

SALARY TABLE 2017-SF
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	15.05	15.55	16.05	16.55	17.05	17.56	18.06	18.56	19.06	19.56
	O	22.58	23.33	24.08	24.83	25.58	26.34	27.09	27.84	28.59	29.34
4	B	16.89	17.45	18.02	18.58	19.14	19.71	20.27	20.83	21.39	21.96
	O	25.34	26.18	27.03	27.87	28.71	29.57	30.41	31.25	32.09	32.94
5	B	18.90	19.53	20.16	20.79	21.42	22.05	22.68	23.31	23.94	24.57
	O	28.35	29.30	30.24	31.19	32.13	33.08	34.02	34.97	35.91	36.86
6	B	21.07	21.77	22.47	23.17	23.88	24.58	25.28	25.98	26.69	27.39
	O	31.61	32.66	33.71	34.76	35.82	36.87	37.92	38.97	40.04	41.09
7	B	23.41	24.19	24.97	25.75	26.53	27.31	28.09	28.87	29.65	30.43
	O	35.12	36.29	37.46	38.63	39.80	40.97	42.14	43.31	44.48	45.65
8	B	25.93	26.79	27.65	28.52	29.38	30.25	31.11	31.97	32.84	33.70
	O	38.90	40.19	41.48	42.78	44.07	45.38	46.67	47.30	47.30	47.30
9	B	28.63	29.59	30.54	31.50	32.45	33.41	34.36	35.32	36.27	37.23
	O	42.95	44.39	45.81	47.25	47.30	47.30	47.30	47.30	47.30	47.30
10	B	31.53	32.59	33.64	34.69	35.74	36.79	37.84	38.89	39.94	41.00
	O	47.30	47.30	47.30	47.30	47.30	47.30	47.30	47.30	47.30	47.30
11	B	34.64	35.80	36.95	38.11	39.26	40.42	41.57	42.73	43.88	45.04
	O	47.30	47.30	47.30	47.30	47.30	47.30	47.30	47.30	47.30	47.30
12	B	41.53	42.91	44.29	45.68	47.06	48.45	49.83	51.22	52.60	53.98
	O	47.30	47.30	47.30	47.30	47.30	48.45	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)).

Applicable locations are shown on the 2017 Locality Pay Area Definitions page:

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