

# 2025 SAN JOSE-SAN FRANCISCO-OAKLAND

2025 Locality Adjustment: 46.34%

Official General Schedule Locality Rates for SAN JOSE-SAN FRANCISCO-OAKLAND, CA  
Effective from January 1, 2025 to December 31, 2025.

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>	\$32,722	\$33,819	\$34,906	\$35,991	\$37,077	\$37,712	\$38,789	\$39,873	\$39,917	\$40,931
<b>GS-2</b>	\$36,793	\$37,668	\$38,887	\$39,917	\$40,365	\$41,552	\$42,739	\$43,925	\$45,112	\$46,299
<b>GS-3</b>	\$40,147	\$41,484	\$42,822	\$44,160	\$45,497	\$46,835	\$48,172	\$49,510	\$50,847	\$52,185
<b>GS-4</b>	\$45,065	\$46,568	\$48,071	\$49,574	\$51,077	\$52,580	\$54,083	\$55,586	\$57,089	\$58,592
<b>GS-5</b>	\$50,420	\$52,100	\$53,780	\$55,460	\$57,140	\$58,820	\$60,500	\$62,180	\$63,860	\$65,540
<b>GS-6</b>	\$56,205	\$58,078	\$59,951	\$61,824	\$63,697	\$65,571	\$67,444	\$69,317	\$71,190	\$73,063
<b>GS-7</b>	\$62,456	\$64,539	\$66,621	\$68,704	\$70,786	\$72,869	\$74,951	\$77,033	\$79,116	\$81,198
<b>GS-8</b>	\$69,168	\$71,474	\$73,780	\$76,087	\$78,393	\$80,699	\$83,006	\$85,312	\$87,618	\$89,924
<b>GS-9</b>	\$76,397	\$78,943	\$81,489	\$84,036	\$86,582	\$89,128	\$91,675	\$94,221	\$96,767	\$99,314
<b>GS-10</b>	\$84,129	\$86,933	\$89,737	\$92,541	\$95,345	\$98,149	\$100,953	\$103,757	\$106,560	\$109,364
<b>GS-11</b>	\$92,433	\$95,513	\$98,594	\$101,674	\$104,755	\$107,835	\$110,915	\$113,996	\$117,076	\$120,157
<b>GS-12</b>	\$110,788	\$114,482	\$118,175	\$121,869	\$125,563	\$129,256	\$132,950	\$136,644	\$140,337	\$144,031
<b>GS-13</b>	\$131,743	\$136,134	\$140,526	\$144,918	\$149,309	\$153,701	\$158,093	\$162,484	\$166,876	\$171,268
<b>GS-14</b>	\$155,679	\$160,869	\$166,058	\$171,247	\$176,436	\$181,626	\$186,815	\$192,004	\$195,200	\$195,200
<b>GS-15</b>	\$183,120	\$189,223	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200	\$195,200