

**SALARY TABLE 2013-SF (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 35.15%**  
**FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA**  
**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2013**

*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
1	B	\$ 11.53	\$ 11.91	\$ 12.30	\$ 12.68	\$ 13.06	\$ 13.29	\$ 13.67	\$ 14.05	\$ 14.06	\$ 14.42
	O	17.30	17.87	18.45	19.02	19.59	19.94	20.51	21.08	21.09	21.63
2	B	12.96	13.27	13.70	14.06	14.22	14.64	15.06	15.48	15.90	16.31
	O	19.44	19.91	20.55	21.09	21.33	21.96	22.59	23.22	23.85	24.47
3	B	16.97	17.44	17.91	18.39	18.86	19.33	19.80	20.27	20.74	21.21
	O	25.46	26.16	26.87	27.59	28.29	29.00	29.70	30.41	31.11	31.82
4	B	19.05	19.58	20.11	20.64	21.17	21.70	22.23	22.76	23.28	23.81
	O	28.58	29.37	30.17	30.96	31.76	32.55	33.35	34.14	34.92	35.72
5	B	21.91	22.50	23.09	23.68	24.27	24.87	25.46	26.05	26.64	27.23
	O	32.87	33.75	34.64	35.52	36.41	37.31	38.19	39.08	39.96	40.85
6	B	23.10	23.76	24.42	25.08	25.74	26.40	27.06	27.72	28.38	29.04
	O	34.65	35.64	36.63	37.62	38.61	39.60	40.59	41.58	42.57	43.56
7	B	24.94	25.67	26.41	27.14	27.87	28.61	29.34	30.07	30.81	31.54
	O	37.41	38.51	39.62	40.71	41.81	42.92	44.01	45.11	45.95	45.95
8	B	25.99	26.81	27.62	28.43	29.24	30.05	30.87	31.68	32.49	33.30
	O	38.99	40.22	41.43	42.65	43.86	45.08	45.95	45.95	45.95	45.95
9	B	27.81	28.71	29.61	30.50	31.40	32.30	33.19	34.09	34.99	35.88
	O	41.72	43.07	44.42	45.75	45.95	45.95	45.95	45.95	45.95	45.95
10	B	30.63	31.62	32.61	33.59	34.58	35.57	36.56	37.55	38.53	39.52
	O	45.95	45.95	45.95	45.95	45.95	45.95	45.95	45.95	45.95	45.95
11	B	32.56	33.65	34.74	35.82	36.91	37.99	39.08	40.16	41.25	42.33
	O	45.95	45.95	45.95	45.95	45.95	45.95	45.95	45.95	45.95	45.95
12	B	39.03	40.33	41.63	42.94	44.24	45.54	46.84	48.14	49.44	50.74
	O	45.95	45.95	45.95	45.95	45.95	45.95	46.84	48.14	49.44	50.74
13	B	46.41	47.96	49.51	51.06	52.60	54.15	55.70	57.24	58.79	60.34
	O	46.41	47.96	49.51	51.06	52.60	54.15	55.70	57.24	58.79	60.34
14	B	54.85	56.68	58.50	60.33	62.16	63.99	65.82	67.64	69.47	71.30
	O	54.85	56.68	58.50	60.33	62.16	63.99	65.82	67.64	69.47	71.30
15	B	64.52	66.67	68.82	70.97	73.12	74.51	74.51	74.51	74.51	74.51
	O	64.52	66.67	68.82	70.97	73.12	74.51	74.51	74.51	74.51	74.51

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

NOTE: Locality pay rates for law enforcement officers (LEOs) at grades 03 through 10 are computed using special base pay rates for LEOs (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended.

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>