

Salary Table 2022-SF (LEO)
Including Special Base Rates at GS-3 through GS-10 and
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

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	\$ 28,794	\$ 29,760	\$ 30,716	\$ 31,670	\$ 32,626	\$ 33,186	\$ 34,133	\$ 35,087	\$ 35,125	\$ 36,019
2	32,376	33,147	34,219	35,125	35,522	36,567	37,612	38,657	39,702	40,747
3	42,392	43,570	44,748	45,925	47,103	48,280	49,458	50,636	51,813	52,991
4	47,587	48,908	50,230	51,552	52,874	54,196	55,517	56,839	58,161	59,483
5	54,719	56,198	57,677	59,156	60,635	62,113	63,592	65,071	66,550	68,028
6	57,701	59,350	60,999	62,647	64,296	65,944	67,593	69,242	70,890	72,539
7	62,285	64,116	65,947	67,779	69,610	71,441	73,273	75,104	76,935	78,767
8	64,922	66,951	68,979	71,007	73,036	75,064	77,092	79,121	81,149	83,177
9	69,467	71,708	73,949	76,190	78,431	80,672	82,913	85,154	87,395	89,636
10	76,499	78,967	81,435	83,903	86,371	88,839	91,306	93,774	96,242	98,710
11	81,338	84,048	86,759	89,469	92,180	94,891	97,601	100,312	103,023	105,733
12	97,490	100,740	103,990	107,241	110,491	113,741	116,991	120,241	123,492	126,742
13	115,928	119,792	123,656	127,520	131,384	135,248	139,112	142,976	146,839	150,703
14	136,992	141,558	146,124	150,691	155,257	159,823	164,389	168,956	173,522	176,300 *
15	161,139	166,510	171,882	176,300 *	176,300 *	176,300 *	176,300 *	176,300 *	176,300 *	176,300 *

* 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 2022 Locality Pay Area Definitions page:

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