

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

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	\$ 14.50	\$ 14.99	\$ 15.47	\$ 15.95	\$ 16.43	\$ 16.72	\$ 17.19	\$ 17.67	\$ 17.69	\$ 18.15
	O	21.75	22.49	23.21	23.93	24.65	25.08	25.79	26.51	26.54	27.23
2	B	16.31	16.70	17.24	17.69	17.89	18.42	18.95	19.47	20.00	20.53
	O	24.47	25.05	25.86	26.54	26.84	27.63	28.43	29.21	30.00	30.80
3	B	21.36	21.95	22.54	23.14	23.73	24.32	24.92	25.51	26.10	26.70
	O	32.04	32.93	33.81	34.71	35.60	36.48	37.38	38.27	39.15	40.05
4	B	23.97	24.64	25.30	25.97	26.63	27.30	27.97	28.63	29.30	29.96
	O	35.96	36.96	37.95	38.96	39.95	40.95	41.96	42.95	43.95	44.94
5	B	27.57	28.31	29.06	29.80	30.55	31.29	32.04	32.78	33.53	34.27
	O	41.36	42.47	43.59	44.70	45.83	46.94	48.06	49.17	50.30	51.41
6	B	29.06	29.90	30.73	31.56	32.39	33.22	34.05	34.88	35.71	36.54
	O	43.59	44.85	46.10	47.34	48.59	49.83	51.08	52.32	53.57	54.81
7	B	31.38	32.30	33.22	34.14	35.07	35.99	36.91	37.84	38.76	39.68
	O	47.07	48.45	49.83	51.21	52.61	53.99	55.37	56.76	57.80	57.80
8	B	32.70	33.73	34.75	35.77	36.79	37.82	38.84	39.86	40.88	41.90
	O	49.05	50.60	52.13	53.66	55.19	56.73	57.80	57.80	57.80	57.80
9	B	34.99	36.12	37.25	38.38	39.51	40.64	41.76	42.89	44.02	45.15
	O	52.49	54.18	55.88	57.57	57.80	57.80	57.80	57.80	57.80	57.80
10	B	38.53	39.78	41.02	42.26	43.51	44.75	45.99	47.24	48.48	49.72
	O	57.80	57.80	57.80	57.80	57.80	57.80	57.80	57.80	57.80	57.80
11	B	40.97	42.34	43.70	45.07	46.43	47.80	49.16	50.53	51.90	53.26
	O	57.80	57.80	57.80	57.80	57.80	57.80	57.80	57.80	57.80	57.80
12	B	49.11	50.75	52.38	54.02	55.66	57.29	58.93	60.57	62.20	63.84
	O	57.80	57.80	57.80	57.80	57.80	57.80	58.93	60.57	62.20	63.84
13	B	58.40	60.34	62.29	64.24	66.18	68.13	70.07	72.02	73.97	75.91
	O	58.40	60.34	62.29	64.24	66.18	68.13	70.07	72.02	73.97	75.91
14	B	69.01	71.31	73.61	75.91	78.21	80.51	82.81	85.11	87.41	87.93
	O	69.01	71.31	73.61	75.91	78.21	80.51	82.81	85.11	87.41	87.93
15	B	81.17	83.88	86.58	87.93	87.93	87.93	87.93	87.93	87.93	87.93
	O	81.17	83.88	86.58	87.93	87.93	87.93	87.93	87.93	87.93	87.93

* 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 2023 Locality Pay Area Definitions page:

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