

COURT PERSONNEL SYSTEM
San Jose-San Francisco-Oakland, CA - Table SF
46.34% Locality Payment Included
Effective January 12, 2026

	STEP	CLASSIFICATION LEVEL												Number of Default Steps ¹
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
D E V E L O P M E N T A L R A N G E	1	32435	40740	50438	55881	61707	67972	74673	89488	106437	125768	147932	173504	2
	2	32773	41164	50964	56464	62351	68680	75451	90422	107547	127079	149475	175312	2
	3	33111	41588	51491	57046	62995	69389	76230	91356	108656	128390	151017	177121	2
	4	33449	42013	52018	57629	63639	70097	77008	92289	109765	129701	152559	178930	2
	5	33787	42437	52545	58211	64283	70805	77787	93223	110875	131012	154102	180739	2
	6	34125	42862	53072	58794	64927	71513	78566	94157	111984	132324	155644	182547	2
	7	34463	43286	53598	59376	65571	72222	79344	95090	113093	133635	157187	184356	2
	8	34801	43710	54125	59958	66214	72930	80123	96024	114202	134946	158729	186165	2
	9	35139	44135	54652	60541	66858	73638	80901	96958	115312	136257	160272	187974	2
	10	35477	44559	55179	61123	67502	74347	81680	97891	116421	137568	161814	189782	2
	11	35815	44983	55706	61706	68146	75055	82458	98825	117530	138880	163356	191591	2
	12	36153	45408	56233	62288	68790	75763	83237	99759	118639	140191	164899	193400	2
	13	36491	45832	56759	62871	69434	76471	84015	100692	119749	141502	166441	195209	2
	14	36829	46257	57286	63453	70078	77180	84794	101626	120858	142813	167984	197018	2
	15	37167	46681	57813	64035	70722	77888	85572	102559	121967	144124	169526	198826	2
	16	37505	47105	58340	64618	71366	78596	86351	103493	123076	145436	171069	200635	2
	17	37844	47530	58867	65200	72010	79305	87129	104427	124186	146747	172611	202444	2
	18	38182	47954	59394	65783	72653	80013	87908	105360	125295	148058	174153	204253	2
	19	38520	48379	59920	66365	73297	80721	88686	106294	126404	149369	175696	206061	2
	20	38858	48803	60447	66948	73941	81429	89465	107228	127513	150680	177238	207870	2
	21	39196	49227	60974	67530	74585	82138	90243	108161	128623	151992	178781	209600 *	2
	22	39534	49652	61501	68112	75229	82846	91022	109095	129732	153303	180323	209600 *	2
	23	39872	50076	62028	68695	75873	83554	91801	110029	130841	154614	181865	209600 *	2
	24	40210	50500	62554	69277	76517	84263	92579	110962	131950	155925	183408	209600 *	1
F U L L P E R F O R M A N C E R A N G E	25	40548	50925	63081	69860	77161	84971	93358	111896	133060	157236	184950	209600 *	1
	26	40886	51349	63608	70442	77805	85679	94136	112830	134169	158548	186493	209600 *	1
	27	41224	51774	64135	71025	78448	86387	94915	113763	135278	159859	188035	209600 *	1
	28	41562	52198	64662	71607	79092	87096	95693	114697	136387	161170	189578	209600 *	1
	29	41900	52622	65189	72190	79736	87804	96472	115631	137497	162481	191120	209600 *	1
	30	42238	53047	65715	72772	80380	88512	97250	116564	138606	163793	192662	209600 *	1
	31	42576	53471	66242	73354	81024	89221	98029	117498	139715	165104	194205	209600 *	1
	32	42914	53896	66769	73937	81668	89929	98807	118431	140824	166415	195747	209600 *	1
	33	43252	54320	67296	74519	82312	90637	99586	119365	141934	167726	197200 **	209600 *	1
	34	43590	54744	67823	75102	82956	91345	100364	120299	143043	169037	197200 **	209600 *	1
	35	43928	55169	68350	75684	83600	92054	101143	121232	144152	170349	197200 **	209600 *	1
	36	44266	55593	68876	76267	84244	92762	101921	122166	145261	171660	197200 **	209600 *	1
	37	44604	56017	69403	76849	84887	93470	102700	123100	146371	172971	197200 **	209600 *	1
	38	44942	56442	69930	77431	85531	94179	103478	124033	147480	174282	197200 **	209600 *	1
	39	45281	56866	70457	78014	86175	94887	104257	124967	148589	175593	197200 **	209600 *	1
	40	45619	57291	70984	78596	86819	95595	105036	125901	149699	176905	197200 **	209600 *	1
	41	45957	57715	71511	79179	87463	96303	105814	126834	150808	178216	197200 **	209600 *	1
	42	46295	58139	72037	79761	88107	97012	106593	127768	151917	179527	197200 **	209600 *	1
	43	46633	58564	72564	80344	88751	97720	107371	128702	153026	180838	197200 **	209600 *	1
	44	46971	58988	73091	80926	89395	98428	108150	129635	154136	182149	197200 **	209600 *	1
	45	47309	59413	73618	81508	90039	99137	108928	130569	155245	183461	197200 **	209600 *	1
	46	47647	59837	74145	82091	90683	99845	109707	131503	156354	184772	197200 **	209600 *	1
	47	47985	60261	74671	82673	91326	100553	110485	132436	157463	186083	197200 **	209600 *	1
	48	48323	60686	75198	83256	91970	101261	111264	133370	158573	187394	197200 **	209600 *	1
	49	48661	61110	75725	83838	92614	101970	112042	134304	159682	188705	197200 **	209600 *	1
	50	48999	61535	76252	84421	93258	102678	112821	135237	160791	190017	197200 **	209600 *	1
	51	49337	61959	76779	85003	93902	103386	113599	136171	161900	191328	197200 **	209600 *	1
	52	49675	62383	77306	85585	94546	104095	114378	137104	163010	192639	197200 **	209600 *	1
	53	50013	62808	77832	86168	95190	104803	115156	138038	164119	193950	197200 **	209600 *	1
	54	50351	63232	78359	86750	95834	105511	115935	138972	165228	195261	197200 **	209600 *	1
	55	50689	63656	78886	87333	96478	106219	116713	139905	166337	196573	197200 **	209600 *	1
	56	51027	64081	79413	87915	97121	106928	117492	140839	167447	197200	197200 **	209600 *	1
	57	51365	64505	79940	88498	97765	107636	118271	141773	168556	197200	197200 **	209600 *	1
	58	51703	64930	80467	89080	98409	108344	119049	142706	169665	197200	197200 **	209600 *	1
	59	52041	65354	80993	89663	99053	109053	119828	143640	170774	197200	197200 **	209600 *	1
	60	52379	65778	81520	90245	99697	109761	120606	144574	171884	197200	197200 **	209600 *	1
	61	52718	66203	82047	90827	100341	110469	121385	145507	172993	197200	197200 **	209600 *	0

* Rate limited to the rate for Level III of the Executive Schedule.

** Rate limited to the rate for Level IV of the Executive Schedule.

¹The default step increase for employees in the developmental range is two steps every six months.
The default step increase for employees in the full performance range is one step every year.