

**SALARY TABLE 2017-SF**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 38.17%**  
**FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA**  
**TOTAL INCREASE: 2.80%**  
**EFFECTIVE JANUARY 2017**

*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	\$ 25,597	\$ 26,454	\$ 27,305	\$ 28,152	\$ 29,003	\$ 29,501	\$ 30,342	\$ 31,192	\$ 31,225	\$ 32,015
2	28,779	29,465	30,418	31,225	31,576	32,504	33,433	34,361	35,290	36,219
3	31,402	32,449	33,497	34,544	35,591	36,639	37,686	38,733	39,781	40,828
4	35,253	36,427	37,602	38,776	39,950	41,125	42,299	43,474	44,648	45,823
5	39,441	40,756	42,071	43,387	44,702	46,018	47,333	48,648	49,964	51,279
6	43,964	45,430	46,896	48,362	49,828	51,294	52,760	54,226	55,692	57,158
7	48,856	50,485	52,114	53,743	55,372	57,001	58,630	60,259	61,888	63,517
8	54,106	55,909	57,712	59,515	61,318	63,122	64,925	66,728	68,531	70,334
9	59,760	61,752	63,745	65,737	67,730	69,722	71,714	73,707	75,699	77,692
10	65,810	68,005	70,199	72,393	74,587	76,781	78,975	81,169	83,363	85,558
11	72,303	74,713	77,122	79,532	81,942	84,351	86,761	89,171	91,580	93,990
12	86,663	89,552	92,441	95,330	98,220	101,109	103,998	106,887	109,776	112,665
13	103,053	106,488	109,923	113,357	116,792	120,227	123,662	127,097	130,532	133,967
14	121,778	125,837	129,896	133,956	138,015	142,075	146,134	150,194	154,253	158,312
15	143,244	148,019	152,794	157,569	161,900 *	161,900 *	161,900 *	161,900 *	161,900 *	161,900 *

\* 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 2017 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality-pay-area-definitions/>