

Salary Table 2026-SF
Incorporating the 1% General Schedule Increase and a Locality Payment of 46.34%
For the Locality Pay Area of San Jose-San Francisco-Oakland, CA
Total Increase: 1%
Effective January 2026

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	\$ 33,049	\$ 34,157	\$ 35,256	\$ 36,351	\$ 37,447	\$ 38,089	\$ 39,177	\$ 40,271	\$ 40,317	\$ 41,338
2	37,160	38,044	39,276	40,317	40,767	41,966	43,164	44,363	45,561	46,760
3	40,548	41,900	43,252	44,604	45,957	47,309	48,661	50,013	51,365	52,718
4	45,516	47,034	48,551	50,069	51,586	53,104	54,621	56,139	57,656	59,174
5	50,925	52,622	54,320	56,017	57,715	59,413	61,110	62,808	64,505	66,203
6	56,767	58,659	60,551	62,443	64,335	66,228	68,120	70,012	71,904	73,796
7	63,081	65,184	67,287	69,390	71,493	73,596	75,699	77,802	79,905	82,007
8	69,860	72,188	74,516	76,845	79,173	81,501	83,829	86,158	88,486	90,814
9	77,161	79,733	82,306	84,879	87,451	90,024	92,597	95,169	97,742	100,315
10	84,971	87,803	90,634	93,466	96,298	99,129	101,961	104,793	107,624	110,456
11	93,358	96,470	99,583	102,696	105,808	108,921	112,034	115,146	118,259	121,371
12	111,896	115,626	119,356	123,087	126,817	130,547	134,277	138,007	141,738	145,468
13	133,060	137,495	141,931	146,366	150,802	155,237	159,673	164,109	168,544	172,980
14	157,236	162,478	167,720	172,962	178,204	183,446	188,688	193,930	197,200 *	197,200 *
15	184,950	191,116	197,200 *	197,200 *	197,200 *	197,200 *	197,200 *	197,200 *	197,200 *	197,200 *

* 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 2026 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/>