

# 2023 SAN JOSE-SAN FRANCISCO-OAKLAND

2023 Locality Adjustment: 44.15%

Official General Schedule Locality Rates for SAN JOSE-SAN FRANCISCO-OAKLAND, CA  
Effective from January 1, 2023 to December 31, 2023.

GS Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
<b>GS-1</b>	\$30,270	\$31,286	\$32,291	\$33,294	\$34,299	\$34,887	\$35,883	\$36,887	\$36,927	\$37,873
<b>GS-2</b>	\$34,037	\$34,847	\$35,974	\$36,927	\$37,344	\$38,442	\$39,540	\$40,639	\$41,737	\$42,836
<b>GS-3</b>	\$37,139	\$38,377	\$39,615	\$40,854	\$42,092	\$43,330	\$44,568	\$45,807	\$47,045	\$48,283
<b>GS-4</b>	\$41,690	\$43,079	\$44,469	\$45,858	\$47,248	\$48,638	\$50,027	\$51,417	\$52,806	\$54,196
<b>GS-5</b>	\$46,643	\$48,198	\$49,753	\$51,309	\$52,864	\$54,420	\$55,975	\$57,530	\$59,086	\$60,641
<b>GS-6</b>	\$51,995	\$53,728	\$55,460	\$57,193	\$58,926	\$60,658	\$62,391	\$64,124	\$65,856	\$67,589
<b>GS-7</b>	\$57,778	\$59,704	\$61,630	\$63,556	\$65,482	\$67,407	\$69,333	\$71,259	\$73,185	\$75,111
<b>GS-8</b>	\$63,987	\$66,120	\$68,254	\$70,387	\$72,520	\$74,654	\$76,787	\$78,921	\$81,054	\$83,188
<b>GS-9</b>	\$70,674	\$73,029	\$75,385	\$77,740	\$80,096	\$82,451	\$84,806	\$87,162	\$89,517	\$91,873
<b>GS-10</b>	\$77,827	\$80,421	\$83,016	\$85,611	\$88,205	\$90,800	\$93,395	\$95,989	\$98,584	\$101,179
<b>GS-11</b>	\$85,508	\$88,358	\$91,208	\$94,058	\$96,908	\$99,758	\$102,607	\$105,457	\$108,307	\$111,157
<b>GS-12</b>	\$102,489	\$105,906	\$109,322	\$112,738	\$116,155	\$119,571	\$122,987	\$126,404	\$129,820	\$133,236
<b>GS-13</b>	\$121,873	\$125,935	\$129,997	\$134,060	\$138,122	\$142,184	\$146,246	\$150,308	\$154,370	\$158,432
<b>GS-14</b>	\$144,017	\$148,818	\$153,618	\$158,418	\$163,218	\$168,018	\$172,819	\$177,619	\$182,419	\$183,500
<b>GS-15</b>	\$169,402	\$175,049	\$180,695	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500	\$183,500