

2004 SPECIAL SALARY RATE TABLE NO. 491

LAW ENFORCEMENT OFFICERS

Effective January 2004

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	\$23,002	\$23,641	\$24,280	\$24,919	\$25,558	\$26,197	\$26,836	\$27,475	\$28,114	\$28,753	\$639
4	25,820	26,537	27,254	27,971	28,688	29,405	30,122	30,839	31,556	32,273	717
5	29,696	30,499	31,302	32,105	32,908	33,711	34,514	35,317	36,120	36,923	803
6	31,311	32,206	33,101	33,996	34,891	35,786	36,681	37,576	38,471	39,366	895
7	33,797	34,791	35,785	36,779	37,773	38,767	39,761	40,755	41,749	42,743	994
8	35,228	36,329	37,430	38,531	39,632	40,733	41,834	42,935	44,036	45,137	1,101
9	37,694	38,910	40,126	41,342	42,558	43,774	44,990	46,206	47,422	48,638	1,216
10	41,510	42,849	44,188	45,527	46,866	48,205	49,544	50,883	52,222	53,561	1,339

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 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**

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	\$ 17,595	\$ 18,182	\$ 18,768	\$ 19,350	\$ 19,935	\$ 20,280	\$ 20,856	\$ 21,440	\$ 21,463	\$ 22,007
2	19,783	20,253	20,908	21,463	21,704	22,343	22,981	23,620	24,258	24,897
3	25,903	26,622	27,342	28,061	28,781	29,500	30,220	30,940	31,659	32,379
4	29,076	29,883	30,691	31,498	32,306	33,113	33,920	34,728	35,535	36,343
5	33,441	34,345	35,249	36,153	37,058	37,962	38,866	39,770	40,675	41,579
6	35,259	36,267	37,275	38,283	39,291	40,299	41,306	42,314	43,322	44,330
7	38,059	39,178	40,297	41,417	42,536	43,656	44,775	45,894	47,014	48,133
8	39,670	40,910	42,150	43,390	44,630	45,869	47,109	48,349	49,589	50,829
9	42,447	43,817	45,186	46,555	47,925	49,294	50,663	52,033	53,402	54,771
10	46,744	48,252	49,760	51,268	52,776	54,284	55,791	57,299	58,807	60,315
11	49,702	51,358	53,015	54,671	56,328	57,984	59,641	61,297	62,953	64,610
12	59,570	61,555	63,540	65,526	67,511	69,496	71,481	73,467	75,452	77,437
13	70,837	73,199	75,560	77,922	80,283	82,644	85,006	87,367	89,729	92,090
14	83,709	86,499	89,290	92,080	94,871	97,661	100,451	103,242	106,032	108,823
15	98,465	101,748	105,030	108,313	111,595	114,878	118,161	121,443	124,726	128,008

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**

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	\$ 18,280	\$ 18,889	\$ 19,498	\$ 20,102	\$ 20,711	\$ 21,069	\$ 21,668	\$ 22,274	\$ 22,298	\$ 22,863
2	20,553	21,041	21,722	22,298	22,549	23,212	23,875	24,539	25,202	25,865
3	26,910	27,658	28,405	29,153	29,900	30,648	31,395	32,143	32,891	33,638
4	30,207	31,046	31,884	32,723	33,562	34,401	35,240	36,079	36,917	37,756
5	34,741	35,681	36,620	37,560	38,499	39,438	40,378	41,317	42,257	43,196
6	36,631	37,678	38,725	39,772	40,819	41,866	42,913	43,960	45,007	46,054
7	39,539	40,702	41,865	43,028	44,191	45,354	46,516	47,679	48,842	50,005
8	41,213	42,501	43,789	45,077	46,365	47,654	48,942	50,230	51,518	52,806
9	44,098	45,521	46,943	48,366	49,789	51,211	52,634	54,056	55,479	56,902
10	48,563	50,129	51,696	53,262	54,829	56,395	57,962	59,528	61,095	62,661
11	51,635	53,356	55,077	56,797	58,518	60,239	61,960	63,681	65,402	67,123
12	61,887	63,949	66,012	68,074	70,137	72,199	74,262	76,324	78,387	80,449
13	73,593	76,046	78,499	80,952	83,406	85,859	88,312	90,766	93,219	95,672
14	86,965	89,864	92,763	95,662	98,561	101,460	104,359	107,258	110,157	113,056
15	102,295	105,705	109,115	112,526	115,936	119,346	122,756	126,167	129,577	132,987

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**

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	\$ 18,478	\$ 19,094	\$ 19,709	\$ 20,321	\$ 20,936	\$ 21,297	\$ 21,903	\$ 22,516	\$ 22,540	\$ 23,112
2	20,776	21,269	21,957	22,540	22,793	23,464	24,135	24,805	25,476	26,146
3	27,202	27,958	28,714	29,469	30,225	30,981	31,736	32,492	33,248	34,003
4	30,535	31,383	32,231	33,079	33,926	34,774	35,622	36,470	37,318	38,166
5	35,118	36,068	37,018	37,967	38,917	39,867	40,816	41,766	42,716	43,665
6	37,028	38,087	39,145	40,204	41,262	42,321	43,379	44,437	45,496	46,554
7	39,968	41,144	42,319	43,495	44,670	45,846	47,021	48,197	49,372	50,548
8	41,661	42,963	44,265	45,567	46,869	48,171	49,473	50,775	52,077	53,379
9	44,577	46,015	47,453	48,891	50,329	51,767	53,205	54,643	56,081	57,519
10	49,090	50,673	52,257	53,840	55,424	57,007	58,591	60,174	61,758	63,341
11	52,195	53,935	55,674	57,414	59,154	60,893	62,633	64,372	66,112	67,852
12	62,558	64,643	66,728	68,813	70,898	72,983	75,068	77,153	79,238	81,323
13	74,391	76,871	79,351	81,831	84,311	86,791	89,271	91,751	94,231	96,711
14	87,909	90,839	93,770	96,700	99,631	102,561	105,491	108,422	111,352	114,283
15	103,405	106,853	110,300	113,747	117,194	120,642	124,089	127,536	130,984	134,431

