

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

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	\$ 15.84	\$ 16.37	\$ 16.89	\$ 17.42	\$ 17.94	\$ 18.25	\$ 18.77	\$ 19.30	\$ 19.32	\$ 19.81
	O	23.76	24.56	25.34	26.13	26.91	27.38	28.16	28.95	28.98	29.72
2	B	17.81	18.23	18.82	19.32	19.53	20.11	20.68	21.26	21.83	22.41
	O	26.72	27.35	28.23	28.98	29.30	30.17	31.02	31.89	32.75	33.62
3	B	23.32	23.96	24.61	25.26	25.91	26.56	27.20	27.85	28.50	29.15
	O	34.98	35.94	36.92	37.89	38.87	39.84	40.80	41.78	42.75	43.73
4	B	26.17	26.90	27.63	28.35	29.08	29.81	30.54	31.26	31.99	32.72
	O	39.26	40.35	41.45	42.53	43.62	44.72	45.81	46.89	47.99	49.08
5	B	30.09	30.91	31.72	32.53	33.35	34.16	34.98	35.79	36.60	37.42
	O	45.14	46.37	47.58	48.80	50.03	51.24	52.47	53.69	54.90	56.13
6	B	31.73	32.64	33.55	34.45	35.36	36.27	37.17	38.08	38.99	39.89
	O	47.60	48.96	50.33	51.68	53.04	54.41	55.76	57.12	58.49	59.84
7	B	34.26	35.26	36.27	37.28	38.29	39.29	40.30	41.31	42.32	43.32
	O	51.39	52.89	54.41	55.92	57.44	58.94	60.45	61.97	63.11	63.11
8	B	35.70	36.82	37.94	39.05	40.17	41.28	42.40	43.51	44.63	45.75
	O	53.55	55.23	56.91	58.58	60.26	61.92	63.11	63.11	63.11	63.11
9	B	38.20	39.44	40.67	41.90	43.14	44.37	45.60	46.83	48.07	49.30
	O	57.30	59.16	61.01	62.85	63.11	63.11	63.11	63.11	63.11	63.11
10	B	42.07	43.43	44.78	46.14	47.50	48.86	50.21	51.57	52.93	54.28
	O	63.11	63.11	63.11	63.11	63.11	63.11	63.11	63.11	63.11	63.11
11	B	44.73	46.22	47.72	49.21	50.70	52.19	53.68	55.17	56.66	58.16
	O	63.11	63.11	63.11	63.11	63.11	63.11	63.11	63.11	63.11	63.11
12	B	53.62	55.40	57.19	58.98	60.77	62.55	64.34	66.13	67.91	69.70
	O	63.11	63.11	63.11	63.11	63.11	63.11	64.34	66.13	67.91	69.70
13	B	63.76	65.88	68.01	70.13	72.26	74.38	76.51	78.63	80.76	82.88
	O	63.76	65.88	68.01	70.13	72.26	74.38	76.51	78.63	80.76	82.88
14	B	75.34	77.85	80.36	82.88	85.39	87.90	90.41	92.92	94.49	94.49
	O	75.34	77.85	80.36	82.88	85.39	87.90	90.41	92.92	94.49	94.49
15	B	88.62	91.57	94.49	94.49	94.49	94.49	94.49	94.49	94.49	94.49
	O	88.62	91.57	94.49	94.49	94.49	94.49	94.49	94.49	94.49	94.49

* 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. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

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/>