

**Salary Table 2022-SF**  
**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**

*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	\$ 28,794	\$ 29,760	\$ 30,716	\$ 31,670	\$ 32,626	\$ 33,186	\$ 34,133	\$ 35,087	\$ 35,125	\$ 36,019
2	32,376	33,147	34,219	35,125	35,522	36,567	37,612	38,657	39,702	40,747
3	35,327	36,504	37,682	38,860	40,037	41,215	42,392	43,570	44,748	45,925
4	39,656	40,978	42,300	43,621	44,943	46,265	47,587	48,908	50,230	51,552
5	44,368	45,847	47,325	48,804	50,283	51,762	53,241	54,719	56,198	57,677
6	49,458	51,107	52,755	54,404	56,053	57,701	59,350	60,999	62,647	64,296
7	54,959	56,791	58,622	60,453	62,285	64,116	65,947	67,779	69,610	71,441
8	60,866	62,894	64,922	66,951	68,979	71,007	73,036	75,064	77,092	79,121
9	67,226	69,467	71,708	73,949	76,190	78,431	80,672	82,913	85,154	87,395
10	74,031	76,499	78,967	81,435	83,903	86,371	88,839	91,306	93,774	96,242
11	81,338	84,048	86,759	89,469	92,180	94,891	97,601	100,312	103,023	105,733
12	97,490	100,740	103,990	107,241	110,491	113,741	116,991	120,241	123,492	126,742
13	115,928	119,792	123,656	127,520	131,384	135,248	139,112	142,976	146,839	150,703
14	136,992	141,558	146,124	150,691	155,257	159,823	164,389	168,956	173,522	176,300 *
15	161,139	166,510	171,882	176,300 *	176,300 *	176,300 *	176,300 *	176,300 *	176,300 *	176,300 *

\* 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 2022 Locality Pay Area Definitions page:

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