

**SALARY TABLE 1995-SF**  
**INCORPORATING THE 2.00% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 8.14%**  
**FOR THE LOCALITY PAY AREA OF SAN FRANCISCO-OAKLAND-SAN JOSE, CA**

**(Total Increase 2.13%)**  
**Effective January 1995**

*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 |
|-------|-----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| GS-1  | B   | \$ 6.29 | \$ 6.50 | \$ 6.71 | \$ 6.92 | \$ 7.13 | \$ 7.25 | \$ 7.46 | \$ 7.67 | \$ 7.67 | \$ 7.87 |
|       | O   | 9.44    | 9.75    | 10.07   | 10.38   | 10.70   | 10.88   | 11.19   | 11.51   | 11.51   | 11.81   |
| 2     | B   | 7.07    | 7.24    | 7.48    | 7.67    | 7.76    | 7.99    | 8.22    | 8.44    | 8.67    | 8.90    |
|       | O   | 10.61   | 10.86   | 11.22   | 11.51   | 11.64   | 11.99   | 12.33   | 12.66   | 13.01   | 13.35   |
| 3     | B   | 7.72    | 7.98    | 8.23    | 8.49    | 8.75    | 9.01    | 9.26    | 9.52    | 9.78    | 10.04   |
|       | O   | 11.58   | 11.97   | 12.35   | 12.74   | 13.13   | 13.52   | 13.89   | 14.28   | 14.67   | 15.06   |
| 4     | B   | 8.66    | 8.95    | 9.24    | 9.53    | 9.82    | 10.11   | 10.40   | 10.68   | 10.97   | 11.26   |
|       | O   | 12.99   | 13.43   | 13.86   | 14.30   | 14.73   | 15.17   | 15.60   | 16.02   | 16.46   | 16.89   |
| 5     | B   | 9.69    | 10.02   | 10.34   | 10.66   | 10.99   | 11.31   | 11.63   | 11.96   | 12.28   | 12.60   |
|       | O   | 14.54   | 15.03   | 15.51   | 15.99   | 16.49   | 16.97   | 17.45   | 17.94   | 18.42   | 18.90   |
| 6     | B   | 10.80   | 11.16   | 11.52   | 11.89   | 12.25   | 12.61   | 12.97   | 13.33   | 13.69   | 14.05   |
|       | O   | 16.20   | 16.74   | 17.28   | 17.84   | 18.38   | 18.92   | 19.46   | 20.00   | 20.54   | 21.08   |
| 7     | B   | 12.01   | 12.41   | 12.81   | 13.21   | 13.61   | 14.01   | 14.41   | 14.81   | 15.21   | 15.61   |
|       | O   | 18.02   | 18.62   | 19.22   | 19.82   | 20.42   | 21.02   | 21.62   | 22.22   | 22.82   | 23.42   |
| 8     | B   | 13.30   | 13.74   | 14.18   | 14.63   | 15.07   | 15.51   | 15.95   | 16.40   | 16.84   | 17.28   |
|       | O   | 19.95   | 20.61   | 21.27   | 21.95   | 22.61   | 23.27   | 23.93   | 24.26   | 24.26   | 24.26   |
| 9     | B   | 14.69   | 15.18   | 15.67   | 16.16   | 16.65   | 17.14   | 17.63   | 18.11   | 18.60   | 19.09   |
|       | O   | 22.04   | 22.77   | 23.51   | 24.24   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   |
| 10    | B   | 16.17   | 16.71   | 17.25   | 17.79   | 18.33   | 18.87   | 19.41   | 19.95   | 20.49   | 21.03   |
|       | O   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   |
| 11    | B   | 17.77   | 18.36   | 18.95   | 19.55   | 20.14   | 20.73   | 21.32   | 21.92   | 22.51   | 23.10   |
|       | O   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   |
| 12    | B   | 21.30   | 22.01   | 22.72   | 23.43   | 24.14   | 24.85   | 25.56   | 26.27   | 26.98   | 27.69   |
|       | O   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   |
| 13    | B   | 25.33   | 26.17   | 27.01   | 27.86   | 28.70   | 29.55   | 30.39   | 31.24   | 32.08   | 32.92   |
|       | O   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   |
| 14    | B   | 29.93   | 30.93   | 31.92   | 32.92   | 33.92   | 34.92   | 35.91   | 36.91   | 37.91   | 38.91   |
|       | O   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   |
| 15    | B   | 35.20   | 36.38   | 37.55   | 38.73   | 39.90   | 41.07   | 42.25   | 43.42   | 44.59   | 45.77   |
|       | O   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   | 24.26   |

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 1995" cover sheet.