

Salary Table 2023-SF (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 44.15%
For the Locality Pay Area of San Jose-San Francisco-Oakland, CA
Total Increase: 5.13%
Effective January 2023

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	\$ 30,270	\$ 31,286	\$ 32,291	\$ 33,294	\$ 34,299	\$ 34,887	\$ 35,883	\$ 36,887	\$ 36,927	\$ 37,873
2	34,037	34,847	35,974	36,927	37,343	38,442	39,540	40,639	41,737	42,836
3	44,568	45,807	47,045	48,283	49,521	50,760	51,998	53,236	54,474	55,713
4	50,027	51,417	52,806	54,196	55,586	56,975	58,365	59,754	61,144	62,534
5	57,530	59,086	60,641	62,196	63,752	65,307	66,863	68,418	69,973	71,529
6	60,658	62,391	64,124	65,856	67,589	69,322	71,054	72,787	74,520	76,252
7	65,482	67,407	69,333	71,259	73,185	75,111	77,037	78,962	80,888	82,814
8	68,254	70,387	72,520	74,654	76,787	78,921	81,054	83,188	85,321	87,454
9	73,029	75,385	77,740	80,096	82,451	84,806	87,162	89,517	91,873	94,228
10	80,421	83,016	85,611	88,205	90,800	93,395	95,989	98,584	101,179	103,774
11	85,508	88,358	91,208	94,058	96,908	99,758	102,607	105,457	108,307	111,157
12	102,489	105,906	109,322	112,738	116,155	119,571	122,987	126,404	129,820	133,236
13	121,873	125,935	129,997	134,060	138,122	142,184	146,246	150,308	154,370	158,432
14	144,017	148,818	153,618	158,418	163,218	168,018	172,819	177,619	182,419	183,500 *
15	169,402	175,049	180,695	183,500 *	183,500 *	183,500 *	183,500 *	183,500 *	183,500 *	183,500 *

* 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 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>