

SALARY TABLE 2019-SF (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 40.35%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
TOTAL INCREASE: 2.18%
EFFECTIVE JANUARY 2019

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
1	\$ 26,734	\$ 27,629	\$ 28,519	\$ 29,402	\$ 30,292	\$ 30,811	\$ 31,690	\$ 32,577	\$ 32,612	\$ 33,441
2	30,059	30,775	31,770	32,612	32,978	33,948	34,918	35,887	36,857	37,827
3	39,357	40,450	41,544	42,637	43,730	44,824	45,917	47,010	48,104	49,197
4	44,178	45,405	46,631	47,858	49,085	50,311	51,538	52,765	53,991	55,218
5	50,801	52,174	53,546	54,919	56,292	57,664	59,037	60,409	61,782	63,155
6	53,573	55,104	56,635	58,167	59,698	61,229	62,760	64,292	65,823	67,354
7	57,830	59,531	61,232	62,933	64,634	66,335	68,036	69,737	71,438	73,139
8	60,276	62,160	64,043	65,927	67,810	69,694	71,577	73,461	75,344	77,228
9	64,495	66,575	68,655	70,735	72,815	74,895	76,975	79,055	81,135	83,215
10	71,024	73,315	75,605	77,896	80,186	82,477	84,767	87,058	89,348	91,639
11	75,515	78,033	80,551	83,069	85,587	88,105	90,623	93,140	95,658	98,176
12	90,512	93,529	96,547	99,564	102,582	105,599	108,617	111,634	114,652	117,669
13	107,630	111,218	114,805	118,392	121,980	125,567	129,154	132,742	136,329	139,916
14	127,187	131,427	135,667	139,906	144,146	148,386	152,626	156,866	161,106	165,346
15	149,606	154,593	159,579	164,566	166,500 *	166,500 *	166,500 *	166,500 *	166,500 *	166,500 *

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

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2019 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>