

SALARY TABLE 2004-SF
INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.21%
FOR THE LOCALITY PAY AREA OF SAN FRANCISCO-OAKLAND-SAN JOSE, CA
(INCLUDING MONTEREY COUNTY, CA)
(Total Increase 5.35%)
Effective January 2004

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	\$ 9.30	\$ 9.61	\$ 9.92	\$ 10.23	\$ 10.54	\$ 10.72	\$ 11.02	\$ 11.33	\$ 11.34	\$ 11.63
	O	13.95	14.42	14.88	15.35	15.81	16.08	16.53	17.00	17.01	17.45
2	B	10.46	10.70	11.05	11.34	11.47	11.81	12.15	12.48	12.82	13.16
	O	15.69	16.05	16.58	17.01	17.21	17.72	18.23	18.72	19.23	19.74
3	B	11.41	11.79	12.17	12.55	12.93	13.31	13.69	14.07	14.45	14.83
	O	17.12	17.69	18.26	18.83	19.40	19.97	20.54	21.11	21.68	22.25
4	B	12.81	13.23	13.66	14.09	14.51	14.94	15.37	15.79	16.22	16.65
	O	19.22	19.85	20.49	21.14	21.77	22.41	23.06	23.69	24.33	24.98
5	B	14.33	14.81	15.28	15.76	16.24	16.72	17.20	17.67	18.15	18.63
	O	21.50	22.22	22.92	23.64	24.36	25.08	25.80	26.51	27.23	27.95
6	B	15.97	16.50	17.04	17.57	18.10	18.63	19.17	19.70	20.23	20.77
	O	23.96	24.75	25.56	26.36	27.15	27.95	28.76	29.55	30.35	31.16
7	B	17.75	18.34	18.93	19.52	20.11	20.71	21.30	21.89	22.48	23.07
	O	26.63	27.51	28.40	29.28	30.17	31.07	31.95	32.84	33.72	34.61
8	B	19.66	20.31	20.97	21.62	22.28	22.93	23.59	24.24	24.90	25.55
	O	29.49	30.47	31.46	32.43	33.42	34.40	35.39	35.87	35.87	35.87
9	B	21.71	22.43	23.16	23.88	24.61	25.33	26.05	26.78	27.50	28.22
	O	32.57	33.65	34.74	35.82	35.87	35.87	35.87	35.87	35.87	35.87
10	B	23.91	24.71	25.50	26.30	27.10	27.89	28.69	29.49	30.28	31.08
	O	35.87	35.87	35.87	35.87	35.87	35.87	35.87	35.87	35.87	35.87
11	B	26.27	27.14	28.02	28.89	29.77	30.65	31.52	32.40	33.27	34.15
	O	35.87	35.87	35.87	35.87	35.87	35.87	35.87	35.87	35.87	35.87
12	B	31.48	32.53	33.58	34.63	35.68	36.73	37.78	38.83	39.88	40.93
	O	35.87	35.87	35.87	35.87	35.87	36.73	37.78	38.83	39.88	40.93
13	B	37.44	38.69	39.93	41.18	42.43	43.68	44.93	46.17	47.42	48.67
	O	37.44	38.69	39.93	41.18	42.43	43.68	44.93	46.17	47.42	48.67
14	B	44.24	45.72	47.19	48.67	50.14	51.62	53.09	54.56	56.04	57.51
	O	44.24	45.72	47.19	48.67	50.14	51.62	53.09	54.56	56.04	57.51
15	B	52.04	53.78	55.51	57.24	58.98	60.71	62.45	64.18	65.60	65.60
	O	52.04	53.78	55.51	57.24	58.98	60.71	62.45	64.18	65.60	65.60

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2004" cover sheet.