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**

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	\$ 17,980	\$ 18,579	\$ 19,178	\$ 19,772	\$ 20,371	\$ 20,723	\$ 21,312	\$ 21,908	\$ 21,932	\$ 22,488
2	20,215	20,695	21,365	21,932	22,179	22,831	23,483	24,136	24,788	25,441
3	26,468	27,204	27,939	28,674	29,410	30,145	30,880	31,615	32,351	33,086
4	29,711	30,536	31,361	32,186	33,011	33,836	34,661	35,486	36,311	37,137
5	34,171	35,095	36,019	36,943	37,867	38,791	39,715	40,639	41,563	42,487
6	36,030	37,059	38,089	39,119	40,149	41,179	42,209	43,239	44,269	45,298
7	38,890	40,034	41,178	42,322	43,465	44,609	45,753	46,897	48,041	49,184
8	40,537	41,804	43,071	44,338	45,605	46,871	48,138	49,405	50,672	51,939
9	43,374	44,774	46,173	47,572	48,971	50,371	51,770	53,169	54,568	55,968
10	47,766	49,306	50,847	52,388	53,929	55,469	57,010	58,551	60,092	61,633
11	50,787	52,480	54,173	55,865	57,558	59,251	60,943	62,636	64,329	66,021
12	60,871	62,900	64,928	66,957	68,986	71,014	73,043	75,072	77,100	79,129
13	72,385	74,798	77,211	79,624	82,037	84,450	86,863	89,276	91,689	94,102
14	85,537	88,389	91,240	94,092	96,943	99,794	102,646	105,497	108,349	111,200
15	100,616	103,970	107,325	110,679	114,033	117,388	120,742	124,096	127,450	130,805

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**

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	\$ 17,678	\$ 18,268	\$ 18,856	\$ 19,441	\$ 20,029	\$ 20,375	\$ 20,955	\$ 21,541	\$ 21,564	\$ 22,111
2	19,876	20,348	21,007	21,564	21,807	22,448	23,090	23,731	24,373	25,014
3	26,024	26,747	27,470	28,193	28,916	29,639	30,362	31,085	31,808	32,531
4	29,213	30,024	30,835	31,646	32,458	33,269	34,080	34,891	35,702	36,514
5	33,598	34,507	35,415	36,324	37,232	38,141	39,049	39,958	40,866	41,775
6	35,425	36,438	37,450	38,463	39,476	40,488	41,501	42,513	43,526	44,539
7	38,238	39,363	40,487	41,612	42,736	43,861	44,986	46,110	47,235	48,359
8	39,857	41,103	42,348	43,594	44,840	46,085	47,331	48,577	49,822	51,068
9	42,647	44,023	45,399	46,774	48,150	49,526	50,902	52,277	53,653	55,029
10	46,964	48,479	49,994	51,509	53,024	54,539	56,054	57,569	59,084	60,599
11	49,935	51,600	53,264	54,928	56,593	58,257	59,921	61,585	63,250	64,914
12	59,850	61,845	63,839	65,834	67,829	69,823	71,818	73,813	75,807	77,802
13	71,171	73,543	75,916	78,288	80,661	83,033	85,406	87,779	90,151	92,524
14	84,103	86,906	89,710	92,513	95,317	98,121	100,924	103,728	106,531	109,335
15	98,928	102,227	105,525	108,823	112,121	115,419	118,717	122,015	125,313	128,611

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**

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	\$ 17,678	\$ 18,268	\$ 18,856	\$ 19,441	\$ 20,029	\$ 20,375	\$ 20,955	\$ 21,541	\$ 21,564	\$ 22,111
2	19,876	20,348	21,007	21,564	21,807	22,448	23,090	23,731	24,373	25,014
3	26,024	26,747	27,470	28,193	28,916	29,639	30,362	31,085	31,808	32,531
4	29,213	30,024	30,835	31,646	32,458	33,269	34,080	34,891	35,702	36,514
5	33,598	34,507	35,415	36,324	37,232	38,141	39,049	39,958	40,866	41,775
6	35,425	36,438	37,450	38,463	39,476	40,488	41,501	42,513	43,526	44,539
7	38,238	39,363	40,487	41,612	42,736	43,861	44,986	46,110	47,235	48,359
8	39,857	41,103	42,348	43,594	44,840	46,085	47,331	48,577	49,822	51,068
9	42,647	44,023	45,399	46,774	48,150	49,526	50,902	52,277	53,653	55,029
10	46,964	48,479	49,994	51,509	53,024	54,539	56,054	57,569	59,084	60,599
11	49,935	51,600	53,264	54,928	56,593	58,257	59,921	61,585	63,250	64,914
12	59,850	61,845	63,839	65,834	67,829	69,823	71,818	73,813	75,807	77,802
13	71,171	73,543	75,916	78,288	80,661	83,033	85,406	87,779	90,151	92,524
14	84,103	86,906	89,710	92,513	95,317	98,121	100,924	103,728	106,531	109,335
15	98,928	102,227	105,525	108,823	112,121	115,419	118,717	122,015	125,313	128,611

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**

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	\$ 17,789	\$ 18,382	\$ 18,974	\$ 19,563	\$ 20,155	\$ 20,503	\$ 21,086	\$ 21,676	\$ 21,700	\$ 22,250
2	20,001	20,476	21,139	21,700	21,943	22,589	23,235	23,880	24,526	25,171
3	26,188	26,915	27,643	28,370	29,098	29,825	30,553	31,280	32,008	32,735
4	29,396	30,212	31,029	31,845	32,661	33,478	34,294	35,110	35,927	36,743
5	33,809	34,723	35,637	36,552	37,466	38,380	39,294	40,208	41,123	42,037
6	35,648	36,667	37,685	38,704	39,723	40,742	41,761	42,780	43,799	44,818
7	38,478	39,610	40,741	41,873	43,005	44,136	45,268	46,400	47,531	48,663
8	40,107	41,361	42,614	43,868	45,121	46,375	47,628	48,881	50,135	51,388
9	42,915	44,299	45,683	47,068	48,452	49,837	51,221	52,606	53,990	55,374
10	47,259	48,784	50,308	51,832	53,357	54,881	56,406	57,930	59,455	60,979
11	50,249	51,924	53,598	55,273	56,948	58,623	60,297	61,972	63,647	65,321
12	60,226	62,233	64,240	66,247	68,254	70,261	72,269	74,276	76,283	78,290
13	71,617	74,005	76,392	78,780	81,167	83,555	85,942	88,329	90,717	93,104
14	84,630	87,452	90,273	93,094	95,915	98,736	101,558	104,379	107,200	110,021
15	99,549	102,868	106,187	109,505	112,824	116,143	119,462	122,780	126,099	129,418

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**

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	\$ 17,505	\$ 18,088	\$ 18,671	\$ 19,250	\$ 19,833	\$ 20,175	\$ 20,749	\$ 21,329	\$ 21,353	\$ 21,894
2	19,681	20,149	20,801	21,353	21,593	22,228	22,863	23,498	24,134	24,769
3	25,769	26,485	27,201	27,917	28,633	29,348	30,064	30,780	31,496	32,212
4	28,926	29,729	30,533	31,336	32,139	32,942	33,746	34,549	35,352	36,155
5	33,268	34,168	35,068	35,967	36,867	37,766	38,666	39,566	40,465	41,365
6	35,078	36,080	37,083	38,086	39,088	40,091	41,094	42,096	43,099	44,102
7	37,863	38,976	40,090	41,204	42,317	43,431	44,544	45,658	46,771	47,885
8	39,466	40,699	41,933	43,166	44,400	45,633	46,867	48,100	49,334	50,567
9	42,229	43,591	44,953	46,315	47,678	49,040	50,402	51,765	53,127	54,489
10	46,504	48,004	49,504	51,004	52,504	54,004	55,504	57,004	58,504	60,004
11	49,446	51,094	52,741	54,389	56,037	57,685	59,333	60,981	62,629	64,277
12	59,263	61,238	63,213	65,188	67,163	69,138	71,113	73,088	75,063	77,039
13	70,472	72,822	75,171	77,520	79,870	82,219	84,568	86,917	89,267	91,616
14	83,278	86,054	88,830	91,606	94,382	97,158	99,934	102,710	105,486	108,262
15	97,958	101,224	104,489	107,755	111,021	114,286	117,552	120,818	124,083	127,349

