

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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 12.54	\$ 12.96	\$ 13.37	\$ 13.79	\$ 14.21	\$ 14.45	\$ 14.86	\$ 15.28	\$ 15.29	\$ 15.68
	O	18.81	19.44	20.06	20.69	21.32	21.68	22.29	22.92	22.94	23.52
2	B	14.10	14.43	14.90	15.29	15.47	15.92	16.38	16.83	17.29	17.74
	O	21.15	21.65	22.35	22.94	23.21	23.88	24.57	25.25	25.94	26.61
3	B	15.38	15.89	16.40	16.92	17.43	17.94	18.45	18.97	19.48	19.99
	O	23.07	23.84	24.60	25.38	26.15	26.91	27.68	28.46	29.22	29.99
4	B	17.27	17.84	18.42	18.99	19.57	20.14	20.72	21.29	21.87	22.44
	O	25.91	26.76	27.63	28.49	29.36	30.21	31.08	31.94	32.81	33.66
5	B	19.32	19.96	20.61	21.25	21.89	22.54	23.18	23.83	24.47	25.11
	O	28.98	29.94	30.92	31.88	32.84	33.81	34.77	35.75	36.71	37.67
6	B	21.53	22.25	22.97	23.68	24.40	25.12	25.84	26.55	27.27	27.99
	O	32.30	33.38	34.46	35.52	36.60	37.68	38.76	39.83	40.91	41.99
7	B	23.93	24.73	25.52	26.32	27.12	27.92	28.71	29.51	30.31	31.11
	O	35.90	37.10	38.28	39.48	40.68	41.88	43.07	44.27	45.47	46.67
8	B	26.50	27.38	28.27	29.15	30.03	30.92	31.80	32.68	33.57	34.45
	O	39.75	41.07	42.41	43.73	45.05	46.38	47.70	48.35	48.35	48.35
9	B	29.27	30.24	31.22	32.20	33.17	34.15	35.12	36.10	37.07	38.05
	O	43.91	45.36	46.83	48.30	48.35	48.35	48.35	48.35	48.35	48.35
10	B	32.23	33.31	34.38	35.46	36.53	37.60	38.68	39.75	40.83	41.90
	O	48.35	48.35	48.35	48.35	48.35	48.35	48.35	48.35	48.35	48.35
11	B	35.41	36.59	37.77	38.95	40.13	41.31	42.50	43.68	44.86	46.04
	O	48.35	48.35	48.35	48.35	48.35	48.35	48.35	48.35	48.35	48.35
12	B	42.44	43.86	45.27	46.69	48.10	49.52	50.93	52.35	53.76	55.18
	O	48.35	48.35	48.35	48.35	48.35	49.52	50.93	52.35	53.76	55.18
13	B	50.47	52.15	53.84	55.52	57.20	58.88	60.57	62.25	63.93	65.61
	O	50.47	52.15	53.84	55.52	57.20	58.88	60.57	62.25	63.93	65.61
14	B	59.64	61.63	63.62	65.61	67.60	69.58	71.57	73.56	75.55	77.54
	O	59.64	61.63	63.62	65.61	67.60	69.58	71.57	73.56	75.55	77.54
15	B	70.16	72.49	74.83	77.17	78.68	78.68	78.68	78.68	78.68	78.68
	O	70.16	72.49	74.83	77.17	78.68	78.68	78.68	78.68	78.68	78.68

* 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/>