

Salary Table 2024-SF
Incorporating the 4.7% General Schedule Increase and a Locality Payment of 45.41%
For the Locality Pay Area of San Jose-San Francisco-Oakland, CA
Total Increase: 5.62%
Effective January 2024

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	\$ 15.32	\$ 15.83	\$ 16.34	\$ 16.85	\$ 17.36	\$ 17.65	\$ 18.16	\$ 18.67	\$ 18.69	\$ 19.16
	O	22.98	23.75	24.51	25.28	26.04	26.48	27.24	28.01	28.04	28.74
2	B	17.22	17.63	18.21	18.69	18.90	19.45	20.01	20.57	21.12	21.68
	O	25.83	26.45	27.32	28.04	28.35	29.18	30.02	30.86	31.68	32.52
3	B	18.79	19.42	20.05	20.67	21.30	21.93	22.55	23.18	23.81	24.43
	O	28.19	29.13	30.08	31.01	31.95	32.90	33.83	34.77	35.72	36.65
4	B	21.10	21.80	22.50	23.21	23.91	24.61	25.32	26.02	26.72	27.42
	O	31.65	32.70	33.75	34.82	35.87	36.92	37.98	39.03	40.08	41.13
5	B	23.60	24.39	25.18	25.96	26.75	27.54	28.32	29.11	29.90	30.68
	O	35.40	36.59	37.77	38.94	40.13	41.31	42.48	43.67	44.85	46.02
6	B	26.31	27.19	28.07	28.94	29.82	30.70	31.58	32.45	33.33	34.21
	O	39.47	40.79	42.11	43.41	44.73	46.05	47.37	48.68	50.00	51.32
7	B	29.24	30.21	31.19	32.16	33.14	34.11	35.09	36.06	37.04	38.01
	O	43.86	45.32	46.79	48.24	49.71	51.17	52.64	54.09	55.56	57.02
8	B	32.38	33.46	34.54	35.62	36.70	37.78	38.86	39.94	41.02	42.09
	O	48.57	50.19	51.81	53.43	55.05	56.67	58.29	59.09	59.09	59.09
9	B	35.77	36.96	38.15	39.34	40.53	41.73	42.92	44.11	45.30	46.49
	O	53.66	55.44	57.23	59.01	59.09	59.09	59.09	59.09	59.09	59.09
10	B	39.39	40.70	42.01	43.32	44.64	45.95	47.26	48.57	49.89	51.20
	O	59.09	59.09	59.09	59.09	59.09	59.09	59.09	59.09	59.09	59.09
11	B	43.27	44.71	46.16	47.60	49.04	50.48	51.93	53.37	54.81	56.25
	O	59.09	59.09	59.09	59.09	59.09	59.09	59.09	59.09	59.09	59.09
12	B	51.87	53.59	55.32	57.05	58.78	60.51	62.24	63.97	65.70	67.42
	O	59.09	59.09	59.09	59.09	59.09	60.51	62.24	63.97	65.70	67.42
13	B	61.68	63.73	65.79	67.84	69.90	71.96	74.01	76.07	78.12	80.18
	O	61.68	63.73	65.79	67.84	69.90	71.96	74.01	76.07	78.12	80.18
14	B	72.88	75.31	77.74	80.17	82.60	85.03	87.46	89.89	91.95	91.95
	O	72.88	75.31	77.74	80.17	82.60	85.03	87.46	89.89	91.95	91.95
15	B	85.73	88.59	91.44	91.95	91.95	91.95	91.95	91.95	91.95	91.95
	O	85.73	88.59	91.44	91.95	91.95	91.95	91.95	91.95	91.95	91.95

* 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 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>