

**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**

*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	\$ 24,901	\$ 25,733	\$ 26,561	\$ 27,385	\$ 28,213	\$ 28,698	\$ 29,516	\$ 30,341	\$ 30,374	\$ 31,142
2	27,996	28,662	29,589	30,374	30,719	31,623	32,527	33,431	34,335	35,239
3	36,655	37,673	38,691	39,710	40,728	41,746	42,764	43,782	44,800	45,818
4	41,150	42,293	43,436	44,579	45,722	46,865	48,008	49,151	50,294	51,437
5	47,317	48,596	49,875	51,153	52,432	53,711	54,990	56,268	57,547	58,826
6	49,894	51,319	52,744	54,170	55,595	57,020	58,446	59,871	61,297	62,722
7	53,862	55,446	57,030	58,614	60,198	61,783	63,367	64,951	66,535	68,119
8	56,139	57,893	59,647	61,401	63,155	64,909	66,663	68,417	70,171	71,924
9	60,069	62,007	63,944	65,881	67,818	69,755	71,692	73,629	75,567	77,504
10	66,151	68,285	70,419	72,553	74,687	76,821	78,955	81,089	83,223	85,357
11	70,333	72,678	75,022	77,367	79,711	82,055	84,400	86,744	89,089	91,433
12	84,302	87,112	89,922	92,732	95,542	98,352	101,162	103,972	106,782	109,592
13	100,246	103,588	106,930	110,272	113,615	116,957	120,299	123,641	126,983	130,325
14	118,460	122,408	126,357	130,306	134,255	138,204	142,153	146,102	150,051	154,000
15	139,342	143,987	148,633	153,278	157,923	160,300 *	160,300 *	160,300 *	160,300 *	160,300 *

\* 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:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2016/locality-pay-area-definitions/>