

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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees 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
1	B	\$ 13.80	\$ 14.26	\$ 14.72	\$ 15.17	\$ 15.63	\$ 15.90	\$ 16.36	\$ 16.81	\$ 16.83	\$ 17.26
	O	20.70	21.39	22.08	22.76	23.45	23.85	24.54	25.22	25.25	25.89
2	B	15.51	15.88	16.40	16.83	17.02	17.52	18.02	18.52	19.02	19.52
	O	23.27	23.82	24.60	25.25	25.53	26.28	27.03	27.78	28.53	29.28
3	B	20.31	20.88	21.44	22.01	22.57	23.13	23.70	24.26	24.83	25.39
	O	30.47	31.32	32.16	33.02	33.86	34.70	35.55	36.39	37.25	38.09
4	B	22.80	23.43	24.07	24.70	25.33	25.97	26.60	27.23	27.87	28.50
	O	34.20	35.15	36.11	37.05	38.00	38.96	39.90	40.85	41.81	42.75
5	B	26.22	26.93	27.64	28.34	29.05	29.76	30.47	31.18	31.89	32.60
	O	39.33	40.40	41.46	42.51	43.58	44.64	45.71	46.77	47.84	48.90
6	B	27.65	28.44	29.23	30.02	30.81	31.60	32.39	33.18	33.97	34.76
	O	41.48	42.66	43.85	45.03	46.22	47.40	48.59	49.77	50.96	52.14
7	B	29.84	30.72	31.60	32.48	33.35	34.23	35.11	35.99	36.86	37.74
	O	44.76	46.08	47.40	48.72	50.03	51.35	52.67	53.99	54.99	54.99
8	B	31.11	32.08	33.05	34.02	35.00	35.97	36.94	37.91	38.88	39.85
	O	46.67	48.12	49.58	51.03	52.50	53.96	54.99	54.99	54.99	54.99
9	B	33.29	34.36	35.43	36.51	37.58	38.65	39.73	40.80	41.88	42.95
	O	49.94	51.54	53.15	54.77	54.99	54.99	54.99	54.99	54.99	54.99
10	B	36.66	37.84	39.02	40.20	41.39	42.57	43.75	44.93	46.11	47.30
	O	54.99	54.99	54.99	54.99	54.99	54.99	54.99	54.99	54.99	54.99
11	B	38.97	40.27	41.57	42.87	44.17	45.47	46.77	48.07	49.36	50.66
	O	54.99	54.99	54.99	54.99	54.99	54.99	54.99	54.99	54.99	54.99
12	B	46.71	48.27	49.83	51.39	52.94	54.50	56.06	57.61	59.17	60.73
	O	54.99	54.99	54.99	54.99	54.99	54.99	56.06	57.61	59.17	60.73
13	B	55.55	57.40	59.25	61.10	62.95	64.80	66.66	68.51	70.36	72.21
	O	55.55	57.40	59.25	61.10	62.95	64.80	66.66	68.51	70.36	72.21
14	B	65.64	67.83	70.02	72.20	74.39	76.58	78.77	80.96	83.14	84.48
	O	65.64	67.83	70.02	72.20	74.39	76.58	78.77	80.96	83.14	84.48
15	B	77.21	79.78	82.36	84.48	84.48	84.48	84.48	84.48	84.48	84.48
	O	77.21	79.78	82.36	84.48	84.48	84.48	84.48	84.48	84.48	84.48

* 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. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

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/>