

Salary Table 2026-SO (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.78%
For the Locality Pay Area of San Antonio-New Braunfels-Pearsall, TX
Total Increase: 1%
Effective January 2026

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 12.85	\$ 13.28	\$ 13.71	\$ 14.14	\$ 14.56	\$ 14.81	\$ 15.24	\$ 15.66	\$ 15.68	\$ 16.08
	O	19.28	19.92	20.57	21.21	21.84	22.22	22.86	23.49	23.52	24.12
2	B	14.45	14.80	15.28	15.68	15.86	16.32	16.79	17.25	17.72	18.19
	O	21.68	22.20	22.92	23.52	23.79	24.48	25.19	25.88	26.58	27.29
3	B	18.93	19.45	19.98	20.50	21.03	21.55	22.08	22.61	23.13	23.66
	O	28.40	29.18	29.97	30.75	31.55	32.33	33.12	33.92	34.70	35.49
4	B	21.24	21.83	22.42	23.01	23.60	24.19	24.78	25.37	25.97	26.55
	O	31.86	32.75	33.63	34.52	35.40	36.29	37.17	38.06	38.96	39.83
5	B	24.43	25.09	25.75	26.41	27.07	27.73	28.39	29.05	29.71	30.37
	O	36.65	37.64	38.63	39.62	40.61	41.60	42.59	43.58	44.57	45.56
6	B	25.76	26.49	27.23	27.97	28.70	29.44	30.17	30.91	31.64	32.38
	O	38.64	39.74	40.85	41.96	43.05	44.16	45.26	46.37	47.46	48.57
7	B	27.80	28.62	29.44	30.26	31.08	31.89	32.71	33.53	34.35	35.17
	O	41.70	42.93	44.16	45.39	46.62	47.84	49.07	50.30	51.23	51.23
8	B	28.98	29.89	30.79	31.70	32.60	33.51	34.41	35.32	36.22	37.13
	O	43.47	44.84	46.19	47.55	48.90	50.27	51.23	51.23	51.23	51.23
9	B	31.01	32.01	33.01	34.01	35.01	36.01	37.01	38.01	39.01	40.01
	O	46.52	48.02	49.52	51.02	51.23	51.23	51.23	51.23	51.23	51.23
10	B	34.15	35.25	36.35	37.45	38.55	39.65	40.76	41.86	42.96	44.06
	O	51.23	51.23	51.23	51.23	51.23	51.23	51.23	51.23	51.23	51.23
11	B	36.31	37.52	38.73	39.94	41.15	42.36	43.57	44.78	45.99	47.20
	O	51.23	51.23	51.23	51.23	51.23	51.23	51.23	51.23	51.23	51.23
12	B	43.52	44.97	46.42	47.87	49.32	50.77	52.22	53.67	55.12	56.57
	O	51.23	51.23	51.23	51.23	51.23	51.23	52.22	53.67	55.12	56.57
13	B	51.75	53.47	55.20	56.92	58.65	60.37	62.10	63.82	65.55	67.28
	O	51.75	53.47	55.20	56.92	58.65	60.37	62.10	63.82	65.55	67.28
14	B	61.15	63.19	65.23	67.27	69.31	71.35	73.38	75.42	77.46	79.50
	O	61.15	63.19	65.23	67.27	69.31	71.35	73.38	75.42	77.46	79.50
15	B	71.93	74.33	76.73	79.12	81.52	83.92	86.32	88.71	91.11	93.51
	O	71.93	74.33	76.73	79.12	81.52	83.92	86.32	88.71	91.11	93.51

Note: Locality rates for "law enforcement officers" (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

Applicable locations are shown on the 2026 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/>