

**SALARY TABLE 2015-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 2015**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,545	\$ 25,365	\$ 26,181	\$ 26,994	\$ 27,810	\$ 28,288	\$ 29,095	\$ 29,909	\$ 29,940	\$ 30,695
2	27,596	28,253	29,167	29,940	30,278	31,168	32,059	32,950	33,840	34,731
3	30,110	31,114	32,118	33,123	34,127	35,131	36,135	37,139	38,143	39,148
4	33,802	34,930	36,057	37,184	38,311	39,438	40,565	41,692	42,820	43,947
5	37,818	39,079	40,340	41,601	42,861	44,122	45,383	46,644	47,905	49,166
6	42,156	43,562	44,967	46,373	47,778	49,184	50,589	51,995	53,400	54,806
7	46,846	48,407	49,968	51,529	53,090	54,651	56,212	57,773	59,334	60,895
8	51,880	53,610	55,340	57,070	58,800	60,530	62,260	63,989	65,719	67,449
9	57,302	59,212	61,122	63,031	64,941	66,851	68,760	70,670	72,580	74,489
10	63,103	65,206	67,309	69,412	71,515	73,618	75,720	77,823	79,926	82,029
11	69,329	71,640	73,951	76,262	78,574	80,885	83,196	85,507	87,818	90,129
12	83,098	85,869	88,639	91,410	94,181	96,951	99,722	102,492	105,263	108,034
13	98,815	102,109	105,402	108,696	111,989	115,283	118,577	121,870	125,164	128,457
14	116,768	120,661	124,553	128,445	132,338	136,230	140,122	144,014	147,907	151,799
15	137,353	141,932	146,511	151,090	155,668	158,700 *	158,700 *	158,700 *	158,700 *	158,700 *

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>