

SALARY TABLE 2012-SF
INCORPORATING A LOCALITY PAYMENT OF 35.15%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2012

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	\$ 11.53	\$ 11.91	\$ 12.30	\$ 12.68	\$ 13.06	\$ 13.29	\$ 13.67	\$ 14.05	\$ 14.06	\$ 14.42
	O	17.30	17.87	18.45	19.02	19.59	19.94	20.51	21.08	21.09	21.63
2	B	12.96	13.27	13.70	14.06	14.22	14.64	15.06	15.48	15.90	16.31
	O	19.44	19.91	20.55	21.09	21.33	21.96	22.59	23.22	23.85	24.47
3	B	14.14	14.61	15.09	15.56	16.03	16.50	16.97	17.44	17.91	18.39
	O	21.21	21.92	22.64	23.34	24.05	24.75	25.46	26.16	26.87	27.59
4	B	15.88	16.41	16.94	17.46	17.99	18.52	19.05	19.58	20.11	20.64
	O	23.82	24.62	25.41	26.19	26.99	27.78	28.58	29.37	30.17	30.96
5	B	17.76	18.36	18.95	19.54	20.13	20.72	21.32	21.91	22.50	23.09
	O	26.64	27.54	28.43	29.31	30.20	31.08	31.98	32.87	33.75	34.64
6	B	19.80	20.46	21.12	21.78	22.44	23.10	23.76	24.42	25.08	25.74
	O	29.70	30.69	31.68	32.67	33.66	34.65	35.64	36.63	37.62	38.61
7	B	22.00	22.74	23.47	24.21	24.94	25.67	26.41	27.14	27.87	28.61
	O	33.00	34.11	35.21	36.32	37.41	38.51	39.62	40.71	41.81	42.92
8	B	24.37	25.18	25.99	26.81	27.62	28.43	29.24	30.05	30.87	31.68
	O	36.56	37.77	38.99	40.22	41.43	42.65	43.86	44.46	44.46	44.46
9	B	26.92	27.81	28.71	29.61	30.50	31.40	32.30	33.19	34.09	34.99
	O	40.38	41.72	43.07	44.42	44.46	44.46	44.46	44.46	44.46	44.46
10	B	29.64	30.63	31.62	32.61	33.59	34.58	35.57	36.56	37.55	38.53
	O	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46
11	B	32.56	33.65	34.74	35.82	36.91	37.99	39.08	40.16	41.25	42.33
	O	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46
12	B	39.03	40.33	41.63	42.94	44.24	45.54	46.84	48.14	49.44	50.74
	O	44.46	44.46	44.46	44.46	44.46	45.54	46.84	48.14	49.44	50.74
13	B	46.41	47.96	49.51	51.06	52.60	54.15	55.70	57.24	58.79	60.34
	O	46.41	47.96	49.51	51.06	52.60	54.15	55.70	57.24	58.79	60.34
14	B	54.85	56.68	58.50	60.33	62.16	63.99	65.82	67.64	69.47	71.30
	O	54.85	56.68	58.50	60.33	62.16	63.99	65.82	67.64	69.47	71.30
15	B	64.52	66.67	68.82	70.97	73.12	74.51	74.51	74.51	74.51	74.51
	O	64.52	66.67	68.82	70.97	73.12	74.51	74.51	74.51	74.51	74.51

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