

SALARY TABLE 2009-SF (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 34.35%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 4.31%)

EFFECTIVE JANUARY 2009

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	\$ 11.29	\$ 11.67	\$ 12.04	\$ 12.42	\$ 12.79	\$ 13.01	\$ 13.38	\$ 13.76	\$ 13.77	\$ 14.13
	O	16.94	17.51	18.06	18.63	19.19	19.52	20.07	20.64	20.66	21.20
2	B	12.70	13.00	13.42	13.77	13.93	14.34	14.75	15.16	15.56	15.97
	O	19.05	19.50	20.13	20.66	20.90	21.51	22.13	22.74	23.34	23.96
3	B	16.62	17.08	17.54	18.01	18.47	18.93	19.39	19.85	20.31	20.77
	O	24.93	25.62	26.31	27.02	27.71	28.40	29.09	29.78	30.47	31.16
4	B	18.66	19.18	19.70	20.21	20.73	21.25	21.77	22.29	22.81	23.32
	O	27.99	28.77	29.55	30.32	31.10	31.88	32.66	33.44	34.22	34.98
5	B	21.46	22.04	22.62	23.20	23.78	24.36	24.94	25.52	26.10	26.68
	O	32.19	33.06	33.93	34.80	35.67	36.54	37.41	38.28	39.15	40.02
6	B	22.62	23.27	23.92	24.56	25.21	25.86	26.50	27.15	27.79	28.44
	O	33.93	34.91	35.88	36.84	37.82	38.79	39.75	40.73	41.69	42.66
7	B	24.42	25.14	25.86	26.58	27.30	28.02	28.74	29.45	30.17	30.89
	O	36.63	37.71	38.79	39.87	40.95	42.03	43.11	44.18	45.00	45.00
8	B	25.46	26.25	27.05	27.85	28.64	29.44	30.23	31.03	31.82	32.62
	O	38.19	39.38	40.58	41.78	42.96	44.16	45.00	45.00	45.00	45.00
9	B	27.24	28.12	29.00	29.88	30.75	31.63	32.51	33.39	34.27	35.15
	O	40.86	42.18	43.50	44.82	45.00	45.00	45.00	45.00	45.00	45.00
10	B	30.00	30.97	31.93	32.90	33.87	34.84	35.80	36.77	37.74	38.71
	O	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00
11	B	31.89	32.96	34.02	35.08	36.15	37.21	38.27	39.33	40.40	41.46
	O	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00
12	B	38.23	39.50	40.78	42.05	43.32	44.60	45.87	47.15	48.42	49.69
	O	45.00	45.00	45.00	45.00	45.00	45.00	45.87	47.15	48.42	49.69
13	B	45.46	46.97	48.49	50.00	51.52	53.03	54.55	56.07	57.58	59.10
	O	45.46	46.97	48.49	50.00	51.52	53.03	54.55	56.07	57.58	59.10
14	B	53.72	55.51	57.30	59.09	60.88	62.67	64.46	66.25	68.04	69.84
	O	53.72	55.51	57.30	59.09	60.88	62.67	64.46	66.25	68.04	69.84
15	B	63.19	65.29	67.40	69.51	71.61	73.41	73.41	73.41	73.41	73.41
	O	63.19	65.29	67.40	69.51	71.61	73.41	73.41	73.41	73.41	73.41

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