

**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.