

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