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**

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	\$ 18,228	\$ 18,836	\$ 19,443	\$ 20,046	\$ 20,652	\$ 21,009	\$ 21,607	\$ 22,211	\$ 22,235	\$ 22,799
2	20,495	20,981	21,660	22,235	22,485	23,147	23,808	24,469	25,131	25,792
3	26,834	27,580	28,325	29,071	29,816	30,561	31,307	32,052	32,798	33,543
4	30,122	30,958	31,795	32,631	33,467	34,304	35,140	35,977	36,813	37,650
5	34,643	35,580	36,517	37,454	38,390	39,327	40,264	41,201	42,138	43,074
6	36,527	37,572	38,616	39,660	40,704	41,748	42,792	43,836	44,880	45,924
7	39,428	40,587	41,747	42,906	44,066	45,226	46,385	47,545	48,704	49,864
8	41,097	42,381	43,666	44,950	46,235	47,519	48,804	50,088	51,372	52,657
9	43,974	45,392	46,811	48,230	49,648	51,067	52,485	53,904	55,323	56,741
10	48,426	49,988	51,550	53,112	54,674	56,236	57,798	59,360	60,922	62,484
11	51,489	53,205	54,921	56,637	58,353	60,069	61,785	63,502	65,218	66,934
12	61,712	63,769	65,825	67,882	69,939	71,996	74,052	76,109	78,166	80,222
13	73,385	75,831	78,278	80,724	83,170	85,617	88,063	90,509	92,956	95,402
14	86,719	89,610	92,501	95,392	98,283	101,173	104,064	106,955	109,846	112,737
15	102,006	105,407	108,808	112,208	115,609	119,010	122,410	125,811	129,211	132,612

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**

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	\$ 18,488	\$ 19,104	\$ 19,719	\$ 20,331	\$ 20,946	\$ 21,308	\$ 21,914	\$ 22,527	\$ 22,552	\$ 23,123
2	20,786	21,280	21,968	22,552	22,805	23,476	24,147	24,818	25,488	26,159
3	27,216	27,972	28,728	29,484	30,240	30,996	31,752	32,508	33,264	34,021
4	30,550	31,399	32,247	33,095	33,944	34,792	35,640	36,489	37,337	38,185
5	35,136	36,086	37,037	37,987	38,937	39,887	40,837	41,787	42,737	43,687
6	37,047	38,106	39,165	40,224	41,283	42,342	43,401	44,460	45,519	46,578
7	39,989	41,165	42,341	43,517	44,693	45,869	47,045	48,221	49,397	50,574
8	41,682	42,984	44,287	45,590	46,893	48,195	49,498	50,801	52,103	53,406
9	44,600	46,038	47,477	48,916	50,355	51,793	53,232	54,671	56,110	57,548
10	49,115	50,699	52,283	53,868	55,452	57,036	58,620	60,205	61,789	63,373
11	52,222	53,962	55,703	57,443	59,184	60,924	62,665	64,405	66,146	67,886
12	62,590	64,676	66,762	68,848	70,934	73,020	75,106	77,192	79,278	81,364
13	74,429	76,910	79,392	81,873	84,354	86,835	89,316	91,797	94,279	96,760
14	87,953	90,885	93,817	96,749	99,681	102,613	105,545	108,477	111,409	114,341
15	103,458	106,907	110,356	113,805	117,254	120,703	124,152	127,601	131,050	134,499

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**

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	\$ 18,417	\$ 19,031	\$ 19,644	\$ 20,254	\$ 20,867	\$ 21,227	\$ 21,831	\$ 22,441	\$ 22,466	\$ 23,035
2	20,707	21,199	21,885	22,466	22,718	23,387	24,055	24,723	25,392	26,060
3	27,112	27,866	28,619	29,372	30,125	30,878	31,632	32,385	33,138	33,891
4	30,434	31,279	32,124	32,969	33,815	34,660	35,505	36,350	37,195	38,040
5	35,003	35,949	36,896	37,842	38,789	39,735	40,682	41,628	42,575	43,521
6	36,906	37,961	39,016	40,071	41,126	42,181	43,236	44,291	45,346	46,401
7	39,837	41,008	42,180	43,351	44,523	45,695	46,866	48,038	49,210	50,381
8	41,523	42,821	44,119	45,416	46,714	48,012	49,310	50,607	51,905	53,203
9	44,430	45,863	47,297	48,730	50,163	51,596	53,030	54,463	55,896	57,330
10	48,928	50,506	52,084	53,663	55,241	56,819	58,398	59,976	61,554	63,132
11	52,023	53,757	55,491	57,225	58,959	60,692	62,426	64,160	65,894	67,628
12	62,352	64,430	66,508	68,586	70,664	72,742	74,820	76,898	78,976	81,054
13	74,146	76,618	79,090	81,561	84,033	86,505	88,977	91,448	93,920	96,392
14	87,619	90,539	93,460	96,381	99,302	102,223	105,144	108,064	110,985	113,906
15	103,064	106,500	109,936	113,372	116,808	120,244	123,680	127,116	130,552	133,988

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**

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	\$ 19,241	\$ 19,882	\$ 20,523	\$ 21,159	\$ 21,799	\$ 22,176	\$ 22,807	\$ 23,445	\$ 23,470	\$ 24,065
2	21,633	22,147	22,863	23,470	23,734	24,432	25,130	25,829	26,527	27,225
3	28,325	29,112	29,898	30,685	31,472	32,259	33,046	33,833	34,620	35,406
4	31,795	32,678	33,561	34,443	35,326	36,209	37,092	37,975	38,858	39,741
5	36,568	37,556	38,545	39,534	40,523	41,512	42,501	43,489	44,478	45,467
6	38,556	39,658	40,761	41,863	42,965	44,067	45,169	46,271	47,373	48,475
7	41,618	42,842	44,066	45,290	46,514	47,738	48,962	50,186	51,410	52,634
8	43,380	44,736	46,091	47,447	48,803	50,159	51,514	52,870	54,226	55,582
9	46,416	47,914	49,411	50,909	52,406	53,903	55,401	56,898	58,395	59,893
10	51,115	52,764	54,413	56,062	57,711	59,360	61,008	62,657	64,306	65,955
11	54,349	56,160	57,972	59,783	61,595	63,406	65,217	67,029	68,840	70,652
12	65,140	67,311	69,482	71,653	73,824	75,995	78,166	80,337	82,507	84,678
13	77,461	80,043	82,626	85,208	87,790	90,372	92,955	95,537	98,119	100,701
14	91,536	94,588	97,639	100,690	103,742	106,793	109,845	112,896	115,947	118,999
15	107,672	111,262	114,851	118,441	122,031	125,620	129,210	132,799	136,389	136,900 *

