
	O	19.85	20.40	20.96	21.50	22.05	22.61	23.16	23.70	24.26	24.81
4	B	14.85	15.26	15.68	16.09	16.50	16.91	17.33	17.74	18.15	18.56
	O	22.28	22.89	23.52	24.14	24.75	25.37	26.00	26.61	27.23	27.84
5	B	17.08	17.54	18.01	18.47	18.93	19.39	19.85	20.32	20.78	21.24
	O	25.62	26.31	27.02	27.71	28.40	29.09	29.78	30.48	31.17	31.86
6	B	18.01	18.53	19.04	19.56	20.07	20.59	21.10	21.61	22.13	22.64
	O	27.02	27.80	28.56	29.34	30.11	30.89	31.65	32.42	33.20	33.96
7	B	19.44	20.01	20.58	21.16	21.73	22.30	22.87	23.44	24.02	24.59
	O	29.16	30.02	30.87	31.74	32.60	33.45	34.31	35.16	35.82	35.82
8	B	20.26	20.90	21.53	22.16	22.80	23.43	24.06	24.70	25.33	25.96
	O	30.39	31.35	32.30	33.24	34.20	35.15	35.82	35.82	35.82	35.82
9	B	21.68	22.38	23.08	23.78	24.48	25.18	25.88	26.58	27.28	27.98
	O	32.52	33.57	34.62	35.67	35.82	35.82	35.82	35.82	35.82	35.82
10	B	23.88	24.65	25.42	26.19	26.96	27.73	28.50	29.27	30.04	30.81
	O	35.82	35.82	35.82	35.82	35.82	35.82	35.82	35.82	35.82	35.82
11	B	25.39	26.23	27.08	27.93	28.77	29.62	30.47	31.31	32.16	33.00
	O	35.82	35.82	35.82	35.82	35.82	35.82	35.82	35.82	35.82	35.82
12	B	30.43	31.44	32.46	33.47	34.49	35.50	36.51	37.53	38.54	39.56
	O	35.82	35.82	35.82	35.82	35.82	35.82	36.51	37.53	38.54	39.56
13	B	36.18	37.39	38.60	39.80	41.01	42.22	43.42	44.63	45.83	47.04
	O	36.18	37.39	38.60	39.80	41.01	42.22	43.42	44.63	45.83	47.04
14	B	42.76	44.18	45.61	47.04	48.46	49.89	51.31	52.74	54.16	55.59
	O	42.76	44.18	45.61	47.04	48.46	49.89	51.31	52.74	54.16	55.59
15	B	50.30	51.97	53.65	55.33	57.00	58.68	60.36	62.03	63.71	65.39
	O	50.30	51.97	53.65	55.33	57.00	58.68	60.36	62.03	63.71	65.39

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-MFL (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.54%
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE, FL**

(Total Increase 4.26%)

Effective January 2004

*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	\$ 8.65	\$ 8.94	\$ 9.23	\$ 9.51	\$ 9.80	\$ 9.97	\$ 10.25	\$ 10.54	\$ 10.55	\$ 10.82
	O	12.98	13.41	13.85	14.27	14.70	14.96	15.38	15.81	15.83	16.23
2	B	9.73	9.96	10.28	10.55	10.67	10.98	11.30	11.61	11.93	12.24
	O	14.60	14.94	15.42	15.83	16.01	16.47	16.95	17.42	17.90	18.36
3	B	12.73	13.09	13.44	13.80	14.15	14.50	14.86	15.21	15.56	15.92
	O	19.10	19.64	20.16	20.70	21.23	21.75	22.29	22.82	23.34	23.88
4	B	14.29	14.69	15.09	15.49	15.88	16.28	16.68	17.07	17.47	17.87
	O	21.44	22.04	22.64	23.24	23.82	24.42	25.02	25.61	26.21	26.81
5	B	16.44	16.89	17.33	17.77	18.22	18.66	19.11	19.55	20.00	20.44
	O	24.66	25.34	26.00	26.66	27.33	27.99	28.67	29.33	30.00	30.66
6	B	17.33	17.83	18.33	18.82	19.32	19.81	20.31	20.80	21.30	21.79
	O	26.00	26.75	27.50	28.23	28.98	29.72	30.47	31.20	31.95	32.69
7	B	18.71	19.26	19.81	20.36	20.91	21.46	22.01	22.56	23.11	23.66
	O	28.07	28.89	29.72	30.54	31.37	32.19	33.02	33.84	34.47	34.47
8	B	19.50	20.11	20.72	21.33	21.94	22.55	23.16	23.77	24.38	24.99
	O	29.25	30.17	31.08	32.00	32.91	33.83	34.47	34.47	34.47	34.47
9	B	20.87	21.54	22.21	22.89	23.56	24.23	24.91	25.58	26.25	26.93
	O	31.31	32.31	33.32	34.34	34.47	34.47	34.47	34.47	34.47	34.47
10	B	22.98	23.72	24.46	25.20	25.95	26.69	27.43	28.17	28.91	29.65
	O	34.47	34.47	34.47	34.47	34.47	34.47	34.47	34.47	34.47	34.47
11	B	24.43	25.25	26.06	26.88	27.69	28.51	29.32	30.14	30.95	31.76
	O	34.47	34.47	34.47	34.47	34.47	34.47	34.47	34.47	34.47	34.47
12	B	29.29	30.26	31.24	32.21	33.19	34.17	35.14	36.12	37.09	38.07
	O	34.47	34.47	34.47	34.47	34.47	34.47	35.14	36.12	37.09	38.07
13	B	34.83	35.99	37.15	38.31	39.47	40.63	41.79	42.95	44.11	45.27
	O	34.83	35.99	37.15	38.31	39.47	40.63	41.79	42.95	44.11	45.27
14	B	41.15	42.53	43.90	45.27	46.64	48.01	49.38	50.76	52.13	53.50
	O	41.15	42.53	43.90	45.27	46.64	48.01	49.38	50.76	52.13	53.50
15	B	48.41	50.02	51.64	53.25	54.86	56.48	58.09	59.70	61.32	62.93
	O	48.41	50.02	51.64	53.25	54.86	56.48	58.09	59.70	61.32	62.93

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-MIL (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.64%
FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE, WI
(Total Increase 4.03%)**

