

**SALARY TABLE 2017-SF (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 38.17%**  
**FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA**  
**TOTAL INCREASE: 2.80%**  
**EFFECTIVE JANUARY 2017**

*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	\$ 25,597	\$ 26,454	\$ 27,305	\$ 28,152	\$ 29,003	\$ 29,501	\$ 30,342	\$ 31,192	\$ 31,225	\$ 32,015
2	28,779	29,465	30,418	31,225	31,576	32,504	33,433	34,361	35,290	36,219
3	37,686	38,733	39,781	40,828	41,875	42,923	43,970	45,017	46,064	47,112
4	42,299	43,474	44,648	45,823	46,997	48,172	49,346	50,520	51,695	52,869
5	48,648	49,964	51,279	52,594	53,910	55,225	56,541	57,856	59,171	60,487
6	51,294	52,760	54,226	55,692	57,158	58,624	60,090	61,556	63,022	64,488
7	55,372	57,001	58,630	60,259	61,888	63,517	65,146	66,775	68,404	70,033
8	57,712	59,515	61,318	63,122	64,925	66,728	68,531	70,334	72,137	73,940
9	61,752	63,745	65,737	67,730	69,722	71,714	73,707	75,699	77,692	79,684
10	68,005	70,199	72,393	74,587	76,781	78,975	81,169	83,363	85,558	87,752
11	72,303	74,713	77,122	79,532	81,942	84,351	86,761	89,171	91,580	93,990
12	86,663	89,552	92,441	95,330	98,220	101,109	103,998	106,887	109,776	112,665
13	103,053	106,488	109,923	113,357	116,792	120,227	123,662	127,097	130,532	133,967
14	121,778	125,837	129,896	133,956	138,015	142,075	146,134	150,194	154,253	158,312
15	143,244	148,019	152,794	157,569	161,900 *	161,900 *	161,900 *	161,900 *	161,900 *	161,900 *

\* 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 2017 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality-pay-area-definitions/>