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

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

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**

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	\$ 17,420	\$ 18,001	\$ 18,581	\$ 19,157	\$ 19,737	\$ 20,078	\$ 20,649	\$ 21,227	\$ 21,250	\$ 21,788
2	19,587	20,051	20,700	21,250	21,489	22,121	22,753	23,385	24,017	24,649
3	25,645	26,357	27,070	27,782	28,495	29,207	29,919	30,632	31,344	32,057
4	28,787	29,586	30,385	31,185	31,984	32,784	33,583	34,382	35,182	35,981
5	33,108	34,003	34,899	35,794	36,689	37,584	38,480	39,375	40,270	41,165
6	34,909	35,906	36,904	37,902	38,900	39,898	40,896	41,893	42,891	43,889
7	37,680	38,788	39,897	41,005	42,113	43,221	44,330	45,438	46,546	47,654
8	39,276	40,503	41,731	42,958	44,186	45,413	46,641	47,868	49,096	50,323
9	42,025	43,381	44,736	46,092	47,448	48,804	50,159	51,515	52,871	54,227
10	46,279	47,772	49,265	50,758	52,251	53,744	55,237	56,729	58,222	59,715
11	49,207	50,847	52,487	54,127	55,767	57,407	59,047	60,687	62,327	63,967
12	58,977	60,943	62,908	64,874	66,839	68,805	70,771	72,736	74,702	76,667
13	70,133	72,471	74,809	77,147	79,485	81,823	84,160	86,498	88,836	91,174
14	82,876	85,639	88,402	91,164	93,927	96,690	99,452	102,215	104,978	107,741
15	97,486	100,736	103,986	107,236	110,485	113,735	116,985	120,235	123,485	126,735

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**

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	\$ 17,361	\$ 17,940	\$ 18,518	\$ 19,092	\$ 19,670	\$ 20,010	\$ 20,579	\$ 21,154	\$ 21,178	\$ 21,714
2	19,520	19,983	20,630	21,178	21,415	22,045	22,675	23,305	23,935	24,565
3	25,558	26,268	26,978	27,688	28,397	29,107	29,817	30,527	31,237	31,947
4	28,689	29,485	30,282	31,079	31,875	32,672	33,469	34,265	35,062	35,859
5	32,995	33,887	34,780	35,672	36,564	37,456	38,349	39,241	40,133	41,025
6	34,790	35,784	36,779	37,773	38,767	39,762	40,756	41,751	42,745	43,740
7	37,552	38,656	39,761	40,865	41,970	43,074	44,178	45,283	46,387	47,492
8	39,142	40,365	41,588	42,812	44,035	45,258	46,482	47,705	48,928	50,152
9	41,882	43,233	44,584	45,935	47,286	48,637	49,988	51,339	52,691	54,042
10	46,122	47,610	49,097	50,585	52,073	53,561	55,048	56,536	58,024	59,512
11	49,040	50,674	52,308	53,943	55,577	57,212	58,846	60,481	62,115	63,749
12	58,776	60,735	62,694	64,653	66,612	68,570	70,529	72,488	74,447	76,406
13	69,894	72,224	74,554	76,884	79,214	81,544	83,874	86,204	88,534	90,864
14	82,594	85,347	88,100	90,854	93,607	96,360	99,113	101,867	104,620	107,373
15	97,153	100,392	103,631	106,870	110,109	113,348	116,587	119,825	123,064	126,303

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**

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	\$ 17,428	\$ 18,009	\$ 18,589	\$ 19,166	\$ 19,746	\$ 20,087	\$ 20,658	\$ 21,236	\$ 21,260	\$ 21,798
2	19,595	20,060	20,710	21,260	21,498	22,131	22,763	23,396	24,028	24,660
3	25,656	26,369	27,082	27,795	28,507	29,220	29,933	30,646	31,358	32,071
4	28,800	29,599	30,399	31,199	31,999	32,798	33,598	34,398	35,198	35,997
5	33,123	34,019	34,914	35,810	36,706	37,601	38,497	39,393	40,288	41,184
6	34,924	35,923	36,921	37,919	38,917	39,916	40,914	41,912	42,911	43,909
7	37,697	38,806	39,915	41,023	42,132	43,241	44,349	45,458	46,567	47,676
8	39,293	40,521	41,749	42,977	44,206	45,434	46,662	47,890	49,118	50,346
9	42,044	43,400	44,757	46,113	47,469	48,826	50,182	51,538	52,894	54,251
10	46,300	47,794	49,287	50,781	52,274	53,768	55,261	56,755	58,248	59,742
11	49,229	50,870	52,511	54,152	55,792	57,433	59,074	60,715	62,355	63,996
12	59,004	60,970	62,936	64,903	66,869	68,836	70,802	72,769	74,735	76,702
13	70,164	72,503	74,842	77,181	79,520	81,859	84,198	86,537	88,876	91,215
14	82,913	85,677	88,441	91,205	93,969	96,733	99,497	102,261	105,025	107,789
15	97,529	100,781	104,032	107,284	110,535	113,786	117,038	120,289	123,541	126,792

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**

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	\$ 18,758	\$ 19,383	\$ 20,008	\$ 20,628	\$ 21,252	\$ 21,620	\$ 22,234	\$ 22,856	\$ 22,882	\$ 23,461
2	21,090	21,591	22,290	22,882	23,138	23,819	24,500	25,180	25,861	26,542
3	27,614	28,381	29,148	29,915	30,682	31,449	32,217	32,984	33,751	34,518
4	30,997	31,858	32,718	33,579	34,440	35,301	36,161	37,022	37,883	38,744
5	35,650	36,614	37,578	38,542	39,506	40,470	41,434	42,398	43,362	44,326
6	37,589	38,663	39,738	40,812	41,887	42,961	44,036	45,110	46,184	47,259
7	40,573	41,767	42,960	44,153	45,346	46,540	47,733	48,926	50,120	51,313
8	42,291	43,613	44,935	46,256	47,578	48,900	50,222	51,543	52,865	54,187
9	45,252	46,711	48,171	49,631	51,091	52,551	54,010	55,470	56,930	58,390
10	49,833	51,440	53,048	54,655	56,263	57,870	59,478	61,085	62,693	64,300
11	52,985	54,751	56,517	58,283	60,049	61,815	63,581	65,347	67,113	68,879
12	63,505	65,622	67,738	69,855	71,971	74,088	76,204	78,321	80,437	82,554
13	75,517	78,035	80,552	83,070	85,587	88,105	90,622	93,140	95,657	98,174
14	89,239	92,214	95,189	98,164	101,139	104,113	107,088	110,063	113,038	116,013
15	104,971	108,470	111,969	115,469	118,968	122,468	125,967	129,467	132,966	136,466

