

**SALARY TABLE 2014-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 2014**

*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	\$ 11.64	\$ 12.03	\$ 12.42	\$ 12.81	\$ 13.19	\$ 13.42	\$ 13.80	\$ 14.19	\$ 14.20	\$ 14.57
	O	17.46	18.05	18.63	19.22	19.79	20.13	20.70	21.29	21.30	21.86
2	B	13.09	13.40	13.84	14.20	14.36	14.78	15.21	15.63	16.05	16.47
	O	19.64	20.10	20.76	21.30	21.54	22.17	22.82	23.45	24.08	24.71
3	B	14.28	14.76	15.24	15.71	16.19	16.66	17.14	17.62	18.09	18.57
	O	21.42	22.14	22.86	23.57	24.29	24.99	25.71	26.43	27.14	27.86
4	B	16.04	16.57	17.10	17.64	18.17	18.71	19.24	19.78	20.31	20.84
	O	24.06	24.86	25.65	26.46	27.26	28.07	28.86	29.67	30.47	31.26
5	B	17.94	18.54	19.14	19.74	20.33	20.93	21.53	22.13	22.73	23.33
	O	26.91	27.81	28.71	29.61	30.50	31.40	32.30	33.20	34.10	35.00
6	B	20.00	20.67	21.33	22.00	22.66	23.33	24.00	24.66	25.33	26.00
	O	30.00	31.01	32.00	33.00	33.99	35.00	36.00	36.99	38.00	39.00
7	B	22.22	22.97	23.71	24.45	25.19	25.93	26.67	27.41	28.15	28.89
	O	33.33	34.46	35.57	36.68	37.79	38.90	40.01	41.12	42.23	43.34
8	B	24.61	25.43	26.25	27.07	27.89	28.71	29.54	30.36	31.18	32.00
	O	36.92	38.15	39.38	40.61	41.84	43.07	44.31	44.91	44.91	44.91
9	B	27.18	28.09	29.00	29.90	30.81	31.71	32.62	33.53	34.43	35.34
	O	40.77	42.14	43.50	44.85	44.91	44.91	44.91	44.91	44.91	44.91
10	B	29.94	30.93	31.93	32.93	33.93	34.93	35.92	36.92	37.92	38.92
	O	44.91	44.91	44.91	44.91	44.91	44.91	44.91	44.91	44.91	44.91
11	B	32.89	33.99	35.08	36.18	37.28	38.37	39.47	40.56	41.66	42.76
	O	44.91	44.91	44.91	44.91	44.91	44.91	44.91	44.91	44.91	44.91
12	B	39.42	40.74	42.05	43.36	44.68	45.99	47.31	48.62	49.93	51.25
	O	44.91	44.91	44.91	44.91	44.91	45.99	47.31	48.62	49.93	51.25
13	B	46.88	48.44	50.00	51.57	53.13	54.69	56.25	57.82	59.38	60.94
	O	46.88	48.44	50.00	51.57	53.13	54.69	56.25	57.82	59.38	60.94
14	B	55.40	57.24	59.09	60.94	62.78	64.63	66.47	68.32	70.17	72.01
	O	55.40	57.24	59.09	60.94	62.78	64.63	66.47	68.32	70.17	72.01
15	B	65.16	67.33	69.51	71.68	73.85	75.28	75.28	75.28	75.28	75.28
	O	65.16	67.33	69.51	71.68	73.85	75.28	75.28	75.28	75.28	75.28

\* 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 2014 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2014/locality-pay-area-definitions/>