

SALARY TABLE 2022-SF
INCORPORATING THE 2.2% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 42.74%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
TOTAL INCREASE: 3.14%
EFFECTIVE JANUARY 2022

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	\$ 13.80	\$ 14.26	\$ 14.72	\$ 15.17	\$ 15.63	\$ 15.90	\$ 16.36	\$ 16.81	\$ 16.83	\$ 17.26
	O	20.70	21.39	22.08	22.76	23.45	23.85	24.54	25.22	25.25	25.89
2	B	15.51	15.88	16.40	16.83	17.02	17.52	18.02	18.52	19.02	19.52
	O	23.27	23.82	24.60	25.25	25.53	26.28	27.03	27.78	28.53	29.28
3	B	16.93	17.49	18.06	18.62	19.18	19.75	20.31	20.88	21.44	22.01
	O	25.40	26.24	27.09	27.93	28.77	29.63	30.47	31.32	32.16	33.02
4	B	19.00	19.63	20.27	20.90	21.53	22.17	22.80	23.43	24.07	24.70
	O	28.50	29.45	30.41	31.35	32.30	33.26	34.20	35.15	36.11	37.05
5	B	21.26	21.97	22.68	23.38	24.09	24.80	25.51	26.22	26.93	27.64
	O	31.89	32.96	34.02	35.07	36.14	37.20	38.27	39.33	40.40	41.46
6	B	23.70	24.49	25.28	26.07	26.86	27.65	28.44	29.23	30.02	30.81
	O	35.55	36.74	37.92	39.11	40.29	41.48	42.66	43.85	45.03	46.22
7	B	26.33	27.21	28.09	28.97	29.84	30.72	31.60	32.48	33.35	34.23
	O	39.50	40.82	42.14	43.46	44.76	46.08	47.40	48.72	50.03	51.35
8	B	29.16	30.14	31.11	32.08	33.05	34.02	35.00	35.97	36.94	37.91
	O	43.74	45.21	46.67	48.12	49.58	51.03	52.50	53.21	53.21	53.21
9	B	32.21	33.29	34.36	35.43	36.51	37.58	38.65	39.73	40.80	41.88
	O	48.32	49.94	51.54	53.15	53.21	53.21	53.21	53.21	53.21	53.21
10	B	35.47	36.66	37.84	39.02	40.20	41.39	42.57	43.75	44.93	46.11
	O	53.21	53.21	53.21	53.21	53.21	53.21	53.21	53.21	53.21	53.21
11	B	38.97	40.27	41.57	42.87	44.17	45.47	46.77	48.07	49.36	50.66
	O	53.21	53.21	53.21	53.21	53.21	53.21	53.21	53.21	53.21	53.21
12	B	46.71	48.27	49.83	51.39	52.94	54.50	56.06	57.61	59.17	60.73
	O	53.21	53.21	53.21	53.21	53.21	54.50	56.06	57.61	59.17	60.73
13	B	55.55	57.40	59.25	61.10	62.95	64.80	66.66	68.51	70.36	72.21
	O	55.55	57.40	59.25	61.10	62.95	64.80	66.66	68.51	70.36	72.21
14	B	65.64	67.83	70.02	72.20	74.39	76.58	78.77	80.96	83.14	84.48
	O	65.64	67.83	70.02	72.20	74.39	76.58	78.77	80.96	83.14	84.48
15	B	77.21	79.78	82.36	84.48	84.48	84.48	84.48	84.48	84.48	84.48
	O	77.21	79.78	82.36	84.48	84.48	84.48	84.48	84.48	84.48	84.48

* 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 2022 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2022/locality-pay-area-definitions/>