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**

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	\$ 18,053	\$ 18,655	\$ 19,256	\$ 19,853	\$ 20,454	\$ 20,808	\$ 21,399	\$ 21,998	\$ 22,022	\$ 22,580
2	20,298	20,780	21,452	22,022	22,269	22,924	23,579	24,235	24,890	25,545
3	26,577	27,315	28,053	28,791	29,530	30,268	31,006	31,745	32,483	33,221
4	29,832	30,661	31,489	32,318	33,146	33,975	34,803	35,631	36,460	37,288
5	34,311	35,239	36,166	37,094	38,022	38,950	39,877	40,805	41,733	42,661
6	36,177	37,211	38,245	39,279	40,313	41,347	42,381	43,415	44,449	45,483
7	39,049	40,198	41,346	42,494	43,643	44,791	45,940	47,088	48,237	49,385
8	40,702	41,975	43,247	44,519	45,791	47,063	48,335	49,607	50,879	52,151
9	43,552	44,957	46,362	47,767	49,172	50,576	51,981	53,386	54,791	56,196
10	47,961	49,508	51,055	52,602	54,149	55,696	57,243	58,790	60,337	61,884
11	50,995	52,694	54,394	56,094	57,793	59,493	61,192	62,892	64,591	66,291
12	61,120	63,156	65,193	67,230	69,267	71,304	73,341	75,378	77,415	79,452
13	72,680	75,103	77,526	79,949	82,372	84,795	87,218	89,641	92,063	94,486
14	85,887	88,750	91,613	94,476	97,339	100,202	103,065	105,928	108,791	111,654
15	101,027	104,395	107,763	111,131	114,499	117,867	121,235	124,603	127,971	131,339

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**

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	\$ 17,600	\$ 18,187	\$ 18,773	\$ 19,355	\$ 19,941	\$ 20,285	\$ 20,862	\$ 21,446	\$ 21,469	\$ 22,013
2	19,789	20,258	20,914	21,469	21,710	22,349	22,988	23,626	24,265	24,904
3	25,909	26,629	27,349	28,069	28,789	29,508	30,228	30,948	31,668	32,387
4	29,084	29,891	30,699	31,507	32,314	33,122	33,929	34,737	35,545	36,352
5	33,450	34,354	35,259	36,163	37,068	37,972	38,877	39,781	40,686	41,590
6	35,269	36,277	37,285	38,293	39,301	40,309	41,317	42,326	43,334	44,342
7	38,069	39,189	40,308	41,428	42,548	43,667	44,787	45,906	47,026	48,146
8	39,681	40,921	42,161	43,401	44,641	45,882	47,122	48,362	49,602	50,842
9	42,459	43,828	45,198	46,568	47,937	49,307	50,677	52,046	53,416	54,786
10	46,757	48,265	49,773	51,282	52,790	54,298	55,806	57,315	58,823	60,331
11	49,715	51,372	53,029	54,686	56,343	57,999	59,656	61,313	62,970	64,627
12	59,585	61,571	63,557	65,543	67,529	69,515	71,500	73,486	75,472	77,458
13	70,856	73,218	75,580	77,942	80,304	82,666	85,029	87,391	89,753	92,115
14	83,731	86,522	89,313	92,105	94,896	97,687	100,478	103,269	106,061	108,852
15	98,491	101,775	105,058	108,342	111,625	114,909	118,192	121,475	124,759	128,042

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**

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	\$ 17,930	\$ 18,528	\$ 19,124	\$ 19,717	\$ 20,314	\$ 20,665	\$ 21,253	\$ 21,847	\$ 21,871	\$ 22,426
2	20,159	20,638	21,306	21,871	22,117	22,768	23,418	24,069	24,719	25,370
3	26,395	27,128	27,861	28,595	29,328	30,061	30,794	31,528	32,261	32,994
4	29,628	30,451	31,274	32,097	32,919	33,742	34,565	35,388	36,211	37,033
5	34,076	34,998	35,919	36,840	37,762	38,683	39,605	40,526	41,448	42,369
6	35,929	36,956	37,983	39,010	40,037	41,064	42,091	43,118	44,145	45,172
7	38,782	39,923	41,063	42,204	43,345	44,485	45,626	46,766	47,907	49,048
8	40,424	41,688	42,951	44,214	45,478	46,741	48,005	49,268	50,531	51,795
9	43,254	44,649	46,045	47,440	48,835	50,231	51,626	53,021	54,417	55,812
10	47,633	49,169	50,706	52,242	53,779	55,315	56,852	58,388	59,925	61,461
11	50,646	52,334	54,022	55,710	57,398	59,086	60,774	62,462	64,150	65,838
12	60,702	62,725	64,748	66,771	68,794	70,817	72,840	74,863	76,886	78,909
13	72,183	74,590	76,996	79,402	81,809	84,215	86,621	89,028	91,434	93,840
14	85,299	88,143	90,986	93,830	96,673	99,517	102,360	105,204	108,047	110,891
15	100,336	103,681	107,026	110,371	113,716	117,061	120,406	123,751	127,096	130,441

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**

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	\$ 18,639	\$ 19,261	\$ 19,881	\$ 20,498	\$ 21,118	\$ 21,483	\$ 22,094	\$ 22,712	\$ 22,737	\$ 23,313
2	20,957	21,454	22,149	22,737	22,992	23,668	24,345	25,021	25,697	26,374
3	27,439	28,201	28,964	29,726	30,488	31,250	32,013	32,775	33,537	34,299
4	30,801	31,656	32,511	33,367	34,222	35,077	35,933	36,788	37,643	38,498
5	35,424	36,382	37,340	38,298	39,256	40,214	41,172	42,130	43,088	44,045
6	37,351	38,419	39,486	40,554	41,621	42,689	43,757	44,824	45,892	46,960
7	40,316	41,502	42,688	43,874	45,059	46,245	47,431	48,617	49,802	50,988
8	42,023	43,337	44,650	45,964	47,277	48,590	49,904	51,217	52,531	53,844
9	44,965	46,416	47,866	49,317	50,767	52,218	53,669	55,119	56,570	58,020
10	49,517	51,115	52,712	54,309	55,906	57,504	59,101	60,698	62,296	63,893
11	52,650	54,405	56,159	57,914	59,669	61,424	63,178	64,933	66,688	68,443
12	63,103	65,206	67,309	69,412	71,516	73,619	75,722	77,825	79,928	82,031
13	75,039	77,541	80,042	82,544	85,045	87,547	90,048	92,550	95,051	97,553
14	88,674	91,630	94,586	97,542	100,498	103,454	106,410	109,366	112,322	115,278
15	104,306	107,783	111,261	114,738	118,215	121,693	125,170	128,647	132,124	135,602