Effective January 2004

*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	\$ 8.43	\$ 8.71	\$ 9.00	\$ 9.27	\$ 9.55	\$ 9.72	\$ 10.00	\$ 10.28	\$ 10.29	\$ 10.55
	O	12.65	13.07	13.50	13.91	14.33	14.58	15.00	15.42	15.44	15.83
2	B	9.48	9.71	10.02	10.29	10.40	10.71	11.01	11.32	11.63	11.93
	O	14.22	14.57	15.03	15.44	15.60	16.07	16.52	16.98	17.45	17.90
3	B	12.41	12.76	13.10	13.45	13.79	14.14	14.48	14.83	15.17	15.52
	O	18.62	19.14	19.65	20.18	20.69	21.21	21.72	22.25	22.76	23.28
4	B	13.94	14.32	14.71	15.10	15.48	15.87	16.26	16.64	17.03	17.42
	O	20.91	21.48	22.07	22.65	23.22	23.81	24.39	24.96	25.55	26.13
5	B	16.03	16.46	16.89	17.33	17.76	18.19	18.63	19.06	19.49	19.93
	O	24.05	24.69	25.34	26.00	26.64	27.29	27.95	28.59	29.24	29.90
6	B	16.90	17.38	17.87	18.35	18.83	19.31	19.80	20.28	20.76	21.25
	O	25.35	26.07	26.81	27.53	28.25	28.97	29.70	30.42	31.14	31.88
7	B	18.24	18.78	19.31	19.85	20.39	20.92	21.46	22.00	22.53	23.07
	O	27.36	28.17	28.97	29.78	30.59	31.38	32.19	33.00	33.60	33.60
8	B	19.01	19.61	20.20	20.80	21.39	21.98	22.58	23.17	23.77	24.36
	O	28.52	29.42	30.30	31.20	32.09	32.97	33.60	33.60	33.60	33.60
9	B	20.34	21.00	21.66	22.31	22.97	23.63	24.28	24.94	25.59	26.25
	O	30.51	31.50	32.49	33.47	33.60	33.60	33.60	33.60	33.60	33.60
10	B	22.40	23.13	23.85	24.57	25.29	26.02	26.74	27.46	28.19	28.91
	O	33.60	33.60	33.60	33.60	33.60	33.60	33.60	33.60	33.60	33.60
11	B	23.82	24.62	25.41	26.20	27.00	27.79	28.58	29.38	30.17	30.97
	O	33.60	33.60	33.60	33.60	33.60	33.60	33.60	33.60	33.60	33.60
12	B	28.55	29.50	30.45	31.41	32.36	33.31	34.26	35.21	36.16	37.11
	O	33.60	33.60	33.60	33.60	33.60	33.60	34.26	35.21	36.16	37.11
13	B	33.95	35.08	36.21	37.35	38.48	39.61	40.74	41.87	43.01	44.14
	O	33.95	35.08	36.21	37.35	38.48	39.61	40.74	41.87	43.01	44.14
14	B	40.12	41.46	42.79	44.13	45.47	46.81	48.14	49.48	50.82	52.16
	O	40.12	41.46	42.79	44.13	45.47	46.81	48.14	49.48	50.82	52.16
15	B	47.19	48.77	50.34	51.91	53.49	55.06	56.63	58.21	59.78	61.35
	O	47.19	48.77	50.34	51.91	53.49	55.06	56.63	58.21	59.78	61.35

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-MSP (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.75%
FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL, MN-WI
(Total Increase 4.44%)**

Effective January 2004

*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	\$ 8.59	\$ 8.88	\$ 9.16	\$ 9.45	\$ 9.73	\$ 9.90	\$ 10.18	\$ 10.47	\$ 10.48	\$ 10.75
	O	12.89	13.32	13.74	14.18	14.60	14.85	15.27	15.71	15.72	16.13
2	B	9.66	9.89	10.21	10.48	10.60	10.91	11.22	11.53	11.84	12.16
	O	14.49	14.84	15.32	15.72	15.90	16.37	16.83	17.30	17.76	18.24
3	B	12.65	13.00	13.35	13.70	14.05	14.40	14.76	15.11	15.46	15.81
	O	18.98	19.50	20.03	20.55	21.08	21.60	22.14	22.67	23.19	23.72
4	B	14.20	14.59	14.99	15.38	15.77	16.17	16.56	16.96	17.35	17.74
	O	21.30	21.89	22.49	23.07	23.66	24.26	24.84	25.44	26.03	26.61
5	B	16.33	16.77	17.21	17.65	18.09	18.54	18.98	19.42	19.86	20.30
	O	24.50	25.16	25.82	26.48	27.14	27.81	28.47	29.13	29.79	30.45
6	B	17.22	17.71	18.20	18.69	19.18	19.68	20.17	20.66	21.15	21.64
	O	25.83	26.57	27.30	28.04	28.77	29.52	30.26	30.99	31.73	32.46
7	B	18.58	19.13	19.68	20.22	20.77	21.32	21.86	22.41	22.95	23.50
	O	27.87	28.70	29.52	30.33	31.16	31.98	32.79	33.62	34.23	34.23
8	B	19.37	19.98	20.58	21.19	21.79	22.40	23.00	23.61	24.21	24.82
	O	29.06	29.97	30.87	31.79	32.69	33.60	34.23	34.23	34.23	34.23
9	B	20.73	21.39	22.06	22.73	23.40	24.07	24.74	25.41	26.07	26.74
	O	31.10	32.09	33.09	34.10	34.23	34.23	34.23	34.23	34.23	34.23
10	B	22.82	23.56	24.30	25.03	25.77	26.50	27.24	27.98	28.71	29.45
	O	34.23	34.23	34.23	34.23	34.23	34.23	34.23	34.23	34.23	34.23
11	B	24.27	25.08	25.89	26.69	27.50	28.31	29.12	29.93	30.74	31.55
	O	34.23	34.23	34.23	34.23	34.23	34.23	34.23	34.23	34.23	34.23
12	B	29.09	30.06	31.02	31.99	32.96	33.93	34.90	35.87	36.84	37.81
	O	34.23	34.23	34.23	34.23	34.23	34.23	34.90	35.87	36.84	37.81
13	B	34.59	35.74	36.89	38.05	39.20	40.35	41.51	42.66	43.81	44.96
	O	34.59	35.74	36.89	38.05	39.20	40.35	41.51	42.66	43.81	44.96
14	B	40.87	42.23	43.60	44.96	46.32	47.68	49.05	50.41	51.77	53.13
	O	40.87	42.23	43.60	44.96	46.32	47.68	49.05	50.41	51.77	53.13
15	B	48.08	49.68	51.28	52.89	54.49	56.09	57.69	59.30	60.90	62.50
	O	48.08	49.68	51.28	52.89	54.49	56.09	57.69	59.30	60.90	62.50

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-NY (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.29%
FOR THE LOCALITY PAY AREA OF NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND, NY-NJ-CT-PA
(Total Increase 4.86%)**

