

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