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**

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	\$ 17,333	\$ 17,911	\$ 18,488	\$ 19,061	\$ 19,638	\$ 19,977	\$ 20,545	\$ 21,120	\$ 21,143	\$ 21,679
2	19,488	19,951	20,596	21,143	21,381	22,010	22,639	23,268	23,897	24,526
3	25,516	26,225	26,934	27,643	28,351	29,060	29,769	30,478	31,187	31,896
4	28,642	29,437	30,233	31,028	31,824	32,619	33,414	34,210	35,005	35,800
5	32,942	33,833	34,723	35,614	36,505	37,396	38,286	39,177	40,068	40,959
6	34,733	35,726	36,719	37,712	38,705	39,697	40,690	41,683	42,676	43,669
7	37,491	38,594	39,696	40,799	41,902	43,004	44,107	45,210	46,312	47,415
8	39,078	40,300	41,521	42,742	43,964	45,185	46,406	47,628	48,849	50,070
9	41,814	43,163	44,512	45,861	47,210	48,558	49,907	51,256	52,605	53,954
10	46,047	47,532	49,018	50,503	51,988	53,474	54,959	56,445	57,930	59,415
11	48,960	50,592	52,224	53,855	55,487	57,119	58,751	60,383	62,014	63,646
12	58,681	60,637	62,592	64,548	66,504	68,459	70,415	72,371	74,326	76,282
13	69,781	72,107	74,433	76,759	79,085	81,412	83,738	86,064	88,390	90,716
14	82,460	85,209	87,958	90,706	93,455	96,204	98,953	101,702	104,451	107,199
15	96,996	100,230	103,463	106,697	109,931	113,164	116,398	119,631	122,865	126,099

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**

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	\$ 18,019	\$ 18,620	\$ 19,219	\$ 19,815	\$ 20,415	\$ 20,768	\$ 21,358	\$ 21,956	\$ 21,980	\$ 22,537
2	20,259	20,740	21,411	21,980	22,227	22,881	23,535	24,188	24,842	25,496
3	26,526	27,263	28,000	28,737	29,473	30,210	30,947	31,684	32,421	33,158
4	29,776	30,602	31,429	32,256	33,083	33,910	34,737	35,564	36,390	37,217
5	34,245	35,171	36,097	37,023	37,950	38,876	39,802	40,728	41,654	42,580
6	36,108	37,140	38,172	39,204	40,236	41,268	42,301	43,333	44,365	45,397
7	38,975	40,121	41,267	42,414	43,560	44,706	45,852	46,999	48,145	49,291
8	40,625	41,895	43,164	44,434	45,704	46,973	48,243	49,513	50,782	52,052
9	43,469	44,871	46,273	47,676	49,078	50,480	51,882	53,285	54,687	56,089
10	47,869	49,413	50,958	52,502	54,046	55,590	57,134	58,678	60,222	61,767
11	50,898	52,594	54,290	55,987	57,683	59,379	61,076	62,772	64,468	66,165
12	61,003	63,036	65,069	67,102	69,135	71,169	73,202	75,235	77,268	79,301
13	72,542	74,960	77,379	79,797	82,215	84,633	87,052	89,470	91,888	94,306
14	85,723	88,581	91,438	94,296	97,154	100,011	102,869	105,727	108,584	111,442
15	100,835	104,196	107,558	110,919	114,281	117,643	121,004	124,366	127,727	131,089

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**

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	\$ 17,488	\$ 18,071	\$ 18,653	\$ 19,231	\$ 19,813	\$ 20,156	\$ 20,729	\$ 21,308	\$ 21,332	\$ 21,873
2	19,662	20,129	20,780	21,332	21,571	22,206	22,841	23,475	24,110	24,744
3	25,744	26,459	27,174	27,889	28,605	29,320	30,035	30,750	31,465	32,180
4	28,898	29,700	30,503	31,305	32,108	32,910	33,713	34,515	35,317	36,120
5	33,236	34,134	35,033	35,932	36,831	37,729	38,628	39,527	40,426	41,324
6	35,043	36,045	37,047	38,048	39,050	40,052	41,053	42,055	43,057	44,058
7	37,826	38,938	40,051	41,163	42,276	43,388	44,501	45,613	46,725	47,838
8	39,427	40,659	41,892	43,124	44,356	45,588	46,821	48,053	49,285	50,517
9	42,187	43,548	44,909	46,270	47,631	48,992	50,353	51,714	53,075	54,436
10	46,458	47,957	49,455	50,954	52,452	53,951	55,450	56,948	58,447	59,945
11	49,397	51,043	52,690	54,336	55,982	57,629	59,275	60,921	62,568	64,214
12	59,205	61,178	63,151	65,124	67,097	69,070	71,043	73,017	74,990	76,963
13	70,403	72,750	75,097	77,444	79,791	82,138	84,485	86,832	89,179	91,526
14	83,196	85,969	88,742	91,516	94,289	97,063	99,836	102,609	105,383	108,156
15	97,862	101,124	104,387	107,649	110,912	114,174	117,437	120,699	123,961	127,224

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**

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	\$ 17,920	\$ 18,518	\$ 19,114	\$ 19,707	\$ 20,304	\$ 20,655	\$ 21,242	\$ 21,836	\$ 21,860	\$ 22,414
2	20,149	20,627	21,294	21,860	22,105	22,756	23,406	24,056	24,707	25,357
3	26,381	27,114	27,847	28,580	29,312	30,045	30,778	31,511	32,244	32,977
4	29,613	30,435	31,258	32,080	32,902	33,725	34,547	35,369	36,192	37,014
5	34,058	34,979	35,900	36,821	37,742	38,663	39,584	40,505	41,426	42,347
6	35,911	36,937	37,964	38,990	40,016	41,043	42,069	43,096	44,122	45,149
7	38,762	39,902	41,042	42,182	43,322	44,462	45,602	46,742	47,882	49,022
8	40,403	41,666	42,928	44,191	45,454	46,717	47,979	49,242	50,505	51,768
9	43,231	44,626	46,021	47,415	48,810	50,204	51,599	52,994	54,388	55,783
10	47,608	49,144	50,679	52,215	53,751	55,286	56,822	58,358	59,893	61,429
11	50,620	52,307	53,994	55,681	57,368	59,055	60,742	62,429	64,116	65,803
12	60,670	62,692	64,714	66,736	68,758	70,780	72,802	74,824	76,846	78,868
13	72,146	74,551	76,956	79,361	81,766	84,171	86,576	88,981	91,386	93,791
14	85,255	88,097	90,939	93,781	96,623	99,465	102,307	105,149	107,991	110,833
15	100,284	103,627	106,970	110,313	113,657	117,000	120,343	123,686	127,029	130,373

