

Salary Table 2024-SF (LEO)
Including Special Base Rates at GS-3 through GS-10 and
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	47,068	48,375	49,682	50,989	52,297	53,604	54,911	56,218	57,526	58,833
4	52,833	54,300	55,768	57,235	58,702	60,169	61,636	63,104	64,571	66,038
5	60,754	62,395	64,037	65,679	67,320	68,962	70,604	72,246	73,887	75,529
6	64,068	65,898	67,729	69,560	71,390	73,221	75,052	76,883	78,713	80,544
7	69,160	71,194	73,228	75,263	77,297	79,331	81,366	83,400	85,434	87,468
8	72,084	74,337	76,589	78,841	81,094	83,346	85,599	87,851	90,103	92,356
9	77,130	79,618	82,106	84,594	87,082	89,570	92,058	94,546	97,034	99,522
10	84,937	87,676	90,416	93,155	95,895	98,635	101,374	104,114	106,853	109,593
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)).

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>