

**Salary Table 2024-SF**  
**Incorporating the 4.7% General Schedule Increase and a Locality Payment of 45.41%**  
**For the Locality Pay Area of San Jose-San Francisco-Oakland, CA**  
**Total Increase: 5.62%**  
**Effective January 2024**

*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	\$ 31,970	\$ 33,043	\$ 34,104	\$ 35,165	\$ 36,225	\$ 36,845	\$ 37,898	\$ 38,958	\$ 39,000	\$ 39,991
2	35,948	36,803	37,994	39,000	39,441	40,601	41,762	42,922	44,082	45,243
3	39,224	40,532	41,839	43,146	44,453	45,761	47,068	48,375	49,682	50,989
4	44,030	45,497	46,965	48,432	49,899	51,366	52,833	54,300	55,768	57,235
5	49,262	50,904	52,545	54,187	55,829	57,470	59,112	60,754	62,395	64,037
6	54,914	56,745	58,576	60,406	62,237	64,068	65,898	67,729	69,560	71,390
7	61,023	63,057	65,091	67,126	69,160	71,194	73,228	75,263	77,297	79,331
8	67,579	69,832	72,084	74,337	76,589	78,841	81,094	83,346	85,599	87,851
9	74,642	77,130	79,618	82,106	84,594	87,082	89,570	92,058	94,546	97,034
10	82,197	84,937	87,676	90,416	93,155	95,895	98,635	101,374	104,114	106,853
11	90,310	93,320	96,330	99,340	102,350	105,360	108,370	111,380	114,390	117,400
12	108,245	111,852	115,460	119,068	122,675	126,283	129,890	133,498	137,106	140,713
13	128,717	133,008	137,299	141,590	145,881	150,172	154,463	158,754	163,045	167,336
14	152,105	157,175	162,246	167,316	172,386	177,457	182,527	187,598	191,900 *	191,900 *
15	178,914	184,877	190,840	191,900 *	191,900 *	191,900 *	191,900 *	191,900 *	191,900 *	191,900 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>