

Salary Table 2026-SO
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

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	\$ 26,825	\$ 27,724	\$ 28,616	\$ 29,505	\$ 30,395	\$ 30,916	\$ 31,799	\$ 32,687	\$ 32,724	\$ 33,553
2	30,162	30,879	31,879	32,724	33,090	34,063	35,035	36,008	36,981	37,954
3	32,912	34,009	35,107	36,204	37,302	38,399	39,497	40,594	41,692	42,789
4	36,944	38,176	39,408	40,639	41,871	43,103	44,335	45,566	46,798	48,030
5	41,334	42,712	44,090	45,468	46,846	48,223	49,601	50,979	52,357	53,735
6	46,076	47,612	49,148	50,683	52,219	53,755	55,291	56,827	58,363	59,898
7	51,201	52,908	54,615	56,322	58,029	59,736	61,443	63,149	64,856	66,563
8	56,703	58,593	60,483	62,373	64,262	66,152	68,042	69,932	71,822	73,711
9	62,629	64,717	66,805	68,894	70,982	73,070	75,158	77,246	79,334	81,423
10	68,968	71,267	73,565	75,864	78,162	80,460	82,759	85,057	87,356	89,654
11	75,776	78,302	80,829	83,355	85,882	88,408	90,934	93,461	95,987	98,514
12	90,823	93,850	96,878	99,906	102,934	105,961	108,989	112,017	115,044	118,072
13	108,001	111,601	115,201	118,801	122,402	126,002	129,602	133,202	136,802	140,403
14	127,624	131,879	136,134	140,388	144,643	148,898	153,153	157,407	161,662	165,917
15	150,119	155,123	160,127	165,132	170,136	175,140	180,144	185,148	190,153	195,157

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/>