

Salary Table 2025-SF (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 46.34%
For the Locality Pay Area of San Jose-San Francisco-Oakland, CA
Total Increase: 2.35%
Effective January 2025

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	\$ 32,722	\$ 33,819	\$ 34,906	\$ 35,991	\$ 37,077	\$ 37,712	\$ 38,789	\$ 39,873	\$ 39,917	\$ 40,931
2	36,793	37,668	38,887	39,917	40,365	41,552	42,739	43,925	45,112	46,299
3	48,172	49,510	50,847	52,185	53,522	54,860	56,197	57,535	58,873	60,210
4	54,083	55,586	57,089	58,592	60,095	61,597	63,100	64,603	66,106	67,609
5	62,180	63,860	65,540	67,220	68,900	70,580	72,260	73,940	75,620	77,300
6	65,571	67,444	69,317	71,190	73,063	74,936	76,809	78,683	80,556	82,429
7	70,786	72,869	74,951	77,033	79,116	81,198	83,281	85,363	87,445	89,528
8	73,780	76,087	78,393	80,699	83,006	85,312	87,618	89,924	92,231	94,537
9	78,943	81,489	84,036	86,582	89,128	91,675	94,221	96,767	99,314	101,860
10	86,933	89,737	92,541	95,345	98,149	100,953	103,757	106,560	109,364	112,168
11	92,433	95,513	98,594	101,674	104,755	107,835	110,915	113,996	117,076	120,157
12	110,788	114,482	118,175	121,869	125,563	129,256	132,950	136,644	140,337	144,031
13	131,743	136,134	140,526	144,918	149,309	153,701	158,093	162,484	166,876	171,268
14	155,679	160,869	166,058	171,247	176,436	181,626	186,815	192,004	195,200 *	195,200 *
15	183,120	189,223	195,200 *	195,200 *	195,200 *	195,200 *	195,200 *	195,200 *	195,200 *	195,200 *

* 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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>