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**

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	\$ 17,520	\$ 18,105	\$ 18,688	\$ 19,267	\$ 19,850	\$ 20,193	\$ 20,768	\$ 21,348	\$ 21,372	\$ 21,914
2	19,699	20,167	20,819	21,372	21,612	22,248	22,883	23,519	24,155	24,791
3	25,792	26,509	27,225	27,942	28,658	29,375	30,091	30,808	31,524	32,241
4	28,952	29,756	30,560	31,364	32,168	32,972	33,776	34,580	35,384	36,188
5	33,298	34,199	35,099	35,999	36,900	37,800	38,701	39,601	40,501	41,402
6	35,109	36,113	37,116	38,120	39,123	40,127	41,130	42,134	43,138	44,141
7	37,897	39,011	40,126	41,240	42,355	43,469	44,584	45,699	46,813	47,928
8	39,501	40,736	41,970	43,205	44,439	45,674	46,908	48,143	49,378	50,612
9	42,266	43,630	44,993	46,357	47,720	49,084	50,447	51,811	53,174	54,538
10	46,545	48,047	49,548	51,049	52,551	54,052	55,554	57,055	58,557	60,058
11	49,490	51,139	52,789	54,438	56,087	57,737	59,386	61,036	62,685	64,335
12	59,316	61,293	63,269	65,246	67,223	69,200	71,177	73,154	75,130	77,107
13	70,535	72,887	75,238	77,589	79,941	82,292	84,644	86,995	89,346	91,698
14	83,352	86,130	88,909	91,688	94,466	97,245	100,023	102,802	105,580	108,359
15	98,045	101,314	104,583	107,851	111,120	114,388	117,657	120,925	124,194	127,463

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**

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	\$ 17,997	\$ 18,597	\$ 19,196	\$ 19,791	\$ 20,390	\$ 20,743	\$ 21,332	\$ 21,929	\$ 21,953	\$ 22,510
2	20,235	20,715	21,385	21,953	22,200	22,853	23,506	24,159	24,812	25,465
3	26,494	27,230	27,966	28,702	29,438	30,174	30,910	31,646	32,382	33,118
4	29,739	30,565	31,391	32,217	33,043	33,869	34,695	35,520	36,346	37,172
5	34,204	35,129	36,054	36,979	37,903	38,828	39,753	40,678	41,603	42,528
6	36,064	37,095	38,126	39,157	40,187	41,218	42,249	43,280	44,311	45,342
7	38,927	40,072	41,217	42,362	43,507	44,652	45,797	46,942	48,086	49,231
8	40,576	41,844	43,112	44,380	45,648	46,916	48,184	49,453	50,721	51,989
9	43,416	44,817	46,217	47,618	49,018	50,419	51,819	53,220	54,621	56,021
10	47,811	49,353	50,896	52,438	53,980	55,523	57,065	58,607	60,149	61,692
11	50,836	52,530	54,224	55,919	57,613	59,307	61,002	62,696	64,390	66,085
12	60,929	62,960	64,990	67,021	69,052	71,082	73,113	75,143	77,174	79,205
13	72,454	74,869	77,285	79,700	82,115	84,531	86,946	89,361	91,777	94,192
14	85,619	88,473	91,327	94,182	97,036	99,890	102,744	105,598	108,452	111,306
15	100,712	104,070	107,427	110,785	114,142	117,500	120,857	124,215	127,572	130,930

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**

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	\$ 17,386	\$ 17,966	\$ 18,544	\$ 19,120	\$ 19,698	\$ 20,039	\$ 20,608	\$ 21,185	\$ 21,208	\$ 21,745
2	19,548	20,012	20,660	21,208	21,446	22,077	22,708	23,339	23,970	24,601
3	25,594	26,305	27,016	27,727	28,438	29,149	29,860	30,571	31,282	31,993
4	28,730	29,528	30,326	31,123	31,921	32,719	33,517	34,315	35,112	35,910
5	33,043	33,936	34,830	35,723	36,617	37,510	38,404	39,297	40,191	41,084
6	34,840	35,836	36,831	37,827	38,823	39,819	40,815	41,811	42,807	43,803
7	37,606	38,712	39,818	40,924	42,030	43,136	44,242	45,348	46,454	47,560
8	39,198	40,423	41,648	42,873	44,099	45,324	46,549	47,774	48,999	50,224
9	41,942	43,295	44,648	46,001	47,354	48,707	50,060	51,413	52,766	54,120
10	46,188	47,678	49,168	50,658	52,148	53,638	55,128	56,618	58,107	59,597
11	49,110	50,747	52,384	54,020	55,657	57,294	58,931	60,568	62,204	63,841
12	58,861	60,822	62,784	64,746	66,707	68,669	70,631	72,593	74,554	76,516
13	69,994	72,328	74,661	76,994	79,328	81,661	83,994	86,328	88,661	90,994
14	82,713	85,470	88,227	90,984	93,742	96,499	99,256	102,013	104,771	107,528
15	97,293	100,537	103,780	107,024	110,267	113,511	116,754	119,998	123,242	126,485

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**

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	\$ 18,150	\$ 18,755	\$ 19,359	\$ 19,960	\$ 20,564	\$ 20,919	\$ 21,514	\$ 22,116	\$ 22,140	\$ 22,701
2	20,407	20,891	21,567	22,140	22,389	23,047	23,706	24,365	25,023	25,682
3	26,719	27,461	28,204	28,946	29,688	30,430	31,173	31,915	32,657	33,399
4	29,993	30,825	31,658	32,491	33,324	34,157	34,990	35,823	36,655	37,488
5	34,495	35,428	36,360	37,293	38,226	39,159	40,091	41,024	41,957	42,890
6	36,371	37,410	38,450	39,490	40,529	41,569	42,609	43,648	44,688	45,728
7	39,259	40,413	41,568	42,722	43,877	45,032	46,186	47,341	48,496	49,650
8	40,921	42,200	43,479	44,758	46,037	47,315	48,594	49,873	51,152	52,431
9	43,785	45,198	46,610	48,023	49,435	50,848	52,260	53,673	55,085	56,498
10	48,218	49,773	51,329	52,884	54,440	55,995	57,550	59,106	60,661	62,216
11	51,268	52,977	54,686	56,395	58,103	59,812	61,521	63,229	64,938	66,647
12	61,447	63,495	65,543	67,591	69,639	71,687	73,735	75,783	77,831	79,879
13	73,070	75,506	77,942	80,378	82,814	85,250	87,686	90,122	92,557	94,993
14	86,348	89,226	92,104	94,983	97,861	100,740	103,618	106,497	109,375	112,254
15	101,569	104,955	108,341	111,727	115,113	118,499	121,886	125,272	128,658	132,044

