

**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)).