

**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**

*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   | \$ 12.26 | \$ 12.68 | \$ 13.08 | \$ 13.49 | \$ 13.90 | \$ 14.14 | \$ 14.54 | \$ 14.95 | \$ 14.96 | \$ 15.34 |
|       | O   | 18.39    | 19.02    | 19.62    | 20.24    | 20.85    | 21.21    | 21.81    | 22.43    | 22.44    | 23.01    |
| 2     | B   | 13.79    | 14.12    | 14.57    | 14.96    | 15.13    | 15.57    | 16.02    | 16.46    | 16.91    | 17.35    |
|       | O   | 20.69    | 21.18    | 21.86    | 22.44    | 22.70    | 23.36    | 24.03    | 24.69    | 25.37    | 26.03    |
| 3     | B   | 18.06    | 18.56    | 19.06    | 19.56    | 20.06    | 20.57    | 21.07    | 21.57    | 22.07    | 22.57    |
|       | O   | 27.09    | 27.84    | 28.59    | 29.34    | 30.09    | 30.86    | 31.61    | 32.36    | 33.11    | 33.86    |
| 4     | B   | 20.27    | 20.83    | 21.39    | 21.96    | 22.52    | 23.08    | 23.64    | 24.21    | 24.77    | 25.33    |
|       | O   | 30.41    | 31.25    | 32.09    | 32.94    | 33.78    | 34.62    | 35.46    | 36.32    | 37.16    | 38.00    |
| 5     | B   | 23.31    | 23.94    | 24.57    | 25.20    | 25.83    | 26.46    | 27.09    | 27.72    | 28.35    | 28.98    |
|       | O   | 34.97    | 35.91    | 36.86    | 37.80    | 38.75    | 39.69    | 40.64    | 41.58    | 42.53    | 43.47    |
| 6     | B   | 24.58    | 25.28    | 25.98    | 26.69    | 27.39    | 28.09    | 28.79    | 29.49    | 30.20    | 30.90    |
|       | O   | 36.87    | 37.92    | 38.97    | 40.04    | 41.09    | 42.14    | 43.19    | 44.24    | 45.30    | 46.35    |
| 7     | B   | 26.53    | 27.31    | 28.09    | 28.87    | 29.65    | 30.43    | 31.22    | 32.00    | 32.78    | 33.56    |
|       | O   | 39.80    | 40.97    | 42.14    | 43.31    | 44.48    | 45.65    | 46.83    | 48.00    | 48.89    | 48.89    |
| 8     | B   | 27.65    | 28.52    | 29.38    | 30.25    | 31.11    | 31.97    | 32.84    | 33.70    | 34.56    | 35.43    |
|       | O   | 41.48    | 42.78    | 44.07    | 45.38    | 46.67    | 47.96    | 48.89    | 48.89    | 48.89    | 48.89    |
| 9     | B   | 29.59    | 30.54    | 31.50    | 32.45    | 33.41    | 34.36    | 35.32    | 36.27    | 37.23    | 38.18    |
|       | O   | 44.39    | 45.81    | 47.25    | 48.68    | 48.89    | 48.89    | 48.89    | 48.89    | 48.89    | 48.89    |
| 10    | B   | 32.59    | 33.64    | 34.69    | 35.74    | 36.79    | 37.84    | 38.89    | 39.94    | 41.00    | 42.05    |
|       | O   | 48.89    | 48.89    | 48.89    | 48.89    | 48.89    | 48.89    | 48.89    | 48.89    | 48.89    | 48.89    |
| 11    | B   | 34.64    | 35.80    | 36.95    | 38.11    | 39.26    | 40.42    | 41.57    | 42.73    | 43.88    | 45.04    |
|       | O   | 48.89    | 48.89    | 48.89    | 48.89    | 48.89    | 48.89    | 48.89    | 48.89    | 48.89    | 48.89    |
| 12    | B   | 41.53    | 42.91    | 44.29    | 45.68    | 47.06    | 48.45    | 49.83    | 51.22    | 52.60    | 53.98    |
|       | O   | 48.89    | 48.89    | 48.89    | 48.89    | 48.89    | 48.89    | 49.83    | 51.22    | 52.60    | 53.98    |
| 13    | B   | 49.38    | 51.02    | 52.67    | 54.32    | 55.96    | 57.61    | 59.25    | 60.90    | 62.55    | 64.19    |
|       | O   | 49.38    | 51.02    | 52.67    | 54.32    | 55.96    | 57.61    | 59.25    | 60.90    | 62.55    | 64.19    |
| 14    | B   | 58.35    | 60.30    | 62.24    | 64.19    | 66.13    | 68.08    | 70.02    | 71.97    | 73.91    | 75.86    |
|       | O   | 58.35    | 60.30    | 62.24    | 64.19    | 66.13    | 68.08    | 70.02    | 71.97    | 73.91    | 75.86    |
| 15    | B   | 68.64    | 70.92    | 73.21    | 75.50    | 77.58    | 77.58    | 77.58    | 77.58    | 77.58    | 77.58    |
|       | O   | 68.64    | 70.92    | 73.21    | 75.50    | 77.58    | 77.58    | 77.58    | 77.58    | 77.58    | 77.58    |

\* 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 2017 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality-pay-area-definitions/>