Effective January 2004

*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	\$ 8.93	\$ 9.23	\$ 9.53	\$ 9.82	\$ 10.12	\$ 10.29	\$ 10.59	\$ 10.88	\$ 10.89	\$ 11.17
	O	13.40	13.85	14.30	14.73	15.18	15.44	15.89	16.32	16.34	16.76
2	B	10.04	10.28	10.61	10.89	11.02	11.34	11.67	11.99	12.31	12.64
	O	15.06	15.42	15.92	16.34	16.53	17.01	17.51	17.99	18.47	18.96
3	B	13.15	13.51	13.88	14.24	14.61	14.97	15.34	15.70	16.07	16.43
	O	19.73	20.27	20.82	21.36	21.92	22.46	23.01	23.55	24.11	24.65
4	B	14.76	15.17	15.58	15.99	16.40	16.81	17.22	17.63	18.04	18.45
	O	22.14	22.76	23.37	23.99	24.60	25.22	25.83	26.45	27.06	27.68
5	B	16.97	17.43	17.89	18.35	18.81	19.27	19.73	20.19	20.65	21.10
	O	25.46	26.15	26.84	27.53	28.22	28.91	29.60	30.29	30.98	31.65
6	B	17.90	18.41	18.92	19.43	19.94	20.45	20.97	21.48	21.99	22.50
	O	26.85	27.62	28.38	29.15	29.91	30.68	31.46	32.22	32.99	33.75
7	B	19.32	19.89	20.45	21.02	21.59	22.16	22.73	23.30	23.86	24.43
	O	28.98	29.84	30.68	31.53	32.39	33.24	34.10	34.95	35.60	35.60
8	B	20.14	20.77	21.39	22.02	22.65	23.28	23.91	24.54	25.17	25.80
	O	30.21	31.16	32.09	33.03	33.98	34.92	35.60	35.60	35.60	35.60
9	B	21.55	22.24	22.94	23.63	24.33	25.02	25.72	26.41	27.11	27.80
	O	32.33	33.36	34.41	35.45	35.60	35.60	35.60	35.60	35.60	35.60
10	B	23.73	24.49	25.26	26.02	26.79	27.55	28.32	29.08	29.85	30.61
	O	35.60	35.60	35.60	35.60	35.60	35.60	35.60	35.60	35.60	35.60
11	B	25.23	26.07	26.91	27.75	28.59	29.43	30.27	31.11	31.95	32.79
	O	35.60	35.60	35.60	35.60	35.60	35.60	35.60	35.60	35.60	35.60
12	B	30.24	31.24	32.25	33.26	34.27	35.28	36.28	37.29	38.30	39.31
	O	35.60	35.60	35.60	35.60	35.60	35.60	36.28	37.29	38.30	39.31
13	B	35.96	37.15	38.35	39.55	40.75	41.95	43.15	44.35	45.54	46.74
	O	35.96	37.15	38.35	39.55	40.75	41.95	43.15	44.35	45.54	46.74
14	B	42.49	43.91	45.32	46.74	48.15	49.57	50.99	52.40	53.82	55.24
	O	42.49	43.91	45.32	46.74	48.15	49.57	50.99	52.40	53.82	55.24
15	B	49.98	51.64	53.31	54.98	56.64	58.31	59.98	61.64	63.31	64.97
	O	49.98	51.64	53.31	54.98	56.64	58.31	59.98	61.64	63.31	64.97

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-ORL (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 10.93%
FOR THE LOCALITY PAY AREA OF ORLANDO, FL
(Total Increase 3.90%)
Effective January 2004**

*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	\$ 8.31	\$ 8.58	\$ 8.86	\$ 9.13	\$ 9.41	\$ 9.57	\$ 9.84	\$ 10.12	\$ 10.13	\$ 10.39
	O	12.47	12.87	13.29	13.70	14.12	14.36	14.76	15.18	15.20	15.59
2	B	9.34	9.56	9.87	10.13	10.24	10.55	10.85	11.15	11.45	11.75
	O	14.01	14.34	14.81	15.20	15.36	15.83	16.28	16.73	17.18	17.63
3	B	12.23	12.57	12.91	13.25	13.58	13.92	14.26	14.60	14.94	15.28
	O	18.35	18.86	19.37	19.88	20.37	20.88	21.39	21.90	22.41	22.92
4	B	13.72	14.10	14.49	14.87	15.25	15.63	16.01	16.39	16.77	17.15
	O	20.58	21.15	21.74	22.31	22.88	23.45	24.02	24.59	25.16	25.73
5	B	15.78	16.21	16.64	17.06	17.49	17.92	18.34	18.77	19.20	19.63
	O	23.67	24.32	24.96	25.59	26.24	26.88	27.51	28.16	28.80	29.45
6	B	16.64	17.12	17.59	18.07	18.55	19.02	19.50	19.97	20.45	20.92
	O	24.96	25.68	26.39	27.11	27.83	28.53	29.25	29.96	30.68	31.38
7	B	17.96	18.49	19.02	19.55	20.08	20.61	21.13	21.66	22.19	22.72
	O	26.94	27.74	28.53	29.33	30.12	30.92	31.70	32.49	33.09	33.09
8	B	18.72	19.31	19.90	20.48	21.07	21.65	22.24	22.82	23.41	23.99
	O	28.08	28.97	29.85	30.72	31.61	32.48	33.09	33.09	33.09	33.09
9	B	20.04	20.68	21.33	21.97	22.62	23.27	23.91	24.56	25.21	25.85
	O	30.06	31.02	32.00	32.96	33.09	33.09	33.09	33.09	33.09	33.09
10	B	22.06	22.78	23.49	24.20	24.91	25.62	26.33	27.05	27.76	28.47
	O	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09
11	B	23.46	24.24	25.02	25.80	26.59	27.37	28.15	28.93	29.71	30.50
	O	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09
12	B	28.12	29.05	29.99	30.93	31.87	32.80	33.74	34.68	35.61	36.55
	O	33.09	33.09	33.09	33.09	33.09	33.09	33.74	34.68	35.61	36.55
13	B	33.44	34.55	35.67	36.78	37.89	39.01	40.12	41.24	42.35	43.47
	O	33.44	34.55	35.67	36.78	37.89	39.01	40.12	41.24	42.35	43.47
14	B	39.51	40.83	42.15	43.46	44.78	46.10	47.41	48.73	50.05	51.37
	O	39.51	40.83	42.15	43.46	44.78	46.10	47.41	48.73	50.05	51.37
15	B	46.48	48.03	49.57	51.12	52.67	54.22	55.77	57.32	58.87	60.42
	O	46.48	48.03	49.57	51.12	52.67	54.22	55.77	57.32	58.87	60.42

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-PHL (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.32%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-WILMINGTON-ATLANTIC CITY, PA-NJ-DE-MD
(Total Increase 4.41%)
Effective January 2004**

