

**SALARY TABLE 2015-SF**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 35.15%**  
**FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates 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	\$ 11.76	\$ 12.15	\$ 12.54	\$ 12.93	\$ 13.33	\$ 13.55	\$ 13.94	\$ 14.33	\$ 14.35	\$ 14.71
	O	17.64	18.23	18.81	19.40	20.00	20.33	20.91	21.50	21.53	22.07
2	B	13.22	13.54	13.98	14.35	14.51	14.93	15.36	15.79	16.21	16.64
	O	19.83	20.31	20.97	21.53	21.77	22.40	23.04	23.69	24.32	24.96
3	B	14.43	14.91	15.39	15.87	16.35	16.83	17.31	17.80	18.28	18.76
	O	21.65	22.37	23.09	23.81	24.53	25.25	25.97	26.70	27.42	28.14
4	B	16.20	16.74	17.28	17.82	18.36	18.90	19.44	19.98	20.52	21.06
	O	24.30	25.11	25.92	26.73	27.54	28.35	29.16	29.97	30.78	31.59
5	B	18.12	18.72	19.33	19.93	20.54	21.14	21.75	22.35	22.95	23.56
	O	27.18	28.08	29.00	29.90	30.81	31.71	32.63	33.53	34.43	35.34
6	B	20.20	20.87	21.55	22.22	22.89	23.57	24.24	24.91	25.59	26.26
	O	30.30	31.31	32.33	33.33	34.34	35.36	36.36	37.37	38.39	39.39
7	B	22.45	23.19	23.94	24.69	25.44	26.19	26.93	27.68	28.43	29.18
	O	33.68	34.79	35.91	37.04	38.16	39.29	40.40	41.52	42.65	43.77
8	B	24.86	25.69	26.52	27.35	28.17	29.00	29.83	30.66	31.49	32.32
	O	37.29	38.54	39.78	41.03	42.26	43.50	44.75	45.36	45.36	45.36
9	B	27.46	28.37	29.29	30.20	31.12	32.03	32.95	33.86	34.78	35.69
	O	41.19	42.56	43.94	45.30	45.36	45.36	45.36	45.36	45.36	45.36
10	B	30.24	31.24	32.25	33.26	34.27	35.27	36.28	37.29	38.30	39.30
	O	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36
11	B	33.22	34.33	35.43	36.54	37.65	38.76	39.86	40.97	42.08	43.19
	O	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36
12	B	39.82	41.14	42.47	43.80	45.13	46.45	47.78	49.11	50.44	51.77
	O	45.36	45.36	45.36	45.36	45.36	46.45	47.78	49.11	50.44	51.77
13	B	47.35	48.93	50.50	52.08	53.66	55.24	56.82	58.39	59.97	61.55
	O	47.35	48.93	50.50	52.08	53.66	55.24	56.82	58.39	59.97	61.55
14	B	55.95	57.82	59.68	61.55	63.41	65.28	67.14	69.01	70.87	72.74
	O	55.95	57.82	59.68	61.55	63.41	65.28	67.14	69.01	70.87	72.74
15	B	65.81	68.01	70.20	72.40	74.59	76.04	76.04	76.04	76.04	76.04
	O	65.81	68.01	70.20	72.40	74.59	76.04	76.04	76.04	76.04	76.04

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2015 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>