

GS Locality Pay Tables (/news/pay-tables)

2024 GS Pay Table – San Jose-San Francisco-Oakland, CA

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Salary Table 2024-SF

Incorporating the 4.7% General Schedule Increase and a Locality Payment of 45.41%

For the Locality Pay Area of San Jose-San Francisco-Oakland, CA

Total Increase: 5.62%

Effective January 2024

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	31970	33043	34104	35165	36225	36845	37898	38958	39000	39991
2	35948	36803	37994	39000	39441	40601	41762	42922	44082	45243
3	39224	40532	41839	43146	44453	45761	47068	48375	49682	50989
4	44030	45497	46965	48432	49899	51366	52833	54300	55768	57235

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
5	49262	50904	52545	54187	55829	57470	59112	60754	62395	64037
6	54914	56745	58576	60406	62237	64068	65898	67729	69560	71390
7	61023	63057	65091	67126	69160	71194	73228	75263	77297	79331
8	67579	69832	72084	74337	76589	78841	81094	83346	85599	87851
9	74642	77130	79618	82106	84594	87082	89570	92058	94546	97034
10	82197	84937	87676	90416	93155	95895	98635	101374	104114	106853
11	90310	93320	96330	99340	102350	105360	108370	111380	114390	117400
12	108245	111852	115460	119068	122675	126283	129890	133498	137106	140713
13	128717	133008	137299	141590	145881	150172	154463	158754	163045	167336
14	152105	157175	162246	167316	172386	177457	182527	187598	191900 *	191900 *
15	178914	184877	190840	191900 *	191900 *	191900 *	191900 *	191900 *	191900 *	191900 *

Source: OPM

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

See also,

2024 GS Pay Tables by Locality (<https://www.fedweek.com/2024-gs-locality-pay-tables/>)

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(<https://www.fedweek.com/fedweek/opm-sets-standards-for-fehb-new-postal-only-health-program-in-2025/>).

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(<https://www.fedweek.com/fedweek/opm-sets-policies-on-contraceptive-coverage-other-issues-in-fehb-program/>).


Report Shows Upswing in Work at Older Ages (<https://www.fedweek.com/retirement-financial-planning/report-shows-upswing-in-work-at-older-ages/>).

Report Updates Status of Changes to Security Clearance Processes

(<https://www.fedweek.com/issue-briefs/report-updates-status-of-changes-to-security-clearance-processes/>).

Retirement calculators – easy, instant:

 FERS & CSRS Calculator: See Your Annuity Estimate! (<https://www.fedweek.com/fers-csrs-calculator-get-a-ballpark-estimate-your-annuity/>).

 Estimate your time to retire under FERS – Countdown clock

(<https://www.fedweek.com/figure-out-how-much-time-to-retire-under-fers/>).

 Federal Law and Firefighter Retirement Countdown Clock

(<https://www.fedweek.com/federal-retirement-eligibility-leo-fire-countdown-clock/>).

Locality raises are determined by comparisons of local private sector salary rates, not by cost of living. An individual's rate is based on where he or she works, not where he or she lives.

Four new localities are effective in 2024 and the boundaries of most prior localities were expanded, providing an additional pay boost to affected employees—a total of some 33,300—by moving them into an area with a specific rate from the rest of the U.S. locality. The raises for the new localities are: Fresno, Calif., 5.28; Reno, Nev., 5.25; Rochester, N.Y., 5.46; and Spokane, Wash., 5.31.

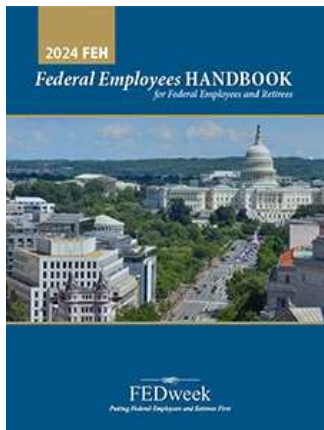
Federal Pay Systems

The general schedule salary system for white collar federal employees is what is generally referred to the “civil service” pay system even though it now covers only just more than half of the workforce. The wage system for blue collar employees is the next largest while numerous other special salary systems make up the rest.

Separate salary systems are maintained for Senior Executive Service members, the U.S. Postal Service, the Foreign Service, law enforcement officers, most medical personnel of the Veterans Health Administration and high-level officials including administrative law judges, Board of Contract Appeal members, and certain senior professional employees.

Presidential appointees are paid under the Executive Schedule system while federal judges and members of Congress also have separate pay schedules.

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TSP	G Fund	F Fund	C Fund	S Fund	I Fund
Feb 16	18.06 ~	18.85 ~	78.19 ~	78.73 ~	40.6 ~
Feb 15	18.06 ~	18.91 ~	78.56 ~	79.45 ~	40.44 ~

 **View TSP chart (/thrift-savings-plan/)**

TSP	G Fund	F Fund	C Fund	S Fund	I Fund
Jan	0.34 %	-0.19 %	1.68 %	-2.41 %	-0.22 %
YTD	0.34 %	-0.19 %	1.68 %	-2.41 %	-0.22 %
1yr	4.23 %	2.06 %	20.78 %	10.34 %	8.93 %
3yr	2.95 %	-3.04 %	10.96 %	-0.47 %	4.63 %
5yr	2.37 %	0.91 %	14.26 %	8.91 %	7.08 %

TSP	G Fund	F Fund	C Fund	S Fund	I Fund
10yr	2.33 %	1.84 %	12.61 %	8.58 %	5.03 %



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