

**SALARY TABLE 2016-SF (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 35.75%**  
**FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA**  
**TOTAL INCREASE: 1.45%**  
**EFFECTIVE JANUARY 2016**

*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	\$ 11.93	\$ 12.33	\$ 12.73	\$ 13.12	\$ 13.52	\$ 13.75	\$ 14.14	\$ 14.54	\$ 14.55	\$ 14.92
	O	17.90	18.50	19.10	19.68	20.28	20.63	21.21	21.81	21.83	22.38
2	B	13.41	13.73	14.18	14.55	14.72	15.15	15.59	16.02	16.45	16.89
	O	20.12	20.60	21.27	21.83	22.08	22.73	23.39	24.03	24.68	25.34
3	B	17.56	18.05	18.54	19.03	19.52	20.00	20.49	20.98	21.47	21.95
	O	26.34	27.08	27.81	28.55	29.28	30.00	30.74	31.47	32.21	32.93
4	B	19.72	20.26	20.81	21.36	21.91	22.46	23.00	23.55	24.10	24.65
	O	29.58	30.39	31.22	32.04	32.87	33.69	34.50	35.33	36.15	36.98
5	B	22.67	23.29	23.90	24.51	25.12	25.74	26.35	26.96	27.57	28.19
	O	34.01	34.94	35.85	36.77	37.68	38.61	39.53	40.44	41.36	42.29
6	B	23.91	24.59	25.27	25.96	26.64	27.32	28.00	28.69	29.37	30.05
	O	35.87	36.89	37.91	38.94	39.96	40.98	42.00	43.04	44.06	45.08
7	B	25.81	26.57	27.33	28.09	28.84	29.60	30.36	31.12	31.88	32.64
	O	38.72	39.86	41.00	42.14	43.26	44.40	45.54	46.68	47.55	47.55
8	B	26.90	27.74	28.58	29.42	30.26	31.10	31.94	32.78	33.62	34.46
	O	40.35	41.61	42.87	44.13	45.39	46.65	47.55	47.55	47.55	47.55
9	B	28.78	29.71	30.64	31.57	32.50	33.42	34.35	35.28	36.21	37.14
	O	43.17	44.57	45.96	47.36	47.55	47.55	47.55	47.55	47.55	47.55
10	B	31.70	32.72	33.74	34.76	35.79	36.81	37.83	38.85	39.88	40.90
	O	47.55	47.55	47.55	47.55	47.55	47.55	47.55	47.55	47.55	47.55
11	B	33.70	34.82	35.95	37.07	38.19	39.32	40.44	41.56	42.69	43.81
	O	47.55	47.55	47.55	47.55	47.55	47.55	47.55	47.55	47.55	47.55
12	B	40.39	41.74	43.09	44.43	45.78	47.13	48.47	49.82	51.17	52.51
	O	47.55	47.55	47.55	47.55	47.55	47.55	48.47	49.82	51.17	52.51
13	B	48.03	49.63	51.24	52.84	54.44	56.04	57.64	59.24	60.84	62.45
	O	48.03	49.63	51.24	52.84	54.44	56.04	57.64	59.24	60.84	62.45
14	B	56.76	58.65	60.54	62.44	64.33	66.22	68.11	70.01	71.90	73.79
	O	56.76	58.65	60.54	62.44	64.33	66.22	68.11	70.01	71.90	73.79
15	B	66.77	68.99	71.22	73.44	75.67	76.81	76.81	76.81	76.81	76.81
	O	66.77	68.99	71.22	73.44	75.67	76.81	76.81	76.81	76.81	76.81

\* 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 2016 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2016/locality-pay-area-definitions/>