

SALARY TABLE 2021-SF (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 41.44%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 27,917	\$ 28,854	\$ 29,782	\$ 30,705	\$ 31,633	\$ 32,176	\$ 33,094	\$ 34,019	\$ 34,056	\$ 34,922
2	31,391	32,138	33,178	34,056	34,439	35,452	36,465	37,477	38,490	39,503
3	41,100	42,241	43,382	44,524	45,665	46,807	47,948	49,090	50,231	51,372
4	46,138	47,419	48,701	49,982	51,264	52,545	53,826	55,108	56,389	57,671
5	53,057	54,491	55,925	57,360	58,794	60,228	61,662	63,096	64,531	65,965
6	55,944	57,542	59,140	60,739	62,337	63,935	65,533	67,132	68,730	70,328
7	60,392	62,169	63,945	65,722	67,498	69,274	71,051	72,827	74,604	76,380
8	62,948	64,915	66,883	68,850	70,818	72,785	74,752	76,720	78,687	80,655
9	67,352	69,525	71,697	73,870	76,042	78,215	80,387	82,560	84,732	86,905
10	74,171	76,564	78,957	81,351	83,744	86,137	88,530	90,923	93,316	95,710
11	78,861	81,491	84,120	86,749	89,379	92,008	94,638	97,267	99,896	102,526
12	94,523	97,674	100,826	103,977	107,128	110,279	113,431	116,582	119,733	122,884
13	112,400	116,146	119,893	123,640	127,387	131,133	134,880	138,627	142,374	146,120
14	132,822	137,249	141,676	146,103	150,530	154,957	159,384	163,812	168,239	172,500 *
15	156,235	161,442	166,650	171,858	172,500 *	172,500 *	172,500 *	172,500 *	172,500 *	172,500 *

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

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2021 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>