

2026 SAN JOSE-SAN FRANCISCO-OAKLAND

2026 Locality Adjustment: 46.34%

Official General Schedule Locality Rates for SAN JOSE-SAN FRANCISCO-OAKLAND, CA
Effective from January 1, 2026 to December 31, 2026.

GS Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GS-1	\$33,049	\$34,157	\$35,256	\$36,351	\$37,447	\$38,089	\$39,177	\$40,271	\$40,317	\$41,338
GS-2	\$37,160	\$38,044	\$39,276	\$40,317	\$40,767	\$41,966	\$43,164	\$44,363	\$45,562	\$46,760
GS-3	\$40,548	\$41,900	\$43,252	\$44,604	\$45,957	\$47,309	\$48,661	\$50,013	\$51,365	\$52,718
GS-4	\$45,516	\$47,034	\$48,551	\$50,069	\$51,586	\$53,104	\$54,621	\$56,139	\$57,657	\$59,174
GS-5	\$50,925	\$52,622	\$54,320	\$56,017	\$57,715	\$59,413	\$61,110	\$62,808	\$64,505	\$66,203
GS-6	\$56,767	\$58,659	\$60,551	\$62,443	\$64,335	\$66,228	\$68,120	\$70,012	\$71,904	\$73,796
GS-7	\$63,081	\$65,184	\$67,287	\$69,390	\$71,493	\$73,596	\$75,699	\$77,802	\$79,905	\$82,007
GS-8	\$69,860	\$72,188	\$74,516	\$76,845	\$79,173	\$81,501	\$83,829	\$86,158	\$88,486	\$90,814
GS-9	\$77,161	\$79,733	\$82,306	\$84,879	\$87,451	\$90,024	\$92,597	\$95,169	\$97,742	\$100,315
GS-10	\$84,971	\$87,803	\$90,634	\$93,466	\$96,298	\$99,129	\$101,961	\$104,793	\$107,624	\$110,456
GS-11	\$93,358	\$96,470	\$99,583	\$102,696	\$105,808	\$108,921	\$112,034	\$115,146	\$118,259	\$121,371
GS-12	\$111,896	\$115,626	\$119,356	\$123,087	\$126,817	\$130,547	\$134,277	\$138,007	\$141,738	\$145,468
GS-13	\$133,060	\$137,495	\$141,931	\$146,366	\$150,802	\$155,237	\$159,673	\$164,109	\$168,544	\$172,980
GS-14	\$157,236	\$162,478	\$167,720	\$172,962	\$178,204	\$183,446	\$188,688	\$193,930	\$197,200	\$197,200
GS-15	\$184,950	\$191,116	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200	\$197,200