

SUBJECT: Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the  
 San Francisco, California (SF) Wage Area

TO: Commanding Officers of Military Departments and DoD Component Installations in the Area

The schedules shown below have been established under authority of DoD Instruction 5120.39, dated October 1, 2015, subject to the limitations contained in CPM 2021-02, dated 1 January 2021. Rates are established as required by 5 USC 5343(d), if applicable, and are to be applied in accordance with the provisions of 5 CFR Part 532 to all employees whose official duty station is located within the geographic boundary of the wage area definition shown on the reverse side.

WG WL-WS Grade	WG - Rates					WL - Rates					WS - WD - WN Rates					WD-WN Pay Level
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	*17.13	*17.84	*18.55	*19.27	*19.98	*18.84	*19.62	*20.40	*21.19	*21.97	*28.40	*29.58	*30.76	*31.95	*33.13	
2	18.28	19.02	19.78	20.55	21.31	20.09	20.93	21.76	22.58	23.42	*29.25	*30.47	*31.69	*32.91	*34.13	
3	20.30	21.14	21.98	22.84	23.69	22.34	23.28	24.19	25.09	26.03	*31.24	*32.54	*33.84	*35.14	*36.44	1
4	22.34	23.28	24.19	25.09	26.03	24.59	25.59	26.59	27.62	28.62	32.66	*34.02	35.39	*36.74	*38.10	2
5	24.36	25.39	26.37	27.40	28.42	26.81	27.92	29.02	30.15	31.23	34.70	36.14	37.58	39.01	40.44	3
6	26.37	27.47	28.57	29.68	30.77	29.02	30.25	31.45	32.64	33.85	36.49	37.99	39.54	41.03	42.57	4
7	28.21	29.38	30.58	31.75	32.92	31.02	32.31	33.63	34.90	36.20	38.21	39.80	41.37	42.97	44.58	5 1
8	29.94	31.17	32.42	33.65	34.89	32.92	34.27	35.68	37.01	38.37	39.91	41.57	43.22	44.90	46.58	6 2
9	31.66	32.94	34.25	35.56	36.88	34.78	36.22	37.64	39.12	40.55	41.62	43.33	45.04	46.79	48.54	7 3
10	33.36	34.73	36.13	37.50	38.86	36.66	38.20	39.73	41.25	42.76	43.31	45.13	46.93	48.74	50.55	8 4
11	35.07	36.50	37.96	39.42	40.90	38.55	40.14	41.75	43.36	44.97	43.83	45.69	47.51	49.31	51.15	9 5
12	36.52	38.04	39.58	41.08	42.62	40.18	41.88	43.53	45.22	46.97	44.51	46.37	48.20	50.10	51.95	10 6
13	37.96	39.54	41.09	42.68	44.32	41.74	43.50	45.23	46.99	48.72	45.36	47.23	49.14	51.02	52.94	11 7
14	39.39	41.02	42.68	44.32	45.95	43.31	45.08	46.93	48.72	50.47	46.36	48.30	50.18	52.12	54.06	8
15	40.84	42.49	44.20	45.98	47.65	44.87	46.72	48.63	50.44	52.34	47.52	49.51	51.47	53.46	55.43	9

\* Rates for grade adjusted to comply with  
 minimum wage for localities in the wage area

WS-16	48.76	50.80	52.85	54.86	56.89
WS-17	49.83	51.91	53.99	56.06	58.13
WS-18	51.01	53.12	55.22	57.38	59.49
WS-19	45.62	47.52	49.42	51.32	53.22

KARL H. FENDT  
 Chief  
 Wage and Salary Division

Order Date: 1 September 2020  
 Effective Date: 1 July 2021  
 Supersedes Schedule Issued 11 January 2021