

**SALARY TABLE 2015-SF (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 35.15%**  
**FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 11.76	\$ 12.15	\$ 12.54	\$ 12.93	\$ 13.33	\$ 13.55	\$ 13.94	\$ 14.33	\$ 14.35	\$ 14.71
	O	17.64	18.23	18.81	19.40	20.00	20.33	20.91	21.50	21.53	22.07
2	B	13.22	13.54	13.98	14.35	14.51	14.93	15.36	15.79	16.21	16.64
	O	19.83	20.31	20.97	21.53	21.77	22.40	23.04	23.69	24.32	24.96
3	B	17.31	17.80	18.28	18.76	19.24	19.72	20.20	20.68	21.16	21.64
	O	25.97	26.70	27.42	28.14	28.86	29.58	30.30	31.02	31.74	32.46
4	B	19.44	19.98	20.52	21.06	21.60	22.14	22.68	23.22	23.76	24.30
	O	29.16	29.97	30.78	31.59	32.40	33.21	34.02	34.83	35.64	36.45
5	B	22.35	22.95	23.56	24.16	24.77	25.37	25.98	26.58	27.18	27.79
	O	33.53	34.43	35.34	36.24	37.16	38.06	38.97	39.87	40.77	41.69
6	B	23.57	24.24	24.91	25.59	26.26	26.93	27.61	28.28	28.95	29.63
	O	35.36	36.36	37.37	38.39	39.39	40.40	41.42	42.42	43.43	44.45
7	B	25.44	26.19	26.93	27.68	28.43	29.18	29.93	30.67	31.42	32.17
	O	38.16	39.29	40.40	41.52	42.65	43.77	44.90	46.01	46.86	46.86
8	B	26.52	27.35	28.17	29.00	29.83	30.66	31.49	32.32	33.15	33.98
	O	39.78	41.03	42.26	43.50	44.75	45.99	46.86	46.86	46.86	46.86
9	B	28.37	29.29	30.20	31.12	32.03	32.95	33.86	34.78	35.69	36.61
	O	42.56	43.94	45.30	46.68	46.86	46.86	46.86	46.86	46.86	46.86
10	B	31.24	32.25	33.26	34.27	35.27	36.28	37.29	38.30	39.30	40.31
	O	46.86	46.86	46.86	46.86	46.86	46.86	46.86	46.86	46.86	46.86
11	B	33.22	34.33	35.43	36.54	37.65	38.76	39.86	40.97	42.08	43.19
	O	46.86	46.86	46.86	46.86	46.86	46.86	46.86	46.86	46.86	46.86
12	B	39.82	41.14	42.47	43.80	45.13	46.45	47.78	49.11	50.44	51.77
	O	46.86	46.86	46.86	46.86	46.86	46.86	47.78	49.11	50.44	51.77
13	B	47.35	48.93	50.50	52.08	53.66	55.24	56.82	58.39	59.97	61.55
	O	47.35	48.93	50.50	52.08	53.66	55.24	56.82	58.39	59.97	61.55
14	B	55.95	57.82	59.68	61.55	63.41	65.28	67.14	69.01	70.87	72.74
	O	55.95	57.82	59.68	61.55	63.41	65.28	67.14	69.01	70.87	72.74
15	B	65.81	68.01	70.20	72.40	74.59	76.04	76.04	76.04	76.04	76.04
	O	65.81	68.01	70.20	72.40	74.59	76.04	76.04	76.04	76.04	76.04

\* 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 2015 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>