

**SALARY TABLE 2008-SF**  
**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	13.28	13.72	14.16	14.61	15.05	15.49	15.93	16.38	16.82	17.26
	O	19.92	20.58	21.24	21.92	22.58	23.24	23.90	24.57	25.23	25.89
4	B	14.91	15.40	15.90	16.40	16.90	17.39	17.89	18.39	18.89	19.38
	O	22.37	23.10	23.85	24.60	25.35	26.09	26.84	27.59	28.34	29.07
5	B	16.68	17.23	17.79	18.35	18.90	19.46	20.01	20.57	21.12	21.68
	O	25.02	25.85	26.69	27.53	28.35	29.19	30.02	30.86	31.68	32.52
6	B	18.59	19.21	19.83	20.45	21.07	21.69	22.31	22.93	23.55	24.17
	O	27.89	28.82	29.75	30.68	31.61	32.54	33.47	34.40	35.33	36.26
7	B	20.66	21.35	22.04	22.72	23.41	24.10	24.79	25.48	26.17	26.86
	O	30.99	32.03	33.06	34.08	35.12	36.15	37.19	38.22	39.26	40.29
8	B	22.88	23.64	24.41	25.17	25.93	26.69	27.46	28.22	28.98	29.74
	O	34.32	35.46	36.62	37.76	38.90	40.04	41.19	41.75	41.75	41.75
9	B	25.27	26.11	26.96	27.80	28.64	29.48	30.33	31.17	32.01	32.85
	O	37.91	39.17	40.44	41.70	41.75	41.75	41.75	41.75	41.75	41.75
10	B	27.83	28.76	29.68	30.61	31.54	32.47	33.40	34.32	35.25	36.18
	O	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75
11	B	30.58	31.59	32.61	33.63	34.65	35.67	36.69	37.71	38.73	39.75
	O	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75
12	B	36.65	37.87	39.09	40.31	41.53	42.76	43.98	45.20	46.42	47.64
	O	41.75	41.75	41.75	41.75	41.75	42.76	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