

**SALARY TABLE 2011-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/11tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2011**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates 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	\$ 11.53	\$ 11.91	\$ 12.30	\$ 12.68	\$ 13.06	\$ 13.29	\$ 13.67	\$ 14.05	\$ 14.06	\$ 14.42
	O	17.30	17.87	18.45	19.02	19.59	19.94	20.51	21.08	21.09	21.63
2	B	12.96	13.27	13.70	14.06	14.22	14.64	15.06	15.48	15.90	16.31
	O	19.44	19.91	20.55	21.09	21.33	21.96	22.59	23.22	23.85	24.47
3	B	14.14	14.61	15.09	15.56	16.03	16.50	16.97	17.44	17.91	18.39
	O	21.21	21.92	22.64	23.34	24.05	24.75	25.46	26.16	26.87	27.59
4	B	15.88	16.41	16.94	17.46	17.99	18.52	19.05	19.58	20.11	20.64
	O	23.82	24.62	25.41	26.19	26.99	27.78	28.58	29.37	30.17	30.96
5	B	17.76	18.36	18.95	19.54	20.13	20.72	21.32	21.91	22.50	23.09
	O	26.64	27.54	28.43	29.31	30.20	31.08	31.98	32.87	33.75	34.64
6	B	19.80	20.46	21.12	21.78	22.44	23.10	23.76	24.42	25.08	25.74
	O	29.70	30.69	31.68	32.67	33.66	34.65	35.64	36.63	37.62	38.61
7	B	22.00	22.74	23.47	24.21	24.94	25.67	26.41	27.14	27.87	28.61
	O	33.00	34.11	35.21	36.32	37.41	38.51	39.62	40.71	41.81	42.92
8	B	24.37	25.18	25.99	26.81	27.62	28.43	29.24	30.05	30.87	31.68
	O	36.56	37.77	38.99	40.22	41.43	42.65	43.86	44.46	44.46	44.46
9	B	26.92	27.81	28.71	29.61	30.50	31.40	32.30	33.19	34.09	34.99
	O	40.38	41.72	43.07	44.42	44.46	44.46	44.46	44.46	44.46	44.46
10	B	29.64	30.63	31.62	32.61	33.59	34.58	35.57	36.56	37.55	38.53
	O	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46
11	B	32.56	33.65	34.74	35.82	36.91	37.99	39.08	40.16	41.25	42.33
	O	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46
12	B	39.03	40.33	41.63	42.94	44.24	45.54	46.84	48.14	49.44	50.74
	O	44.46	44.46	44.46	44.46	44.46	45.54	46.84	48.14	49.44	50.74
13	B	46.41	47.96	49.51	51.06	52.60	54.15	55.70	57.24	58.79	60.34
	O	46.41	47.96	49.51	51.06	52.60	54.15	55.70	57.24	58.79	60.34
14	B	54.85	56.68	58.50	60.33	62.16	63.99	65.82	67.64	69.47	71.30
	O	54.85	56.68	58.50	60.33	62.16	63.99	65.82	67.64	69.47	71.30
15	B	64.52	66.67	68.82	70.97	73.12	74.51	74.51	74.51	74.51	74.51
	O	64.52	66.67	68.82	70.97	73.12	74.51	74.51	74.51	74.51	74.51

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