

**SALARY TABLE 2012-SF**  
**INCORPORATING A LOCALITY PAYMENT OF 35.15%**  
**FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)  
**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 24,061	\$ 24,865	\$ 25,665	\$ 26,461	\$ 27,261	\$ 27,731	\$ 28,522	\$ 29,319	\$ 29,351	\$ 30,097
2	27,053	27,696	28,591	29,351	29,680	30,553	31,426	32,299	33,173	34,046
3	29,517	30,501	31,485	32,468	33,452	34,436	35,420	36,404	37,388	38,372
4	33,136	34,240	35,344	36,449	37,553	38,657	39,761	40,865	41,969	43,074
5	37,073	38,308	39,544	40,779	42,014	43,249	44,485	45,720	46,955	48,190
6	41,325	42,702	44,079	45,456	46,834	48,211	49,588	50,965	52,342	53,719
7	45,923	47,454	48,985	50,516	52,048	53,579	55,110	56,641	58,173	59,704
8	50,858	52,553	54,248	55,943	57,637	59,332	61,027	62,722	64,417	66,111
9	56,172	58,044	59,916	61,788	63,660	65,532	67,403	69,275	71,147	73,019
10	61,860	63,922	65,984	68,047	70,109	72,171	74,234	76,296	78,359	80,421
11	67,963	70,228	72,493	74,758	77,023	79,288	81,554	83,819	86,084	88,349
12	81,460	84,175	86,891	89,606	92,321	95,036	97,751	100,466	103,182	105,897
13	96,867	100,096	103,325	106,554	109,782	113,011	116,240	119,469	122,697	125,926
14	114,468	118,283	122,099	125,914	129,729	133,544	137,360	141,175	144,990	148,806
15	134,647	139,136	143,624	148,112	152,601	155,500 *	155,500 *	155,500 *	155,500 *	155,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).