*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	\$ 8.63	\$ 8.92	\$ 9.21	\$ 9.49	\$ 9.78	\$ 9.95	\$ 10.23	\$ 10.52	\$ 10.53	\$ 10.80
	O	12.95	13.38	13.82	14.24	14.67	14.93	15.35	15.78	15.80	16.20
2	B	9.71	9.94	10.26	10.53	10.65	10.96	11.28	11.59	11.90	12.22
	O	14.57	14.91	15.39	15.80	15.98	16.44	16.92	17.39	17.85	18.33
3	B	12.71	13.06	13.42	13.77	14.12	14.48	14.83	15.18	15.53	15.89
	O	19.07	19.59	20.13	20.66	21.18	21.72	22.25	22.77	23.30	23.84
4	B	14.27	14.66	15.06	15.46	15.85	16.25	16.64	17.04	17.44	17.83
	O	21.41	21.99	22.59	23.19	23.78	24.38	24.96	25.56	26.16	26.75
5	B	16.41	16.85	17.30	17.74	18.18	18.63	19.07	19.52	19.96	20.40
	O	24.62	25.28	25.95	26.61	27.27	27.95	28.61	29.28	29.94	30.60
6	B	17.30	17.80	18.29	18.78	19.28	19.77	20.27	20.76	21.26	21.75
	O	25.95	26.70	27.44	28.17	28.92	29.66	30.41	31.14	31.89	32.63
7	B	18.68	19.22	19.77	20.32	20.87	21.42	21.97	22.52	23.07	23.62
	O	28.02	28.83	29.66	30.48	31.31	32.13	32.96	33.78	34.41	34.41
8	B	19.47	20.07	20.68	21.29	21.90	22.51	23.12	23.72	24.33	24.94
	O	29.21	30.11	31.02	31.94	32.85	33.77	34.41	34.41	34.41	34.41
9	B	20.83	21.50	22.17	22.84	23.52	24.19	24.86	25.53	26.20	26.88
	O	31.25	32.25	33.26	34.26	34.41	34.41	34.41	34.41	34.41	34.41
10	B	22.94	23.68	24.42	25.16	25.90	26.64	27.38	28.12	28.86	29.60
	O	34.41	34.41	34.41	34.41	34.41	34.41	34.41	34.41	34.41	34.41
11	B	24.39	25.20	26.01	26.83	27.64	28.45	29.26	30.08	30.89	31.70
	O	34.41	34.41	34.41	34.41	34.41	34.41	34.41	34.41	34.41	34.41
12	B	29.23	30.20	31.18	32.15	33.13	34.10	35.08	36.05	37.02	38.00
	O	34.41	34.41	34.41	34.41	34.41	34.41	35.08	36.05	37.02	38.00
13	B	34.76	35.92	37.08	38.24	39.39	40.55	41.71	42.87	44.03	45.19
	O	34.76	35.92	37.08	38.24	39.39	40.55	41.71	42.87	44.03	45.19
14	B	41.07	42.44	43.81	45.18	46.55	47.92	49.29	50.66	52.03	53.40
	O	41.07	42.44	43.81	45.18	46.55	47.92	49.29	50.66	52.03	53.40
15	B	48.32	49.93	51.54	53.15	54.76	56.37	57.98	59.59	61.20	62.81
	O	48.32	49.93	51.54	53.15	54.76	56.37	57.98	59.59	61.20	62.81

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-PIT (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 11.92%
FOR THE LOCALITY PAY AREA OF PITTSBURGH, PA
(Total Increase 4.00%)
Effective January 2004**

*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	\$ 9.21	\$ 9.49	\$ 9.66	\$ 9.93	\$ 10.21	\$ 10.22	\$ 10.48
	O	12.57	12.99	13.41	13.82	14.24	14.49	14.90	15.32	15.33	15.72
2	B	9.42	9.64	9.96	10.22	10.34	10.64	10.94	11.25	11.55	11.86
	O	14.13	14.46	14.94	15.33	15.51	15.96	16.41	16.88	17.33	17.79
3	B	12.34	12.68	13.02	13.36	13.71	14.05	14.39	14.73	15.08	15.42
	O	18.51	19.02	19.53	20.04	20.57	21.08	21.59	22.10	22.62	23.13
4	B	13.85	14.23	14.62	15.00	15.38	15.77	16.15	16.54	16.92	17.31
	O	20.78	21.35	21.93	22.50	23.07	23.66	24.23	24.81	25.38	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	16.79	17.27	17.75	18.23	18.71	19.19	19.67	20.15	20.63	21.11
	O	25.19	25.91	26.63	27.35	28.07	28.79	29.51	30.23	30.95	31.67
7	B	18.12	18.66	19.19	19.72	20.26	20.79	21.32	21.86	22.39	22.92
	O	27.18	27.99	28.79	29.58	30.39	31.19	31.98	32.79	33.39	33.39
8	B	18.89	19.48	20.07	20.66	21.25	21.84	22.43	23.02	23.62	24.21
	O	28.34	29.22	30.11	30.99	31.88	32.76	33.39	33.39	33.39	33.39
9	B	20.21	20.87	21.52	22.17	22.82	23.47	24.13	24.78	25.43	26.08
	O	30.32	31.31	32.28	33.26	33.39	33.39	33.39	33.39	33.39	33.39
10	B	22.26	22.98	23.70	24.41	25.13	25.85	26.57	27.29	28.01	28.72
	O	33.39	33.39	33.39	33.39	33.39	33.39	33.39	33.39	33.39	33.39
11	B	23.67	24.46	25.25	26.04	26.82	27.61	28.40	29.19	29.98	30.77
	O	33.39	33.39	33.39	33.39	33.39	33.39	33.39	33.39	33.39	33.39
12	B	28.37	29.31	30.26	31.20	32.15	33.10	34.04	34.99	35.93	36.88
	O	33.39	33.39	33.39	33.39	33.39	33.39	34.04	34.99	35.93	36.88
13	B	33.73	34.86	35.98	37.11	38.23	39.36	40.48	41.61	42.73	43.86
	O	33.73	34.86	35.98	37.11	38.23	39.36	40.48	41.61	42.73	43.86
14	B	39.86	41.19	42.52	43.85	45.18	46.51	47.84	49.17	50.49	51.82
	O	39.86	41.19	42.52	43.85	45.18	46.51	47.84	49.17	50.49	51.82
15	B	46.89	48.45	50.02	51.58	53.14	54.71	56.27	57.83	59.40	60.96
	O	46.89	48.45	50.02	51.58	53.14	54.71	56.27	57.83	59.40	60.96

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-POR (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.69%
FOR THE LOCALITY PAY AREA OF PORTLAND-SALEM, OR-WA
(Total Increase 4.26%)
Effective January 2004**

*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	\$ 8.59	\$ 8.87	\$ 9.16	\$ 9.44	\$ 9.73	\$ 9.90	\$ 10.18	\$ 10.46	\$ 10.47	\$ 10.74
	O	12.89	13.31	13.74	14.16	14.60	14.85	15.27	15.69	15.71	16.11
2	B	9.65	9.88	10.20	10.47	10.59	10.90	11.22	11.53	11.84	12.15
	O	14.48	14.82	15.30	15.71	15.89	16.35	16.83	17.30	17.76	18.23
3	B	12.64	12.99	13.34	13.69	14.05	14.40	14.75	15.10	15.45	15.80
	O	18.96	19.49	20.01	20.54	21.08	21.60	22.13	22.65	23.18	23.70
4	B	14.19	14.58	14.98	15.37	15.77	16.16	16.55	16.95	17.34	17.74
	O	21.29	21.87	22.47	23.06	23.66	24.24	24.83	25.43	26.01	26.61
5	B	16.32	16.76	17.20	17.64	18.08	18.53	18.97	19.41	19.85	20.29
	O	24.48	25.14	25.80	26.46	27.12	27.80	28.46	29.12	29.78	30.44
6	B	17.21	17.70	18.19	18.68	19.17	19.67	20.16	20.65	21.14	21.63
	O	25.82	26.55	27.29	28.02	28.76	29.51	30.24	30.98	31.71	32.45
7	B	18.57	19.12	19.67	20.21	20.76	21.30	21.85	22.40	22.94	23.49
	O	27.86	28.68	29.51	30.32	31.14	31.95	32.78	33.60	34.22	34.22
8	B	19.36	19.96	20.57	21.17	21.78	22.38	22.99	23.59	24.20	24.80
	O	29.04	29.94	30.86	31.76	32.67	33.57	34.22	34.22	34.22	34.22
9	B	20.71	21.38	22.05	22.72	23.39	24.06	24.72	25.39	26.06	26.73
	O	31.07	32.07	33.08	34.08	34.22	34.22	34.22	34.22	34.22	34.22
10	B	22.81	23.55	24.28	25.02	25.76	26.49	27.23	27.96	28.70	29.43
	O	34.22	34.22	34.22	34.22	34.22	34.22	34.22	34.22	34.22	34.22
11	B	24.25	25.06	25.87	26.68	27.49	28.30	29.10	29.91	30.72	31.53
	O	34.22	34.22	34.22	34.22	34.22	34.22	34.22	34.22	34.22	34.22
12	B	29.07	30.04	31.01	31.98	32.95	33.91	34.88	35.85	36.82	37.79
	O	34.22	34.22	34.22	34.22	34.22	34.22	34.88	35.85	36.82	37.79
13	B	34.57	35.72	36.87	38.03	39.18	40.33	41.48	42.64	43.79	44.94
	O	34.57	35.72	36.87	38.03	39.18	40.33	41.48	42.64	43.79	44.94
14	B	40.85	42.21	43.57	44.94	46.30	47.66	49.02	50.38	51.74	53.11
	O	40.85	42.21	43.57	44.94	46.30	47.66	49.02	50.38	51.74	53.11
15	B	48.05	49.65	51.26	52.86	54.46	56.06	57.66	59.26	60.87	62.47
	O	48.05	49.65	51.26	52.86	54.46	56.06	57.66	59.26	60.87	62.47

