

**SALARY TABLE 2020-SF (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 41.44%**  
**FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA**  
**TOTAL INCREASE: 3.40%**  
**EFFECTIVE JANUARY 2020**

*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	\$ 27,642	\$ 28,568	\$ 29,487	\$ 30,401	\$ 31,320	\$ 31,858	\$ 32,766	\$ 33,683	\$ 33,719	\$ 34,579
2	31,080	31,820	32,849	33,719	34,098	35,101	36,104	37,107	38,110	39,112
3	40,692	41,822	42,952	44,083	45,213	46,343	47,473	48,603	49,733	50,863
4	45,681	46,950	48,218	49,487	50,756	52,024	53,293	54,562	55,831	57,099
5	52,532	53,952	55,372	56,792	58,212	59,633	61,053	62,473	63,893	65,313
6	55,391	56,973	58,556	60,139	61,722	63,304	64,887	66,470	68,052	69,635
7	59,791	61,549	63,307	65,065	66,823	68,581	70,340	72,098	73,856	75,614
8	62,324	64,272	66,219	68,167	70,115	72,062	74,010	75,958	77,905	79,853
9	66,686	68,837	70,989	73,140	75,291	77,443	79,594	81,745	83,897	86,048
10	73,437	75,806	78,175	80,544	82,914	85,283	87,652	90,021	92,390	94,759
11	78,081	80,683	83,286	85,888	88,491	91,093	93,696	96,298	98,901	101,503
12	93,587	96,707	99,827	102,947	106,067	109,187	112,308	115,428	118,548	121,668
13	111,286	114,996	118,706	122,416	126,126	129,836	133,546	137,256	140,966	144,676
14	131,507	135,890	140,273	144,656	149,040	153,423	157,806	162,189	166,572	170,800 *
15	154,687	159,844	165,001	170,158	170,800 *	170,800 *	170,800 *	170,800 *	170,800 *	170,800 *

\* 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 2020 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>