

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 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 | \$ 11.64 | \$ 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/>