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-RCH (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.13%
FOR THE LOCALITY PAY AREA OF RICHMOND-PETERSBURG, VA
(Total Increase 3.98%)
Effective January 2004**

*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	\$ 8.39	\$ 8.68	\$ 8.95	\$ 9.23	\$ 9.51	\$ 9.68	\$ 9.95	\$ 10.23	\$ 10.24	\$ 10.50
	O	12.59	13.02	13.43	13.85	14.27	14.52	14.93	15.35	15.36	15.75
2	B	9.44	9.66	9.98	10.24	10.36	10.66	10.96	11.27	11.57	11.88
	O	14.16	14.49	14.97	15.36	15.54	15.99	16.44	16.91	17.36	17.82
3	B	12.36	12.70	13.05	13.39	13.73	14.08	14.42	14.76	15.10	15.45
	O	18.54	19.05	19.58	20.09	20.60	21.12	21.63	22.14	22.65	23.18
4	B	13.87	14.26	14.64	15.03	15.41	15.80	16.18	16.57	16.95	17.34
	O	20.81	21.39	21.96	22.55	23.12	23.70	24.27	24.86	25.43	26.01
5	B	15.95	16.39	16.82	17.25	17.68	18.11	18.54	18.98	19.41	19.84
	O	23.93	24.59	25.23	25.88	26.52	27.17	27.81	28.47	29.12	29.76
6	B	16.82	17.30	17.78	18.27	18.75	19.23	19.71	20.19	20.67	21.15
	O	25.23	25.95	26.67	27.41	28.13	28.85	29.57	30.29	31.01	31.73
7	B	18.16	18.69	19.23	19.76	20.29	20.83	21.36	21.90	22.43	22.97
	O	27.24	28.04	28.85	29.64	30.44	31.25	32.04	32.85	33.45	33.45
8	B	18.93	19.52	20.11	20.70	21.29	21.89	22.48	23.07	23.66	24.25
	O	28.40	29.28	30.17	31.05	31.94	32.84	33.45	33.45	33.45	33.45
9	B	20.25	20.91	21.56	22.21	22.87	23.52	24.17	24.83	25.48	26.13
	O	30.38	31.37	32.34	33.32	33.45	33.45	33.45	33.45	33.45	33.45
10	B	22.30	23.02	23.74	24.46	25.18	25.90	26.62	27.34	28.06	28.78
	O	33.45	33.45	33.45	33.45	33.45	33.45	33.45	33.45	33.45	33.45
11	B	23.71	24.50	25.29	26.08	26.87	27.67	28.46	29.25	30.04	30.83
	O	33.45	33.45	33.45	33.45	33.45	33.45	33.45	33.45	33.45	33.45
12	B	28.42	29.37	30.32	31.26	32.21	33.16	34.10	35.05	36.00	36.95
	O	33.45	33.45	33.45	33.45	33.45	33.45	34.10	35.05	36.00	36.95
13	B	33.80	34.92	36.05	37.18	38.30	39.43	40.56	41.68	42.81	43.94
	O	33.80	34.92	36.05	37.18	38.30	39.43	40.56	41.68	42.81	43.94
14	B	39.94	41.27	42.60	43.93	45.26	46.60	47.93	49.26	50.59	51.92
	O	39.94	41.27	42.60	43.93	45.26	46.60	47.93	49.26	50.59	51.92
15	B	46.98	48.55	50.11	51.68	53.24	54.81	56.38	57.94	59.51	61.07
	O	46.98	48.55	50.11	51.68	53.24	54.81	56.38	57.94	59.51	61.07

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-SAC (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.18%
FOR THE LOCALITY PAY AREA OF SACRAMENTO-YOLO, CA
(Total Increase 4.41%)
Effective January 2004**

*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	\$ 8.62	\$ 8.91	\$ 9.20	\$ 9.48	\$ 9.77	\$ 9.94	\$ 10.22	\$ 10.51	\$ 10.52	\$ 10.79
	O	12.93	13.37	13.80	14.22	14.66	14.91	15.33	15.77	15.78	16.19
2	B	9.70	9.93	10.25	10.52	10.64	10.95	11.26	11.58	11.89	12.20
	O	14.55	14.90	15.38	15.78	15.96	16.43	16.89	17.37	17.84	18.30
3	B	12.69	13.05	13.40	13.75	14.11	14.46	14.81	15.16	15.52	15.87
	O	19.04	19.58	20.10	20.63	21.17	21.69	22.22	22.74	23.28	23.81
4	B	14.25	14.65	15.04	15.44	15.83	16.23	16.62	17.02	17.42	17.81
	O	21.38	21.98	22.56	23.16	23.75	24.35	24.93	25.53	26.13	26.72
5	B	16.39	16.83	17.28	17.72	18.16	18.60	19.05	19.49	19.93	20.38
	O	24.59	25.25	25.92	26.58	27.24	27.90	28.58	29.24	29.90	30.57
6	B	17.28	17.77	18.27	18.76	19.26	19.75	20.24	20.74	21.23	21.73
	O	25.92	26.66	27.41	28.14	28.89	29.63	30.36	31.11	31.85	32.60
7	B	18.65	19.20	19.75	20.30	20.85	21.40	21.94	22.49	23.04	23.59
	O	27.98	28.80	29.63	30.45	31.28	32.10	32.91	33.74	34.37	34.37
8	B	19.44	20.05	20.66	21.26	21.87	22.48	23.09	23.70	24.30	24.91
	O	29.16	30.08	30.99	31.89	32.81	33.72	34.37	34.37	34.37	34.37
9	B	20.80	21.47	22.15	22.82	23.49	24.16	24.83	25.50	26.17	26.84
	O	31.20	32.21	33.23	34.23	34.37	34.37	34.37	34.37	34.37	34.37
10	B	22.91	23.65	24.39	25.13	25.86	26.60	27.34	28.08	28.82	29.56
	O	34.37	34.37	34.37	34.37	34.37	34.37	34.37	34.37	34.37	34.37
11	B	24.36	25.17	25.98	26.79	27.61	28.42	29.23	30.04	30.85	31.67
	O	34.37	34.37	34.37	34.37	34.37	34.37	34.37	34.37	34.37	34.37
12	B	29.19	30.17	31.14	32.11	33.09	34.06	35.03	36.01	36.98	37.95
	O	34.37	34.37	34.37	34.37	34.37	34.37	35.03	36.01	36.98	37.95
13	B	34.72	35.87	37.03	38.19	39.35	40.50	41.66	42.82	43.98	45.13
	O	34.72	35.87	37.03	38.19	39.35	40.50	41.66	42.82	43.98	45.13
14	B	41.02	42.39	43.76	45.13	46.50	47.86	49.23	50.60	51.97	53.33
	O	41.02	42.39	43.76	45.13	46.50	47.86	49.23	50.60	51.97	53.33
15	B	48.26	49.87	51.47	53.08	54.69	56.30	57.91	59.52	61.13	62.74
	O	48.26	49.87	51.47	53.08	54.69	56.30	57.91	59.52	61.13	62.74

