

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

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 | \$ 24,901 | \$ 25,733 | \$ 26,561 | \$ 27,385 | \$ 28,213 | \$ 28,698 | \$ 29,516 | \$ 30,341 | \$ 30,374 | \$ 31,142 |
| 2 | 27,996 | 28,662 | 29,589 | 30,374 | 30,719 | 31,623 | 32,527 | 33,431 | 34,335 | 35,239 |
| 3 | 30,546 | 31,565 | 32,583 | 33,601 | 34,619 | 35,637 | 36,655 | 37,673 | 38,691 | 39,710 |
| 4 | 34,292 | 35,435 | 36,578 | 37,721 | 38,864 | 40,007 | 41,150 | 42,293 | 43,436 | 44,579 |
| 5 | 38,366 | 39,644 | 40,923 | 42,202 | 43,481 | 44,759 | 46,038 | 47,317 | 48,596 | 49,875 |
| 6 | 42,767 | 44,192 | 45,617 | 47,043 | 48,468 | 49,894 | 51,319 | 52,744 | 54,170 | 55,595 |
| 7 | 47,525 | 49,109 | 50,693 | 52,277 | 53,862 | 55,446 | 57,030 | 58,614 | 60,198 | 61,783 |
| 8 | 52,632 | 54,386 | 56,139 | 57,893 | 59,647 | 61,401 | 63,155 | 64,909 | 66,663 | 68,417 |
| 9 | 58,132 | 60,069 | 62,007 | 63,944 | 65,881 | 67,818 | 69,755 | 71,692 | 73,629 | 75,567 |
| 10 | 64,017 | 66,151 | 68,285 | 70,419 | 72,553 | 74,687 | 76,821 | 78,955 | 81,089 | 83,223 |
| 11 | 70,333 | 72,678 | 75,022 | 77,367 | 79,711 | 82,055 | 84,400 | 86,744 | 89,089 | 91,433 |
| 12 | 84,302 | 87,112 | 89,922 | 92,732 | 95,542 | 98,352 | 101,162 | 103,972 | 106,782 | 109,592 |
| 13 | 100,246 | 103,588 | 106,930 | 110,272 | 113,615 | 116,957 | 120,299 | 123,641 | 126,983 | 130,325 |
| 14 | 118,460 | 122,408 | 126,357 | 130,306 | 134,255 | 138,204 | 142,153 | 146,102 | 150,051 | 154,000 |
| 15 | 139,342 | 143,987 | 148,633 | 153,278 | 157,923 | 160,300 * | 160,300 * | 160,300 * | 160,300 * | 160,300 * |

* 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/>