

**Salary Table 2024-SF (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 4.7% General Schedule Increase and a Locality Payment of 45.41%**  
**For the Locality Pay Area of San Jose-San Francisco-Oakland, CA**  
**Total Increase: 5.62%**  
**Effective January 2024**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees 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	\$ 15.32	\$ 15.83	\$ 16.34	\$ 16.85	\$ 17.36	\$ 17.65	\$ 18.16	\$ 18.67	\$ 18.69	\$ 19.16
	O	22.98	23.75	24.51	25.28	26.04	26.48	27.24	28.01	28.04	28.74
2	B	17.22	17.63	18.21	18.69	18.90	19.45	20.01	20.57	21.12	21.68
	O	25.83	26.45	27.32	28.04	28.35	29.18	30.02	30.86	31.68	32.52
3	B	22.55	23.18	23.81	24.43	25.06	25.68	26.31	26.94	27.56	28.19
	O	33.83	34.77	35.72	36.65	37.59	38.52	39.47	40.41	41.34	42.29
4	B	25.32	26.02	26.72	27.42	28.13	28.83	29.53	30.24	30.94	31.64
	O	37.98	39.03	40.08	41.13	42.20	43.25	44.30	45.36	46.41	47.46
5	B	29.11	29.90	30.68	31.47	32.26	33.04	33.83	34.62	35.40	36.19
	O	43.67	44.85	46.02	47.21	48.39	49.56	50.75	51.93	53.10	54.29
6	B	30.70	31.58	32.45	33.33	34.21	35.08	35.96	36.84	37.72	38.59
	O	46.05	47.37	48.68	50.00	51.32	52.62	53.94	55.26	56.58	57.89
7	B	33.14	34.11	35.09	36.06	37.04	38.01	38.99	39.96	40.94	41.91
	O	49.71	51.17	52.64	54.09	55.56	57.02	58.49	59.94	61.05	61.05
8	B	34.54	35.62	36.70	37.78	38.86	39.94	41.02	42.09	43.17	44.25
	O	51.81	53.43	55.05	56.67	58.29	59.91	61.05	61.05	61.05	61.05
9	B	36.96	38.15	39.34	40.53	41.73	42.92	44.11	45.30	46.49	47.69
	O	55.44	57.23	59.01	60.80	61.05	61.05	61.05	61.05	61.05	61.05
10	B	40.70	42.01	43.32	44.64	45.95	47.26	48.57	49.89	51.20	52.51
	O	61.05	61.05	61.05	61.05	61.05	61.05	61.05	61.05	61.05	61.05
11	B	43.27	44.71	46.16	47.60	49.04	50.48	51.93	53.37	54.81	56.25
	O	61.05	61.05	61.05	61.05	61.05	61.05	61.05	61.05	61.05	61.05
12	B	51.87	53.59	55.32	57.05	58.78	60.51	62.24	63.97	65.70	67.42
	O	61.05	61.05	61.05	61.05	61.05	61.05	62.24	63.97	65.70	67.42
13	B	61.68	63.73	65.79	67.84	69.90	71.96	74.01	76.07	78.12	80.18
	O	61.68	63.73	65.79	67.84	69.90	71.96	74.01	76.07	78.12	80.18
14	B	72.88	75.31	77.74	80.17	82.60	85.03	87.46	89.89	91.95	91.95
	O	72.88	75.31	77.74	80.17	82.60	85.03	87.46	89.89	91.95	91.95
15	B	85.73	88.59	91.44	91.95	91.95	91.95	91.95	91.95	91.95	91.95
	O	85.73	88.59	91.44	91.95	91.95	91.95	91.95	91.95	91.95	91.95

\* 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. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

Applicable locations are shown on the 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>