

**Salary Table 2023-SF**  
**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	17.80	18.39	18.98	19.58	20.17	20.76	21.36	21.95	22.54	23.14
	O	26.70	27.59	28.47	29.37	30.26	31.14	32.04	32.93	33.81	34.71
4	B	19.98	20.64	21.31	21.97	22.64	23.31	23.97	24.64	25.30	25.97
	O	29.97	30.96	31.97	32.96	33.96	34.97	35.96	36.96	37.95	38.96
5	B	22.35	23.09	23.84	24.59	25.33	26.08	26.82	27.57	28.31	29.06
	O	33.53	34.64	35.76	36.89	38.00	39.12	40.23	41.36	42.47	43.59
6	B	24.91	25.74	26.57	27.40	28.23	29.06	29.90	30.73	31.56	32.39
	O	37.37	38.61	39.86	41.10	42.35	43.59	44.85	46.10	47.34	48.59
7	B	27.68	28.61	29.53	30.45	31.38	32.30	33.22	34.14	35.07	35.99
	O	41.52	42.92	44.30	45.68	47.07	48.45	49.83	51.21	52.61	53.99
8	B	30.66	31.68	32.70	33.73	34.75	35.77	36.79	37.82	38.84	39.86
	O	45.99	47.52	49.05	50.60	52.13	53.66	55.19	55.94	55.94	55.94
9	B	33.86	34.99	36.12	37.25	38.38	39.51	40.64	41.76	42.89	44.02
	O	50.79	52.49	54.18	55.88	55.94	55.94	55.94	55.94	55.94	55.94
10	B	37.29	38.53	39.78	41.02	42.26	43.51	44.75	45.99	47.24	48.48
	O	55.94	55.94	55.94	55.94	55.94	55.94	55.94	55.94	55.94	55.94
11	B	40.97	42.34	43.70	45.07	46.43	47.80	49.16	50.53	51.90	53.26
	O	55.94	55.94	55.94	55.94	55.94	55.94	55.94	55.94	55.94	55.94
12	B	49.11	50.75	52.38	54.02	55.66	57.29	58.93	60.57	62.20	63.84
	O	55.94	55.94	55.94	55.94	55.94	57.29	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)).

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/>