

**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**

*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	\$ 30,270	\$ 31,286	\$ 32,291	\$ 33,294	\$ 34,299	\$ 34,887	\$ 35,883	\$ 36,887	\$ 36,927	\$ 37,873
2	34,037	34,847	35,974	36,927	37,343	38,442	39,540	40,639	41,737	42,836
3	37,139	38,377	39,615	40,854	42,092	43,330	44,568	45,807	47,045	48,283
4	41,690	43,079	44,469	45,858	47,248	48,638	50,027	51,417	52,806	54,196
5	46,643	48,198	49,753	51,309	52,864	54,420	55,975	57,530	59,086	60,641
6	51,995	53,728	55,460	57,193	58,926	60,658	62,391	64,124	65,856	67,589
7	57,778	59,704	61,630	63,556	65,482	67,407	69,333	71,259	73,185	75,111
8	63,987	66,120	68,254	70,387	72,520	74,654	76,787	78,921	81,054	83,188
9	70,674	73,029	75,385	77,740	80,096	82,451	84,806	87,162	89,517	91,873
10	77,827	80,421	83,016	85,611	88,205	90,800	93,395	95,989	98,584	101,179
11	85,508	88,358	91,208	94,058	96,908	99,758	102,607	105,457	108,307	111,157
12	102,489	105,906	109,322	112,738	116,155	119,571	122,987	126,404	129,820	133,236
13	121,873	125,935	129,997	134,060	138,122	142,184	146,246	150,308	154,370	158,432
14	144,017	148,818	153,618	158,418	163,218	168,018	172,819	177,619	182,419	183,500 *
15	169,402	175,049	180,695	183,500 *	183,500 *	183,500 *	183,500 *	183,500 *	183,500 *	183,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).