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-STL (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 11.27%
FOR THE LOCALITY PAY AREA OF ST. LOUIS, MO-IL
(Total Increase 3.90%)
Effective January 2004**

*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	\$ 8.33	\$ 8.61	\$ 8.89	\$ 9.16	\$ 9.44	\$ 9.60	\$ 9.87	\$ 10.15	\$ 10.16	\$ 10.42
	O	12.50	12.92	13.34	13.74	14.16	14.40	14.81	15.23	15.24	15.63
2	B	9.37	9.59	9.90	10.16	10.28	10.58	10.88	11.18	11.49	11.79
	O	14.06	14.39	14.85	15.24	15.42	15.87	16.32	16.77	17.24	17.69
3	B	12.26	12.60	12.94	13.29	13.63	13.97	14.31	14.65	14.99	15.33
	O	18.39	18.90	19.41	19.94	20.45	20.96	21.47	21.98	22.49	23.00
4	B	13.77	14.15	14.53	14.91	15.30	15.68	16.06	16.44	16.82	17.21
	O	20.66	21.23	21.80	22.37	22.95	23.52	24.09	24.66	25.23	25.82
5	B	15.83	16.26	16.69	17.12	17.55	17.97	18.40	18.83	19.26	19.69
	O	23.75	24.39	25.04	25.68	26.33	26.96	27.60	28.25	28.89	29.54
6	B	16.69	17.17	17.65	18.13	18.60	19.08	19.56	20.03	20.51	20.99
	O	25.04	25.76	26.48	27.20	27.90	28.62	29.34	30.05	30.77	31.49
7	B	18.02	18.55	19.08	19.61	20.14	20.67	21.20	21.73	22.26	22.79
	O	27.03	27.83	28.62	29.42	30.21	31.01	31.80	32.60	33.20	33.20
8	B	18.78	19.37	19.96	20.54	21.13	21.72	22.30	22.89	23.48	24.07
	O	28.17	29.06	29.94	30.81	31.70	32.58	33.20	33.20	33.20	33.20
9	B	20.10	20.75	21.39	22.04	22.69	23.34	23.99	24.63	25.28	25.93
	O	30.15	31.13	32.09	33.06	33.20	33.20	33.20	33.20	33.20	33.20
10	B	22.13	22.85	23.56	24.27	24.99	25.70	26.41	27.13	27.84	28.56
	O	33.20	33.20	33.20	33.20	33.20	33.20	33.20	33.20	33.20	33.20
11	B	23.53	24.32	25.10	25.88	26.67	27.45	28.24	29.02	29.81	30.59
	O	33.20	33.20	33.20	33.20	33.20	33.20	33.20	33.20	33.20	33.20
12	B	28.20	29.14	30.08	31.02	31.96	32.90	33.84	34.78	35.72	36.66
	O	33.20	33.20	33.20	33.20	33.20	33.20	33.84	34.78	35.72	36.66
13	B	33.54	34.66	35.77	36.89	38.01	39.13	40.25	41.36	42.48	43.60
	O	33.54	34.66	35.77	36.89	38.01	39.13	40.25	41.36	42.48	43.60
14	B	39.63	40.95	42.27	43.60	44.92	46.24	47.56	48.88	50.20	51.52
	O	39.63	40.95	42.27	43.60	44.92	46.24	47.56	48.88	50.20	51.52
15	B	46.62	48.17	49.73	51.28	52.84	54.39	55.94	57.50	59.05	60.61
	O	46.62	48.17	49.73	51.28	52.84	54.39	55.94	57.50	59.05	60.61

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-SD (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.16%
FOR THE LOCALITY PAY AREA OF SAN DIEGO, CA
(Total Increase 4.58%)
Effective January 2004**

*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	\$ 8.70	\$ 8.99	\$ 9.28	\$ 9.56	\$ 9.85	\$ 10.02	\$ 10.31	\$ 10.60	\$ 10.61	\$ 10.88
	O	13.05	13.49	13.92	14.34	14.78	15.03	15.47	15.90	15.92	16.32
2	B	9.78	10.01	10.33	10.61	10.73	11.04	11.36	11.67	11.99	12.31
	O	14.67	15.02	15.50	15.92	16.10	16.56	17.04	17.51	17.99	18.47
3	B	12.80	13.16	13.51	13.87	14.23	14.58	14.94	15.29	15.65	16.00
	O	19.20	19.74	20.27	20.81	21.35	21.87	22.41	22.94	23.48	24.00
4	B	14.37	14.77	15.17	15.57	15.97	16.37	16.77	17.16	17.56	17.96
	O	21.56	22.16	22.76	23.36	23.96	24.56	25.16	25.74	26.34	26.94
5	B	16.53	16.98	17.42	17.87	18.32	18.76	19.21	19.66	20.10	20.55
	O	24.80	25.47	26.13	26.81	27.48	28.14	28.82	29.49	30.15	30.83
6	B	17.43	17.93	18.42	18.92	19.42	19.92	20.42	20.91	21.41	21.91
	O	26.15	26.90	27.63	28.38	29.13	29.88	30.63	31.37	32.12	32.87
7	B	18.81	19.36	19.92	20.47	21.02	21.58	22.13	22.68	23.24	23.79
	O	28.22	29.04	29.88	30.71	31.53	32.37	33.20	34.02	34.65	34.65
8	B	19.61	20.22	20.83	21.45	22.06	22.67	23.28	23.90	24.51	25.12
	O	29.42	30.33	31.25	32.18	33.09	34.01	34.65	34.65	34.65	34.65
9	B	20.98	21.66	22.33	23.01	23.69	24.36	25.04	25.72	26.39	27.07
	O	31.47	32.49	33.50	34.52	34.65	34.65	34.65	34.65	34.65	34.65
10	B	23.10	23.85	24.59	25.34	26.09	26.83	27.58	28.32	29.07	29.81
	O	34.65	34.65	34.65	34.65	34.65	34.65	34.65	34.65	34.65	34.65
11	B	24.57	25.38	26.20	27.02	27.84	28.66	29.48	30.30	31.12	31.93
	O	34.65	34.65	34.65	34.65	34.65	34.65	34.65	34.65	34.65	34.65
12	B	29.44	30.42	31.41	32.39	33.37	34.35	35.33	36.31	37.29	38.27
	O	34.65	34.65	34.65	34.65	34.65	34.65	35.33	36.31	37.29	38.27
13	B	35.01	36.18	37.35	38.51	39.68	40.85	42.02	43.18	44.35	45.52
	O	35.01	36.18	37.35	38.51	39.68	40.85	42.02	43.18	44.35	45.52
14	B	41.37	42.75	44.13	45.51	46.89	48.27	49.65	51.03	52.41	53.79
	O	41.37	42.75	44.13	45.51	46.89	48.27	49.65	51.03	52.41	53.79
15	B	48.67	50.29	51.91	53.53	55.16	56.78	58.40	60.02	61.65	63.27
	O	48.67	50.29	51.91	53.53	55.16	56.78	58.40	60.02	61.65	63.27