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**

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	\$ 19,408	\$ 20,055	\$ 20,701	\$ 21,343	\$ 21,989	\$ 22,369	\$ 23,005	\$ 23,648	\$23,674	\$ 24,274
2	21,821	22,339	23,062	23,674	23,940	24,645	25,349	26,053	26,757	27,462
3	28,571	29,364	30,158	30,952	31,746	32,539	33,333	34,127	34,920	35,714
4	32,071	32,962	33,852	34,743	35,633	36,524	37,415	38,305	39,196	40,086
5	36,885	37,883	38,880	39,878	40,875	41,872	42,870	43,867	44,865	45,862
6	38,891	40,003	41,115	42,226	43,338	44,450	45,561	46,673	47,785	48,897
7	41,979	43,214	44,449	45,683	46,918	48,152	49,387	50,622	51,856	53,091
8	43,757	45,124	46,492	47,859	49,227	50,594	51,962	53,330	54,697	56,065
9	46,820	48,330	49,841	51,351	52,861	54,372	55,882	57,392	58,903	60,413
10	51,560	53,223	54,886	56,549	58,212	59,875	61,539	63,202	64,865	66,528
11	54,821	56,648	58,476	60,303	62,130	63,957	65,784	67,611	69,438	71,265
12	65,706	67,896	70,085	72,275	74,465	76,655	78,845	81,035	83,224	85,414
13	78,134	80,739	83,344	85,948	88,553	91,158	93,762	96,367	98,972	101,576
14	92,332	95,409	98,487	101,565	104,643	107,721	110,799	113,877	116,955	120,033
15	108,608	112,229	115,849	119,470	123,091	126,712	130,332	133,953	136,900 *	136,900 *

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

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

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**

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	\$ 17,988	\$ 18,587	\$ 19,186	\$ 19,781	\$ 20,380	\$ 20,732	\$ 21,321	\$ 21,918	\$ 21,942	\$ 22,498
2	20,224	20,704	21,374	21,942	22,188	22,841	23,494	24,146	24,799	25,452
3	26,480	27,216	27,951	28,687	29,422	30,158	30,894	31,629	32,365	33,100
4	29,724	30,549	31,375	32,200	33,026	33,851	34,676	35,502	36,327	37,153
5	34,186	35,110	36,035	36,959	37,884	38,808	39,733	40,657	41,581	42,506
6	36,045	37,076	38,106	39,136	40,167	41,197	42,227	43,257	44,288	45,318
7	38,907	40,051	41,196	42,340	43,484	44,629	45,773	46,917	48,061	49,206
8	40,554	41,822	43,089	44,357	45,624	46,892	48,159	49,427	50,694	51,962
9	43,393	44,793	46,193	47,593	48,993	50,393	51,792	53,192	54,592	55,992
10	47,786	49,328	50,869	52,411	53,952	55,494	57,035	58,577	60,118	61,659
11	50,809	52,503	54,196	55,890	57,583	59,276	60,970	62,663	64,357	66,050
12	60,897	62,927	64,956	66,986	69,016	71,045	73,075	75,104	77,134	79,163
13	72,416	74,830	77,244	79,658	82,073	84,487	86,901	89,315	91,729	94,143
14	85,574	88,427	91,280	94,132	96,985	99,838	102,690	105,543	108,396	111,249
15	100,660	104,016	107,371	110,727	114,083	117,439	120,794	124,150	127,506	130,862

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**

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	\$ 17,911	\$ 18,508	\$ 19,104	\$ 19,697	\$ 20,293	\$ 20,644	\$ 21,231	\$ 21,824	\$ 21,848	\$ 22,402
2	20,138	20,616	21,283	21,848	22,094	22,744	23,394	24,044	24,694	25,344
3	26,367	27,100	27,832	28,565	29,297	30,030	30,762	31,495	32,227	32,960
4	29,597	30,419	31,241	32,063	32,885	33,707	34,529	35,351	36,173	36,995
5	34,041	34,961	35,881	36,802	37,722	38,643	39,563	40,484	41,404	42,325
6	35,892	36,918	37,944	38,970	39,996	41,021	42,047	43,073	44,099	45,125
7	38,742	39,881	41,020	42,160	43,299	44,439	45,578	46,717	47,857	48,996
8	40,382	41,644	42,906	44,168	45,430	46,692	47,954	49,216	50,478	51,741
9	43,209	44,603	45,996	47,390	48,784	50,178	51,572	52,966	54,360	55,754
10	47,583	49,118	50,653	52,188	53,722	55,257	56,792	58,327	59,862	61,397
11	50,593	52,279	53,966	55,652	57,338	59,024	60,710	62,397	64,083	65,769
12	60,638	62,659	64,680	66,701	68,722	70,743	72,764	74,785	76,806	78,826
13	72,108	74,512	76,916	79,319	81,723	84,127	86,531	88,935	91,338	93,742
14	85,210	88,051	90,891	93,732	96,572	99,413	102,253	105,094	107,934	110,775
15	100,231	103,573	106,914	110,256	113,597	116,939	120,280	123,622	126,963	130,305

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**

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	\$ 17,328	\$ 17,906	\$ 18,483	\$ 19,056	\$ 19,633	\$ 19,972	\$ 20,540	\$ 21,114	\$ 21,138	\$ 21,673
2	19,483	19,945	20,591	21,138	21,375	22,004	22,632	23,261	23,890	24,519
3	25,509	26,218	26,927	27,635	28,344	29,052	29,761	30,470	31,178	31,887
4	28,634	29,430	30,225	31,020	31,815	32,610	33,405	34,200	34,996	35,791
5	32,933	33,823	34,714	35,604	36,495	37,385	38,276	39,167	40,057	40,948
6	34,724	35,716	36,709	37,702	38,694	39,687	40,679	41,672	42,664	43,657
7	37,481	38,583	39,686	40,788	41,890	42,993	44,095	45,197	46,300	47,402
8	39,068	40,289	41,510	42,731	43,952	45,173	46,394	47,615	48,836	50,057
9	41,803	43,151	44,500	45,848	47,197	48,545	49,894	51,242	52,591	53,940
10	46,035	47,520	49,004	50,489	51,974	53,459	54,944	56,429	57,914	59,399
11	48,947	50,578	52,210	53,841	55,472	57,104	58,735	60,366	61,998	63,629
12	58,665	60,620	62,575	64,530	66,486	68,441	70,396	72,351	74,306	76,261
13	69,762	72,087	74,413	76,738	79,064	81,390	83,715	86,041	88,366	90,692
14	82,438	85,186	87,934	90,682	93,430	96,178	98,926	101,674	104,422	107,170
15	96,970	100,203	103,435	106,668	109,901	113,134	116,366	119,599	122,832	126,064

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