

**SALARY TABLE 2019-SF
 INCORPORATING A LOCALITY PAYMENT OF 39.28%
 FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
 APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
 EFFECTIVE JANUARY 2019**

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	\$ 26,164	\$ 27,040	\$ 27,910	\$ 28,775	\$ 29,646	\$ 30,154	\$ 31,013	\$ 31,883	\$ 31,916	\$ 32,734
2	29,417	30,118	31,091	31,916	32,278	33,228	34,178	35,128	36,078	37,028
3	32,097	33,167	34,236	35,306	36,376	37,445	38,515	39,585	40,654	41,724
4	36,033	37,234	38,434	39,635	40,836	42,036	43,237	44,437	45,638	46,838
5	40,315	41,659	43,003	44,347	45,691	47,035	48,379	49,723	51,067	52,411
6	44,937	46,435	47,932	49,429	50,926	52,424	53,921	55,418	56,915	58,413
7	49,937	51,602	53,266	54,931	56,595	58,259	59,924	61,588	63,253	64,917
8	55,304	57,148	58,992	60,836	62,680	64,524	66,368	68,212	70,056	71,901
9	61,084	63,120	65,157	67,193	69,229	71,265	73,302	75,338	77,374	79,410
10	67,268	69,510	71,753	73,995	76,238	78,480	80,723	82,965	85,207	87,450
11	73,905	76,369	78,832	81,296	83,760	86,224	88,688	91,152	93,616	96,080
12	88,582	91,535	94,488	97,440	100,393	103,346	106,298	109,251	112,204	115,157
13	105,335	108,846	112,357	115,868	119,380	122,891	126,402	129,913	133,425	136,936
14	124,475	128,624	132,773	136,922	141,071	145,220	149,369	153,519	157,668	161,817
15	146,415	151,296	156,176	161,056	164,200 *	164,200 *	164,200 *	164,200 *	164,200 *	164,200 *

* 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 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>