

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