

JUDICIARY SALARY PLAN
San Jose-San Francisco-Oakland, CA - Table SF
46.34% Locality Payment Included
Effective January 12, 2026

Grade	1	2	3	4	5	6	7	8	9	10
1	\$33,049	\$34,157	\$35,256	\$36,351	\$37,447	\$38,089	\$39,177	\$40,271	\$40,317	\$41,338
2	\$37,160	\$38,044	\$39,276	\$40,317	\$40,767	\$41,966	\$43,164	\$44,363	\$45,561	\$46,760
3	\$40,548	\$41,900	\$43,252	\$44,604	\$45,957	\$47,309	\$48,661	\$50,013	\$51,365	\$52,718
4	\$45,516	\$47,034	\$48,551	\$50,069	\$51,586	\$53,104	\$54,621	\$56,139	\$57,656	\$59,174
5	\$50,925	\$52,622	\$54,320	\$56,017	\$57,715	\$59,413	\$61,110	\$62,808	\$64,505	\$66,203
6	\$56,767	\$58,659	\$60,551	\$62,443	\$64,335	\$66,228	\$68,120	\$70,012	\$71,904	\$73,796
7	\$63,081	\$65,184	\$67,287	\$69,390	\$71,493	\$73,596	\$75,699	\$77,802	\$79,905	\$82,007
8	\$69,860	\$72,188	\$74,516	\$76,845	\$79,173	\$81,501	\$83,829	\$86,158	\$88,486	\$90,814
9	\$77,161	\$79,733	\$82,306	\$84,879	\$87,451	\$90,024	\$92,597	\$95,169	\$97,742	\$100,315
10	\$84,971	\$87,803	\$90,634	\$93,466	\$96,298	\$99,129	\$101,961	\$104,793	\$107,624	\$110,456
11	\$93,358	\$96,470	\$99,583	\$102,696	\$105,808	\$108,921	\$112,034	\$115,146	\$118,259	\$121,371
12	\$111,896	\$115,626	\$119,356	\$123,087	\$126,817	\$130,547	\$134,277	\$138,007	\$141,738	\$145,468
13	\$133,060	\$137,495	\$141,931	\$146,366	\$150,802	\$155,237	\$159,673	\$164,109	\$168,544	\$172,980
14	\$157,236	\$162,478	\$167,720	\$172,962	\$178,204	\$183,446	\$188,688	\$193,930	\$197,200 **	\$197,200 **
15	\$184,950	\$191,116	\$197,200 **	\$197,200 **	\$197,200 **	\$197,200 **	\$197,200 **	\$197,200 **	\$197,200 **	\$197,200 **
16	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *
17	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *
18	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *	\$209,600 *

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

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