

SALARY TABLE 2018-SF (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 39.28%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
TOTAL INCREASE: 2.21%
EFFECTIVE JANUARY 2018

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	\$ 12.54	\$ 12.96	\$ 13.37	\$ 13.79	\$ 14.21	\$ 14.45	\$ 14.86	\$ 15.28	\$ 15.29	\$ 15.68
	O	18.81	19.44	20.06	20.69	21.32	21.68	22.29	22.92	22.94	23.52
2	B	14.10	14.43	14.90	15.29	15.47	15.92	16.38	16.83	17.29	17.74
	O	21.15	21.65	22.35	22.94	23.21	23.88	24.57	25.25	25.94	26.61
3	B	18.45	18.97	19.48	19.99	20.51	21.02	21.53	22.04	22.55	23.07
	O	27.68	28.46	29.22	29.99	30.77	31.53	32.30	33.06	33.83	34.61
4	B	20.72	21.29	21.87	22.44	23.02	23.59	24.17	24.74	25.32	25.89
	O	31.08	31.94	32.81	33.66	34.53	35.39	36.26	37.11	37.98	38.84
5	B	23.83	24.47	25.11	25.76	26.40	27.05	27.69	28.33	28.98	29.62
	O	35.75	36.71	37.67	38.64	39.60	40.58	41.54	42.50	43.47	44.43
6	B	25.12	25.84	26.55	27.27	27.99	28.71	29.42	30.14	30.86	31.58
	O	37.68	38.76	39.83	40.91	41.99	43.07	44.13	45.21	46.29	47.37
7	B	27.12	27.92	28.71	29.51	30.31	31.11	31.90	32.70	33.50	34.30
	O	40.68	41.88	43.07	44.27	45.47	46.67	47.85	49.05	49.97	49.97
8	B	28.27	29.15	30.03	30.92	31.80	32.68	33.57	34.45	35.34	36.22
	O	42.41	43.73	45.05	46.38	47.70	49.02	49.97	49.97	49.97	49.97
9	B	30.24	31.22	32.20	33.17	34.15	35.12	36.10	37.07	38.05	39.03
	O	45.36	46.83	48.30	49.76	49.97	49.97	49.97	49.97	49.97	49.97
10	B	33.31	34.38	35.46	36.53	37.60	38.68	39.75	40.83	41.90	42.98
	O	49.97	49.97	49.97	49.97	49.97	49.97	49.97	49.97	49.97	49.97
11	B	35.41	36.59	37.77	38.95	40.13	41.31	42.50	43.68	44.86	46.04
	O	49.97	49.97	49.97	49.97	49.97	49.97	49.97	49.97	49.97	49.97
12	B	42.44	43.86	45.27	46.69	48.10	49.52	50.93	52.35	53.76	55.18
	O	49.97	49.97	49.97	49.97	49.97	49.97	50.93	52.35	53.76	55.18
13	B	50.47	52.15	53.84	55.52	57.20	58.88	60.57	62.25	63.93	65.61
	O	50.47	52.15	53.84	55.52	57.20	58.88	60.57	62.25	63.93	65.61
14	B	59.64	61.63	63.62	65.61	67.60	69.58	71.57	73.56	75.55	77.54
	O	59.64	61.63	63.62	65.61	67.60	69.58	71.57	73.56	75.55	77.54
15	B	70.16	72.49	74.83	77.17	78.68	78.68	78.68	78.68	78.68	78.68
	O	70.16	72.49	74.83	77.17	78.68	78.68	78.68	78.68	78.68	78.68

* 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 2018 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/locality-pay-area-definitions/>