

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

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	\$ 15.68	\$ 16.20	\$ 16.73	\$ 17.25	\$ 17.77	\$ 18.07	\$ 18.59	\$ 19.11	\$ 19.13	\$ 19.61
	O	23.52	24.30	25.10	25.88	26.66	27.11	27.89	28.67	28.70	29.42
2	B	17.63	18.05	18.63	19.13	19.34	19.91	20.48	21.05	21.62	22.18
	O	26.45	27.08	27.95	28.70	29.01	29.87	30.72	31.58	32.43	33.27
3	B	23.08	23.72	24.36	25.00	25.65	26.29	26.93	27.57	28.21	28.85
	O	34.62	35.58	36.54	37.50	38.48	39.44	40.40	41.36	42.32	43.28
4	B	25.91	26.63	27.35	28.07	28.79	29.51	30.23	30.95	31.68	32.40
	O	38.87	39.95	41.03	42.11	43.19	44.27	45.35	46.43	47.52	48.60
5	B	29.79	30.60	31.40	32.21	33.01	33.82	34.62	35.43	36.23	37.04
	O	44.69	45.90	47.10	48.32	49.52	50.73	51.93	53.15	54.35	55.56
6	B	31.42	32.32	33.21	34.11	35.01	35.91	36.80	37.70	38.60	39.50
	O	47.13	48.48	49.82	51.17	52.52	53.87	55.20	56.55	57.90	59.25
7	B	33.92	34.92	35.91	36.91	37.91	38.91	39.90	40.90	41.90	42.90
	O	50.88	52.38	53.87	55.37	56.87	58.37	59.85	61.35	62.48	62.48
8	B	35.35	36.46	37.56	38.67	39.77	40.88	41.98	43.09	44.19	45.30
	O	53.03	54.69	56.34	58.01	59.66	61.32	62.48	62.48	62.48	62.48
9	B	37.83	39.05	40.27	41.49	42.71	43.93	45.15	46.37	47.59	48.81
	O	56.75	58.58	60.41	62.24	62.48	62.48	62.48	62.48	62.48	62.48
10	B	41.65	43.00	44.34	45.69	47.03	48.37	49.72	51.06	52.40	53.75
	O	62.48	62.48	62.48	62.48	62.48	62.48	62.48	62.48	62.48	62.48
11	B	44.29	45.77	47.24	48.72	50.19	51.67	53.15	54.62	56.10	57.57
	O	62.48	62.48	62.48	62.48	62.48	62.48	62.48	62.48	62.48	62.48
12	B	53.08	54.85	56.62	58.39	60.16	61.93	63.70	65.47	67.24	69.01
	O	62.48	62.48	62.48	62.48	62.48	62.48	63.70	65.47	67.24	69.01
13	B	63.13	65.23	67.33	69.44	71.54	73.65	75.75	77.86	79.96	82.06
	O	63.13	65.23	67.33	69.44	71.54	73.65	75.75	77.86	79.96	82.06
14	B	74.59	77.08	79.57	82.05	84.54	87.03	89.51	92.00	93.53	93.53
	O	74.59	77.08	79.57	82.05	84.54	87.03	89.51	92.00	93.53	93.53
15	B	87.74	90.67	93.53	93.53	93.53	93.53	93.53	93.53	93.53	93.53
	O	87.74	90.67	93.53	93.53	93.53	93.53	93.53	93.53	93.53	93.53

* 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 2025 Locality Pay Area Definitions page:

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