

**SALARY TABLE 2016-SF**  
**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**

*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	\$ 11.93	\$ 12.33	\$ 12.73	\$ 13.12	\$ 13.52	\$ 13.75	\$ 14.14	\$ 14.54	\$ 14.55	\$ 14.92
	O	17.90	18.50	19.10	19.68	20.28	20.63	21.21	21.81	21.83	22.38
2	B	13.41	13.73	14.18	14.55	14.72	15.15	15.59	16.02	16.45	16.89
	O	20.12	20.60	21.27	21.83	22.08	22.73	23.39	24.03	24.68	25.34
3	B	14.64	15.12	15.61	16.10	16.59	17.08	17.56	18.05	18.54	19.03
	O	21.96	22.68	23.42	24.15	24.89	25.62	26.34	27.08	27.81	28.55
4	B	16.43	16.98	17.53	18.07	18.62	19.17	19.72	20.26	20.81	21.36
	O	24.65	25.47	26.30	27.11	27.93	28.76	29.58	30.39	31.22	32.04
5	B	18.38	19.00	19.61	20.22	20.83	21.45	22.06	22.67	23.29	23.90
	O	27.57	28.50	29.42	30.33	31.25	32.18	33.09	34.01	34.94	35.85
6	B	20.49	21.17	21.86	22.54	23.22	23.91	24.59	25.27	25.96	26.64
	O	30.74	31.76	32.79	33.81	34.83	35.87	36.89	37.91	38.94	39.96
7	B	22.77	23.53	24.29	25.05	25.81	26.57	27.33	28.09	28.84	29.60
	O	34.16	35.30	36.44	37.58	38.72	39.86	41.00	42.14	43.26	44.40
8	B	25.22	26.06	26.90	27.74	28.58	29.42	30.26	31.10	31.94	32.78
	O	37.83	39.09	40.35	41.61	42.87	44.13	45.39	46.01	46.01	46.01
9	B	27.85	28.78	29.71	30.64	31.57	32.50	33.42	34.35	35.28	36.21
	O	41.78	43.17	44.57	45.96	46.01	46.01	46.01	46.01	46.01	46.01
10	B	30.67	31.70	32.72	33.74	34.76	35.79	36.81	37.83	38.85	39.88
	O	46.01	46.01	46.01	46.01	46.01	46.01	46.01	46.01	46.01	46.01
11	B	33.70	34.82	35.95	37.07	38.19	39.32	40.44	41.56	42.69	43.81
	O	46.01	46.01	46.01	46.01	46.01	46.01	46.01	46.01	46.01	46.01
12	B	40.39	41.74	43.09	44.43	45.78	47.13	48.47	49.82	51.17	52.51
	O	46.01	46.01	46.01	46.01	46.01	47.13	48.47	49.82	51.17	52.51
13	B	48.03	49.63	51.24	52.84	54.44	56.04	57.64	59.24	60.84	62.45
	O	48.03	49.63	51.24	52.84	54.44	56.04	57.64	59.24	60.84	62.45
14	B	56.76	58.65	60.54	62.44	64.33	66.22	68.11	70.01	71.90	73.79
	O	56.76	58.65	60.54	62.44	64.33	66.22	68.11	70.01	71.90	73.79
15	B	66.77	68.99	71.22	73.44	75.67	76.81	76.81	76.81	76.81	76.81
	O	66.77	68.99	71.22	73.44	75.67	76.81	76.81	76.81	76.81	76.81

\* 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 2016 Locality Pay Area Definitions page:

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