

Salary Table 2026-SF (LEO)
Including Special Base Rates at GS-3 through GS-10 and
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	48,661	50,013	51,365	52,718	54,070	55,422	56,774	58,126	59,478	60,831
4	54,621	56,139	57,656	59,174	60,692	62,209	63,727	65,244	66,762	68,279
5	62,808	64,505	66,203	67,900	69,598	71,295	72,993	74,690	76,388	78,086
6	66,228	68,120	70,012	71,904	73,796	75,689	77,581	79,473	81,365	83,257
7	71,493	73,596	75,699	77,802	79,905	82,007	84,110	86,213	88,316	90,419
8	74,516	76,845	79,173	81,501	83,829	86,158	88,486	90,814	93,142	95,471
9	79,733	82,306	84,879	87,451	90,024	92,597	95,169	97,742	100,315	102,887
10	87,803	90,634	93,466	96,298	99,129	101,961	104,793	107,624	110,456	113,288
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)).

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 2026 Locality Pay Area Definitions page:

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