

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

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	15.77	16.30	16.82	17.35	17.87	18.40	18.93	19.45	19.98	20.50
	O	23.66	24.45	25.23	26.03	26.81	27.60	28.40	29.18	29.97	30.75
4	B	17.70	18.29	18.88	19.47	20.06	20.65	21.24	21.83	22.42	23.01
	O	26.55	27.44	28.32	29.21	30.09	30.98	31.86	32.75	33.63	34.52
5	B	19.81	20.47	21.13	21.79	22.45	23.11	23.77	24.43	25.09	25.75
	O	29.72	30.71	31.70	32.69	33.68	34.67	35.66	36.65	37.64	38.63
6	B	22.08	22.81	23.55	24.29	25.02	25.76	26.49	27.23	27.97	28.70
	O	33.12	34.22	35.33	36.44	37.53	38.64	39.74	40.85	41.96	43.05
7	B	24.53	25.35	26.17	26.99	27.80	28.62	29.44	30.26	31.08	31.89
	O	36.80	38.03	39.26	40.49	41.70	42.93	44.16	45.39	46.62	47.84
8	B	27.17	28.08	28.98	29.89	30.79	31.70	32.60	33.51	34.41	35.32
	O	40.76	42.12	43.47	44.84	46.19	47.55	48.90	49.58	49.58	49.58
9	B	30.01	31.01	32.01	33.01	34.01	35.01	36.01	37.01	38.01	39.01
	O	45.02	46.52	48.02	49.52	49.58	49.58	49.58	49.58	49.58	49.58
10	B	33.05	34.15	35.25	36.35	37.45	38.55	39.65	40.76	41.86	42.96
	O	49.58	49.58	49.58	49.58	49.58	49.58	49.58	49.58	49.58	49.58
11	B	36.31	37.52	38.73	39.94	41.15	42.36	43.57	44.78	45.99	47.20
	O	49.58	49.58	49.58	49.58	49.58	49.58	49.58	49.58	49.58	49.58
12	B	43.52	44.97	46.42	47.87	49.32	50.77	52.22	53.67	55.12	56.57
	O	49.58	49.58	49.58	49.58	49.58	50.77	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

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/>