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-SF (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.21%
FOR THE LOCALITY PAY AREA OF SAN FRANCISCO-OAKLAND-SAN JOSE, CA
(INCLUDING MONTEREY COUNTY, CA)**

(Total Increase 5.35%)

Effective January 2004

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	\$ 9.30	\$ 9.61	\$ 9.92	\$ 10.23	\$ 10.54	\$ 10.72	\$ 11.02	\$ 11.33	\$ 11.34	\$ 11.63
	O	13.95	14.42	14.88	15.35	15.81	16.08	16.53	17.00	17.01	17.45
2	B	10.46	10.70	11.05	11.34	11.47	11.81	12.15	12.48	12.82	13.16
	O	15.69	16.05	16.58	17.01	17.21	17.72	18.23	18.72	19.23	19.74
3	B	13.69	14.07	14.45	14.83	15.21	15.59	15.97	16.35	16.73	17.11
	O	20.54	21.11	21.68	22.25	22.82	23.39	23.96	24.53	25.10	25.67
4	B	15.37	15.79	16.22	16.65	17.07	17.50	17.93	18.35	18.78	19.21
	O	23.06	23.69	24.33	24.98	25.61	26.25	26.90	27.53	28.17	28.82
5	B	17.67	18.15	18.63	19.11	19.59	20.06	20.54	21.02	21.50	21.98
	O	26.51	27.23	27.95	28.67	29.39	30.09	30.81	31.53	32.25	32.97
6	B	18.63	19.17	19.70	20.23	20.77	21.30	21.83	22.36	22.90	23.43
	O	27.95	28.76	29.55	30.35	31.16	31.95	32.75	33.54	34.35	35.15
7	B	20.11	20.71	21.30	21.89	22.48	23.07	23.66	24.26	24.85	25.44
	O	30.17	31.07	31.95	32.84	33.72	34.61	35.49	36.39	37.07	37.07
8	B	20.97	21.62	22.28	22.93	23.59	24.24	24.90	25.55	26.21	26.86
	O	31.46	32.43	33.42	34.40	35.39	36.36	37.07	37.07	37.07	37.07
9	B	22.43	23.16	23.88	24.61	25.33	26.05	26.78	27.50	28.22	28.95
	O	33.65	34.74	35.82	36.92	37.07	37.07	37.07	37.07	37.07	37.07
10	B	24.71	25.50	26.30	27.10	27.89	28.69	29.49	30.28	31.08	31.88
	O	37.07	37.07	37.07	37.07	37.07	37.07	37.07	37.07	37.07	37.07
11	B	26.27	27.14	28.02	28.89	29.77	30.65	31.52	32.40	33.27	34.15
	O	37.07	37.07	37.07	37.07	37.07	37.07	37.07	37.07	37.07	37.07
12	B	31.48	32.53	33.58	34.63	35.68	36.73	37.78	38.83	39.88	40.93
	O	37.07	37.07	37.07	37.07	37.07	37.07	37.07	38.83	39.88	40.93
13	B	37.44	38.69	39.93	41.18	42.43	43.68	44.93	46.17	47.42	48.67
	O	37.44	38.69	39.93	41.18	42.43	43.68	44.93	46.17	47.42	48.67
14	B	44.24	45.72	47.19	48.67	50.14	51.62	53.09	54.56	56.04	57.51
	O	44.24	45.72	47.19	48.67	50.14	51.62	53.09	54.56	56.04	57.51
15	B	52.04	53.78	55.51	57.24	58.98	60.71	62.45	64.18	65.60	65.60
	O	52.04	53.78	55.51	57.24	58.98	60.71	62.45	64.18	65.60	65.60

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-SEA (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.12%
FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA-BREMERTON, WA
(Total Increase 4.53%)
Effective January 2004**

*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	\$ 8.62	\$ 8.91	\$ 9.19	\$ 9.48	\$ 9.77	\$ 9.93	\$ 10.22	\$ 10.50	\$ 10.51	\$ 10.78
	O	12.93	13.37	13.79	14.22	14.66	14.90	15.33	15.75	15.77	16.17
2	B	9.69	9.92	10.24	10.51	10.63	10.94	11.26	11.57	11.88	12.20
	O	14.54	14.88	15.36	15.77	15.95	16.41	16.89	17.36	17.82	18.30
3	B	12.69	13.04	13.39	13.75	14.10	14.45	14.80	15.16	15.51	15.86
	O	19.04	19.56	20.09	20.63	21.15	21.68	22.20	22.74	23.27	23.79
4	B	14.24	14.64	15.03	15.43	15.82	16.22	16.62	17.01	17.41	17.80
	O	21.36	21.96	22.55	23.15	23.73	24.33	24.93	25.52	26.12	26.70
5	B	16.38	16.82	17.27	17.71	18.15	18.60	19.04	19.48	19.92	20.37
	O	24.57	25.23	25.91	26.57	27.23	27.90	28.56	29.22	29.88	30.56
6	B	17.27	17.77	18.26	18.75	19.25	19.74	20.23	20.73	21.22	21.71
	O	25.91	26.66	27.39	28.13	28.88	29.61	30.35	31.10	31.83	32.57
7	B	18.64	19.19	19.74	20.29	20.84	21.38	21.93	22.48	23.03	23.58
	O	27.96	28.79	29.61	30.44	31.26	32.07	32.90	33.72	34.55	34.35
8	B	19.43	20.04	20.65	21.25	21.86	22.47	23.08	23.68	24.29	24.90
	O	29.15	30.06	30.98	31.88	32.79	33.71	34.35	34.35	34.35	34.35
9	B	20.79	21.46	22.13	22.80	23.48	24.15	24.82	25.49	26.16	26.83
	O	31.19	32.19	33.20	34.20	34.35	34.35	34.35	34.35	34.35	34.35
10	B	22.90	23.64	24.37	25.11	25.85	26.59	27.33	28.07	28.81	29.54
	O	34.35	34.35	34.35	34.35	34.35	34.35	34.35	34.35	34.35	34.35
11	B	24.35	25.16	25.97	26.78	27.59	28.40	29.21	30.03	30.84	31.65
	O	34.35	34.35	34.35	34.35	34.35	34.35	34.35	34.35	34.35	34.35
12	B	29.18	30.15	31.12	32.10	33.07	34.04	35.01	35.99	36.96	37.93
	O	34.35	34.35	34.35	34.35	34.35	34.35	35.01	35.99	36.96	37.93
13	B	34.70	35.86	37.01	38.17	39.33	40.48	41.64	42.80	43.95	45.11
	O	34.70	35.86	37.01	38.17	39.33	40.48	41.64	42.80	43.95	45.11
14	B	41.00	42.37	43.74	45.10	46.47	47.84	49.20	50.57	51.94	53.31
	O	41.00	42.37	43.74	45.10	46.47	47.84	49.20	50.57	51.94	53.31
15	B	48.23	49.84	51.45	53.06	54.66	56.27	57.88	59.49	61.10	62.70
	O	48.23	49.84	51.45	53.06	54.66	56.27	57.88	59.49	61.10	62.70

