

**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**

*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	\$ 26,164	\$ 27,040	\$ 27,910	\$ 28,775	\$ 29,646	\$ 30,154	\$ 31,013	\$ 31,883	\$ 31,916	\$ 32,734
2	29,417	30,118	31,091	31,916	32,278	33,228	34,178	35,128	36,078	37,028
3	38,515	39,585	40,654	41,724	42,794	43,863	44,933	46,003	47,072	48,142
4	43,237	44,437	45,638	46,838	48,039	49,240	50,440	51,641	52,841	54,042
5	49,723	51,067	52,411	53,755	55,099	56,443	57,787	59,131	60,475	61,819
6	52,424	53,921	55,418	56,915	58,413	59,910	61,407	62,904	64,402	65,899
7	56,595	58,259	59,924	61,588	63,253	64,917	66,581	68,246	69,910	71,575
8	58,992	60,836	62,680	64,524	66,368	68,212	70,056	71,901	73,745	75,589
9	63,120	65,157	67,193	69,229	71,265	73,302	75,338	77,374	79,410	81,447
10	69,510	71,753	73,995	76,238	78,480	80,723	82,965	85,207	87,450	89,692
11	73,905	76,369	78,832	81,296	83,760	86,224	88,688	91,152	93,616	96,080
12	88,582	91,535	94,488	97,440	100,393	103,346	106,298	109,251	112,204	115,157
13	105,335	108,846	112,357	115,868	119,380	122,891	126,402	129,913	133,425	136,936
14	124,475	128,624	132,773	136,922	141,071	145,220	149,369	153,519	157,668	161,817
15	146,415	151,296	156,176	161,056	164,200 *	164,200 *	164,200 *	164,200 *	164,200 *	164,200 *

\* 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 2018 Locality Pay Area Definitions page:

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