

SALARY TABLE 2021-SF
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 41.44%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

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	\$ 13.38	\$ 13.83	\$ 14.27	\$ 14.71	\$ 15.16	\$ 15.42	\$ 15.86	\$ 16.30	\$ 16.32	\$ 16.73
	O	20.07	20.75	21.41	22.07	22.74	23.13	23.79	24.45	24.48	25.10
2	B	15.04	15.40	15.90	16.32	16.50	16.99	17.47	17.96	18.44	18.93
	O	22.56	23.10	23.85	24.48	24.75	25.49	26.21	26.94	27.66	28.40
3	B	16.41	16.96	17.51	18.05	18.60	19.15	19.69	20.24	20.79	21.33
	O	24.62	25.44	26.27	27.08	27.90	28.73	29.54	30.36	31.19	32.00
4	B	18.42	19.04	19.65	20.26	20.88	21.49	22.11	22.72	23.34	23.95
	O	27.63	28.56	29.48	30.39	31.32	32.24	33.17	34.08	35.01	35.93
5	B	20.61	21.30	21.99	22.67	23.36	24.05	24.74	25.42	26.11	26.80
	O	30.92	31.95	32.99	34.01	35.04	36.08	37.11	38.13	39.17	40.20
6	B	22.98	23.74	24.51	25.27	26.04	26.81	27.57	28.34	29.10	29.87
	O	34.47	35.61	36.77	37.91	39.06	40.22	41.36	42.51	43.65	44.81
7	B	25.53	26.38	27.23	28.09	28.94	29.79	30.64	31.49	32.34	33.19
	O	38.30	39.57	40.85	42.14	43.41	44.69	45.96	47.24	48.51	49.79
8	B	28.28	29.22	30.16	31.10	32.05	32.99	33.93	34.88	35.82	36.76
	O	42.42	43.83	45.24	46.65	48.08	49.49	50.90	51.59	51.59	51.59
9	B	31.23	32.27	33.31	34.35	35.40	36.44	37.48	38.52	39.56	40.60
	O	46.85	48.41	49.97	51.53	51.59	51.59	51.59	51.59	51.59	51.59
10	B	34.39	35.54	36.69	37.83	38.98	40.13	41.27	42.42	43.57	44.71
	O	51.59	51.59	51.59	51.59	51.59	51.59	51.59	51.59	51.59	51.59
11	B	37.79	39.05	40.31	41.57	42.83	44.09	45.35	46.61	47.87	49.13
	O	51.59	51.59	51.59	51.59	51.59	51.59	51.59	51.59	51.59	51.59
12	B	45.29	46.80	48.31	49.82	51.33	52.84	54.35	55.86	57.37	58.88
	O	51.59	51.59	51.59	51.59	51.59	52.84	54.35	55.86	57.37	58.88
13	B	53.86	55.65	57.45	59.24	61.04	62.83	64.63	66.42	68.22	70.01
	O	53.86	55.65	57.45	59.24	61.04	62.83	64.63	66.42	68.22	70.01
14	B	63.64	65.76	67.89	70.01	72.13	74.25	76.37	78.49	80.61	82.65
	O	63.64	65.76	67.89	70.01	72.13	74.25	76.37	78.49	80.61	82.65
15	B	74.86	77.36	79.85	82.35	82.65	82.65	82.65	82.65	82.65	82.65
	O	74.86	77.36	79.85	82.35	82.65	82.65	82.65	82.65	82.65	82.65

* 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 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>