

# 2021 SAN JOSE-SAN FRANCISCO-OAKLAND

2021 Locality Adjustment: 41.44%

Official General Schedule Locality Rates for SAN JOSE-SAN FRANCISCO-OAKLAND, CA  
Effective from January 1, 2021 to December 31, 2021.

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>	\$27,917	\$28,854	\$29,782	\$30,705	\$31,633	\$32,176	\$33,094	\$34,019	\$34,056	\$34,922
<b>GS-2</b>	\$31,391	\$32,138	\$33,178	\$34,056	\$34,439	\$35,452	\$36,465	\$37,477	\$38,490	\$39,503
<b>GS-3</b>	\$34,251	\$35,393	\$36,534	\$37,675	\$38,817	\$39,958	\$41,100	\$42,241	\$43,382	\$44,524
<b>GS-4</b>	\$38,449	\$39,731	\$41,012	\$42,293	\$43,575	\$44,856	\$46,138	\$47,419	\$48,701	\$49,982
<b>GS-5</b>	\$43,018	\$44,452	\$45,886	\$47,320	\$48,754	\$50,189	\$51,623	\$53,057	\$54,491	\$55,925
<b>GS-6</b>	\$47,952	\$49,551	\$51,149	\$52,747	\$54,345	\$55,944	\$57,542	\$59,140	\$60,739	\$62,337
<b>GS-7</b>	\$53,286	\$55,063	\$56,839	\$58,616	\$60,392	\$62,169	\$63,945	\$65,722	\$67,498	\$69,274
<b>GS-8</b>	\$59,013	\$60,980	\$62,948	\$64,915	\$66,883	\$68,850	\$70,818	\$72,785	\$74,752	\$76,720
<b>GS-9</b>	\$65,180	\$67,352	\$69,525	\$71,697	\$73,870	\$76,042	\$78,215	\$80,387	\$82,560	\$84,732
<b>GS-10</b>	\$71,778	\$74,171	\$76,564	\$78,957	\$81,351	\$83,744	\$86,137	\$88,530	\$90,923	\$93,316
<b>GS-11</b>	\$78,861	\$81,491	\$84,120	\$86,749	\$89,379	\$92,008	\$94,638	\$97,267	\$99,896	\$102,526
<b>GS-12</b>	\$94,523	\$97,674	\$100,826	\$103,977	\$107,128	\$110,279	\$113,431	\$116,582	\$119,733	\$122,884
<b>GS-13</b>	\$112,400	\$116,146	\$119,893	\$123,640	\$127,387	\$131,133	\$134,880	\$138,627	\$142,374	\$146,120
<b>GS-14</b>	\$132,822	\$137,249	\$141,676	\$146,103	\$150,530	\$154,957	\$159,384	\$163,812	\$168,239	\$172,500
<b>GS-15</b>	\$156,235	\$161,442	\$166,650	\$171,858	\$172,500	\$172,500	\$172,500	\$172,500	\$172,500	\$172,500