

Salary Table 2022-SF
Incorporating the 2.2% General Schedule Increase and a Locality Payment of 42.74%
For the Locality Pay Area of San Jose-San Francisco-Oakland, CA
Total Increase: 3.14%
Effective January 2022

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees 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 | \$ 13.80 | \$ 14.26 | \$ 14.72 | \$ 15.17 | \$ 15.63 | \$ 15.90 | \$ 16.36 | \$ 16.81 | \$ 16.83 | \$ 17.26 |
| | O | 20.70 | 21.39 | 22.08 | 22.76 | 23.45 | 23.85 | 24.54 | 25.22 | 25.25 | 25.89 |
| 2 | B | 15.51 | 15.88 | 16.40 | 16.83 | 17.02 | 17.52 | 18.02 | 18.52 | 19.02 | 19.52 |
| | O | 23.27 | 23.82 | 24.60 | 25.25 | 25.53 | 26.28 | 27.03 | 27.78 | 28.53 | 29.28 |
| 3 | B | 16.93 | 17.49 | 18.06 | 18.62 | 19.18 | 19.75 | 20.31 | 20.88 | 21.44 | 22.01 |
| | O | 25.40 | 26.24 | 27.09 | 27.93 | 28.77 | 29.63 | 30.47 | 31.32 | 32.16 | 33.02 |
| 4 | B | 19.00 | 19.63 | 20.27 | 20.90 | 21.53 | 22.17 | 22.80 | 23.43 | 24.07 | 24.70 |
| | O | 28.50 | 29.45 | 30.41 | 31.35 | 32.30 | 33.26 | 34.20 | 35.15 | 36.11 | 37.05 |
| 5 | B | 21.26 | 21.97 | 22.68 | 23.38 | 24.09 | 24.80 | 25.51 | 26.22 | 26.93 | 27.64 |
| | O | 31.89 | 32.96 | 34.02 | 35.07 | 36.14 | 37.20 | 38.27 | 39.33 | 40.40 | 41.46 |
| 6 | B | 23.70 | 24.49 | 25.28 | 26.07 | 26.86 | 27.65 | 28.44 | 29.23 | 30.02 | 30.81 |
| | O | 35.55 | 36.74 | 37.92 | 39.11 | 40.29 | 41.48 | 42.66 | 43.85 | 45.03 | 46.22 |
| 7 | B | 26.33 | 27.21 | 28.09 | 28.97 | 29.84 | 30.72 | 31.60 | 32.48 | 33.35 | 34.23 |
| | O | 39.50 | 40.82 | 42.14 | 43.46 | 44.76 | 46.08 | 47.40 | 48.72 | 50.03 | 51.35 |
| 8 | B | 29.16 | 30.14 | 31.11 | 32.08 | 33.05 | 34.02 | 35.00 | 35.97 | 36.94 | 37.91 |
| | O | 43.74 | 45.21 | 46.67 | 48.12 | 49.58 | 51.03 | 52.50 | 53.21 | 53.21 | 53.21 |
| 9 | B | 32.21 | 33.29 | 34.36 | 35.43 | 36.51 | 37.58 | 38.65 | 39.73 | 40.80 | 41.88 |
| | O | 48.32 | 49.94 | 51.54 | 53.15 | 53.21 | 53.21 | 53.21 | 53.21 | 53.21 | 53.21 |
| 10 | B | 35.47 | 36.66 | 37.84 | 39.02 | 40.20 | 41.39 | 42.57 | 43.75 | 44.93 | 46.11 |
| | O | 53.21 | 53.21 | 53.21 | 53.21 | 53.21 | 53.21 | 53.21 | 53.21 | 53.21 | 53.21 |
| 11 | B | 38.97 | 40.27 | 41.57 | 42.87 | 44.17 | 45.47 | 46.77 | 48.07 | 49.36 | 50.66 |
| | O | 53.21 | 53.21 | 53.21 | 53.21 | 53.21 | 53.21 | 53.21 | 53.21 | 53.21 | 53.21 |
| 12 | B | 46.71 | 48.27 | 49.83 | 51.39 | 52.94 | 54.50 | 56.06 | 57.61 | 59.17 | 60.73 |
| | O | 53.21 | 53.21 | 53.21 | 53.21 | 53.21 | 54.50 | 56.06 | 57.61 | 59.17 | 60.73 |
| 13 | B | 55.55 | 57.40 | 59.25 | 61.10 | 62.95 | 64.80 | 66.66 | 68.51 | 70.36 | 72.21 |
| | O | 55.55 | 57.40 | 59.25 | 61.10 | 62.95 | 64.80 | 66.66 | 68.51 | 70.36 | 72.21 |
| 14 | B | 65.64 | 67.83 | 70.02 | 72.20 | 74.39 | 76.58 | 78.77 | 80.96 | 83.14 | 84.48 |
| | O | 65.64 | 67.83 | 70.02 | 72.20 | 74.39 | 76.58 | 78.77 | 80.96 | 83.14 | 84.48 |
| 15 | B | 77.21 | 79.78 | 82.36 | 84.48 | 84.48 | 84.48 | 84.48 | 84.48 | 84.48 | 84.48 |
| | O | 77.21 | 79.78 | 82.36 | 84.48 | 84.48 | 84.48 | 84.48 | 84.48 | 84.48 | 84.48 |

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

Applicable locations are shown on the 2022 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2022/locality-pay-area-definitions/>