

SALARY TABLE 2008-SF (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 32.53%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 4.23%)

EFFECTIVE JANUARY 2008

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	\$ 10.82	\$ 11.19	\$ 11.55	\$ 11.90	\$ 12.26	\$ 12.48	\$ 12.83	\$ 13.19	\$ 13.20	\$ 13.54
	O	16.23	16.79	17.33	17.85	18.39	18.72	19.25	19.79	19.80	20.31
2	B	12.17	12.46	12.86	13.20	13.35	13.74	14.14	14.53	14.92	15.31
	O	18.26	18.69	19.29	19.80	20.03	20.61	21.21	21.80	22.38	22.97
3	B	15.93	16.38	16.82	17.26	17.71	18.15	18.59	19.03	19.48	19.92
	O	23.90	24.57	25.23	25.89	26.57	27.23	27.89	28.55	29.22	29.88
4	B	17.89	18.39	18.89	19.38	19.88	20.38	20.87	21.37	21.87	22.37
	O	26.84	27.59	28.34	29.07	29.82	30.57	31.31	32.06	32.81	33.56
5	B	20.57	21.12	21.68	22.23	22.79	23.35	23.90	24.46	25.01	25.57
	O	30.86	31.68	32.52	33.35	34.19	35.03	35.85	36.69	37.52	38.36
6	B	21.69	22.31	22.93	23.55	24.17	24.79	25.41	26.03	26.65	27.27
	O	32.54	33.47	34.40	35.33	36.26	37.19	38.12	39.05	39.98	40.91
7	B	23.41	24.10	24.79	25.48	26.17	26.86	27.54	28.23	28.92	29.61
	O	35.12	36.15	37.19	38.22	39.26	40.29	41.31	42.35	43.14	43.14
8	B	24.41	25.17	25.93	26.69	27.46	28.22	28.98	29.74	30.51	31.27
	O	36.62	37.76	38.90	40.04	41.19	42.33	43.14	43.14	43.14	43.14
9	B	26.11	26.96	27.80	28.64	29.48	30.33	31.17	32.01	32.85	33.70
	O	39.17	40.44	41.70	42.96	43.14	43.14	43.14	43.14	43.14	43.14
10	B	28.76	29.68	30.61	31.54	32.47	33.40	34.32	35.25	36.18	37.11
	O	43.14	43.14	43.14	43.14	43.14	43.14	43.14	43.14	43.14	43.14
11	B	30.58	31.59	32.61	33.63	34.65	35.67	36.69	37.71	38.73	39.75
	O	43.14	43.14	43.14	43.14	43.14	43.14	43.14	43.14	43.14	43.14
12	B	36.65	37.87	39.09	40.31	41.53	42.76	43.98	45.20	46.42	47.64
	O	43.14	43.14	43.14	43.14	43.14	43.14	43.98	45.20	46.42	47.64
13	B	43.58	45.03	46.48	47.94	49.39	50.84	52.30	53.75	55.20	56.66
	O	43.58	45.03	46.48	47.94	49.39	50.84	52.30	53.75	55.20	56.66
14	B	51.50	53.21	54.93	56.65	58.36	60.08	61.79	63.51	65.23	66.94
	O	51.50	53.21	54.93	56.65	58.36	60.08	61.79	63.51	65.23	66.94
15	B	60.57	62.59	64.61	66.63	68.65	70.67	71.39	71.39	71.39	71.39
	O	60.57	62.59	64.61	66.63	68.65	70.67	71.39	71.39	71.39	71.39