

Salary Table 2026-SF
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	19.43	20.08	20.72	21.37	22.02	22.67	23.32	23.96	24.61	25.26
	O	29.15	30.12	31.08	32.06	33.03	34.01	34.98	35.94	36.92	37.89
4	B	21.81	22.54	23.26	23.99	24.72	25.45	26.17	26.90	27.63	28.35
	O	32.72	33.81	34.89	35.99	37.08	38.18	39.26	40.35	41.45	42.53
5	B	24.40	25.21	26.03	26.84	27.65	28.47	29.28	30.09	30.91	31.72
	O	36.60	37.82	39.05	40.26	41.48	42.71	43.92	45.14	46.37	47.58
6	B	27.20	28.11	29.01	29.92	30.83	31.73	32.64	33.55	34.45	35.36
	O	40.80	42.17	43.52	44.88	46.25	47.60	48.96	50.33	51.68	53.04
7	B	30.23	31.23	32.24	33.25	34.26	35.26	36.27	37.28	38.29	39.29
	O	45.35	46.85	48.36	49.88	51.39	52.89	54.41	55.92	57.44	58.94
8	B	33.47	34.59	35.70	36.82	37.94	39.05	40.17	41.28	42.40	43.51
	O	50.21	51.89	53.55	55.23	56.91	58.58	60.26	61.07	61.07	61.07
9	B	36.97	38.20	39.44	40.67	41.90	43.14	44.37	45.60	46.83	48.07
	O	55.46	57.30	59.16	61.01	61.07	61.07	61.07	61.07	61.07	61.07
10	B	40.71	42.07	43.43	44.78	46.14	47.50	48.86	50.21	51.57	52.93
	O	61.07	61.07	61.07	61.07	61.07	61.07	61.07	61.07	61.07	61.07
11	B	44.73	46.22	47.72	49.21	50.70	52.19	53.68	55.17	56.66	58.16
	O	61.07	61.07	61.07	61.07	61.07	61.07	61.07	61.07	61.07	61.07
12	B	53.62	55.40	57.19	58.98	60.77	62.55	64.34	66.13	67.91	69.70
	O	61.07	61.07	61.07	61.07	61.07	62.55	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)).

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/>