

# 2016 SAN JOSE-SAN FRANCISCO-OAKLAND

2016 Locality Adjustment: 35.75%

Official General Schedule Locality Rates for SAN JOSE-SAN FRANCISCO-OAKLAND, CA  
Effective from January 1, 2016 to December 31, 2016.

GS Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
<b>GS-1</b>	\$24,901	\$25,733	\$26,561	\$27,385	\$28,213	\$28,698	\$29,516	\$30,341	\$30,374	\$31,142
<b>GS-2</b>	\$27,996	\$28,662	\$29,589	\$30,374	\$30,719	\$31,623	\$32,527	\$33,431	\$34,335	\$35,239
<b>GS-3</b>	\$30,546	\$31,565	\$32,583	\$33,601	\$34,619	\$35,637	\$36,655	\$37,673	\$38,691	\$39,710
<b>GS-4</b>	\$34,292	\$35,435	\$36,578	\$37,721	\$38,864	\$40,007	\$41,150	\$42,293	\$43,436	\$44,579
<b>GS-5</b>	\$38,366	\$39,644	\$40,923	\$42,202	\$43,481	\$44,759	\$46,038	\$47,317	\$48,596	\$49,875
<b>GS-6</b>	\$42,767	\$44,192	\$45,617	\$47,043	\$48,468	\$49,894	\$51,319	\$52,744	\$54,170	\$55,595
<b>GS-7</b>	\$47,525	\$49,109	\$50,693	\$52,277	\$53,862	\$55,446	\$57,030	\$58,614	\$60,198	\$61,783
<b>GS-8</b>	\$52,632	\$54,386	\$56,139	\$57,893	\$59,647	\$61,401	\$63,155	\$64,909	\$66,663	\$68,417
<b>GS-9</b>	\$58,132	\$60,069	\$62,007	\$63,944	\$65,881	\$67,818	\$69,755	\$71,692	\$73,629	\$75,567
<b>GS-10</b>	\$64,017	\$66,151	\$68,285	\$70,419	\$72,553	\$74,687	\$76,821	\$78,955	\$81,089	\$83,223
<b>GS-11</b>	\$70,333	\$72,678	\$75,022	\$77,367	\$79,711	\$82,055	\$84,400	\$86,744	\$89,089	\$91,433
<b>GS-12</b>	\$84,302	\$87,112	\$89,922	\$92,732	\$95,542	\$98,352	\$101,162	\$103,972	\$106,782	\$109,592
<b>GS-13</b>	\$100,246	\$103,588	\$106,930	\$110,272	\$113,615	\$116,957	\$120,299	\$123,641	\$126,983	\$130,325
<b>GS-14</b>	\$118,460	\$122,408	\$126,357	\$130,306	\$134,255	\$138,204	\$142,153	\$146,102	\$150,051	\$154,000
<b>GS-15</b>	\$139,342	\$143,987	\$148,633	\$153,278	\$157,923	\$160,300	\$160,300	\$160,300	\$160,300	\$160,300