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-DCB (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.63%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE, DC-MD-VA-WV
(INCLUDING ST. MARYS COUNTY, MD)**

(Total Increase 4.42%)

Effective January 2004

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	12.99	13.34	13.69	14.04	14.39	14.74	15.09	15.44	15.79
	O	18.95	19.49	20.01	20.54	21.06	21.59	22.11	22.64	23.16	23.69
4	B	14.18	14.58	14.97	15.36	15.76	16.15	16.54	16.94	17.33	17.73
	O	21.27	21.87	22.46	23.04	23.64	24.23	24.81	25.41	26.00	26.60
5	B	16.31	16.75	17.19	17.63	18.07	18.52	18.96	19.40	19.84	20.28
	O	24.47	25.13	25.79	26.45	27.11	27.78	28.44	29.10	29.76	30.42
6	B	17.20	17.69	18.18	18.67	19.16	19.66	20.15	20.64	21.13	21.62
	O	25.80	26.54	27.27	28.01	28.74	29.49	30.23	30.96	31.70	32.43
7	B	18.56	19.11	19.66	20.20	20.75	21.29	21.84	22.38	22.93	23.48
	O	27.84	28.67	29.49	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	22.98	23.58	24.19	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	22.71	23.38	24.04	24.71	25.38	26.05	26.71
	O	31.05	32.06	33.06	34.07	34.20	34.20	34.20	34.20	34.20	34.20
10	B	22.80	23.54	24.27	25.01	25.74	26.48	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	26.67	27.47	28.28	29.09	29.90	30.71	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	29.06	30.02	30.99	31.96	32.93	33.90	34.87	35.83	36.80	37.77
	O	34.20	34.20	34.20	34.20	34.20	34.20	34.87	35.83	36.80	37.77
13	B	34.55	35.70	36.85	38.01	39.16	40.31	41.46	42.61	43.77	44.92
	O	34.55	35.70	36.85	38.01	39.16	40.31	41.46	42.61	43.77	44.92
14	B	40.83	42.19	43.55	44.91	46.27	47.63	49.00	50.36	51.72	53.08
	O	40.83	42.19	43.55	44.91	46.27	47.63	49.00	50.36	51.72	53.08
15	B	48.03	49.63	51.23	52.83	54.43	56.03	57.63	59.23	60.84	62.44
	O	48.03	49.63	51.23	52.83	54.43	56.03	57.63	59.23	60.84	62.44

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.

SALARY TABLE 2004-RUS (LEO)

**RATES OF PAY FOR LAW ENFORCEMENT OFFICERS
INCLUDING SPECIAL SALARY RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 10.90%
FOR THE LOCALITY PAY AREA OF REST OF U.S.
(Total Increase 3.90%)
Effective January 2004**

*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	\$ 8.58	\$ 8.86	\$ 9.13	\$ 9.41	\$ 9.57	\$ 9.84	\$ 10.12	\$ 10.13	\$ 10.38
	O	12.45	12.87	13.29	13.70	14.12	14.36	14.76	15.18	15.20	15.57
2	B	9.34	9.56	9.87	10.13	10.24	10.54	10.84	11.15	11.45	11.75
	O	14.01	14.34	14.81	15.20	15.36	15.81	16.26	16.73	17.18	17.63
3	B	12.22	12.56	12.90	13.24	13.58	13.92	14.26	14.60	14.94	15.28
	O	18.33	18.84	19.35	19.86	20.37	20.88	21.39	21.90	22.41	22.92
4	B	13.72	14.10	14.48	14.86	15.24	15.63	16.01	16.39	16.77	17.15
	O	20.58	21.15	21.72	22.29	22.86	23.45	24.02	24.59	25.16	25.73
5	B	15.78	16.21	16.63	17.06	17.49	17.91	18.34	18.77	19.19	19.62
	O	23.67	24.32	24.95	25.59	26.24	26.87	27.51	28.16	28.79	29.43
6	B	16.64	17.11	17.59	18.07	18.54	19.02	19.49	19.97	20.44	20.92
	O	24.96	25.67	26.39	27.11	27.81	28.53	29.24	29.96	30.66	31.38
7	B	17.96	18.49	19.02	19.54	20.07	20.60	21.13	21.66	22.18	22.71
	O	26.94	27.74	28.53	29.31	30.11	30.90	31.70	32.49	33.09	33.09
8	B	18.72	19.30	19.89	20.47	21.06	21.64	22.23	22.82	23.40	23.99
	O	28.08	28.95	29.84	30.71	31.59	32.46	33.09	33.09	33.09	33.09
9	B	20.03	20.68	21.32	21.97	22.61	23.26	23.91	24.55	25.20	25.85
	O	30.05	31.02	31.98	32.96	33.09	33.09	33.09	33.09	33.09	33.09
10	B	22.06	22.77	23.48	24.19	24.90	25.62	26.33	27.04	27.75	28.46
	O	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09
11	B	23.45	24.23	25.02	25.80	26.58	27.36	28.14	28.92	29.71	30.49
	O	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09	33.09
12	B	28.11	29.05	29.98	30.92	31.86	32.79	33.73	34.67	35.60	36.54
	O	33.09	33.09	33.09	33.09	33.09	33.09	33.73	34.67	35.60	36.54
13	B	33.43	34.54	35.66	36.77	37.88	39.00	40.11	41.23	42.34	43.46
	O	33.43	34.54	35.66	36.77	37.88	39.00	40.11	41.23	42.34	43.46
14	B	39.50	40.82	42.13	43.45	44.77	46.08	47.40	48.72	50.03	51.35
	O	39.50	40.82	42.13	43.45	44.77	46.08	47.40	48.72	50.03	51.35
15	B	46.46	48.01	49.56	51.11	52.66	54.21	55.76	57.31	58.86	60.40
	O	46.46	48.01	49.56	51.11	52.66	54.21	55.76	57.31	58.86	60.40

NOTE: Locality rates of pay are basic pay only for certain purposes--see "2004 Salary Tables for Law Enforcement Officers" cover sheet.