

Salary Table 2025-SO
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 18.78%
For the Locality Pay Area of San Antonio-New Braunfels-Pearsall, TX
Total Increase: 1.95%
Effective January 2025

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 | \$ 26,559 | \$ 27,450 | \$ 28,333 | \$ 29,213 | \$ 30,094 | \$ 30,610 | \$ 31,484 | \$ 32,364 | \$ 32,400 | \$ 33,223 |
| 2 | 29,864 | 30,574 | 31,563 | 32,400 | 32,763 | 33,726 | 34,690 | 35,653 | 36,616 | 37,580 |
| 3 | 32,586 | 33,672 | 34,757 | 35,843 | 36,929 | 38,014 | 39,100 | 40,186 | 41,271 | 42,357 |
| 4 | 36,578 | 37,798 | 39,018 | 40,238 | 41,458 | 42,678 | 43,898 | 45,117 | 46,337 | 47,557 |
| 5 | 40,924 | 42,288 | 43,652 | 45,015 | 46,379 | 47,742 | 49,106 | 50,470 | 51,833 | 53,197 |
| 6 | 45,620 | 47,140 | 48,661 | 50,181 | 51,701 | 53,222 | 54,742 | 56,263 | 57,783 | 59,303 |
| 7 | 50,694 | 52,384 | 54,075 | 55,765 | 57,455 | 59,145 | 60,836 | 62,526 | 64,216 | 65,906 |
| 8 | 56,141 | 58,013 | 59,885 | 61,757 | 63,629 | 65,501 | 67,373 | 69,245 | 71,117 | 72,989 |
| 9 | 62,009 | 64,076 | 66,143 | 68,209 | 70,276 | 72,343 | 74,410 | 76,477 | 78,543 | 80,610 |
| 10 | 68,285 | 70,561 | 72,837 | 75,113 | 77,389 | 79,665 | 81,940 | 84,216 | 86,492 | 88,768 |
| 11 | 75,025 | 77,525 | 80,026 | 82,526 | 85,026 | 87,527 | 90,027 | 92,527 | 95,028 | 97,528 |
| 12 | 89,924 | 92,922 | 95,920 | 98,918 | 101,916 | 104,914 | 107,912 | 110,910 | 113,908 | 116,906 |
| 13 | 106,932 | 110,496 | 114,061 | 117,625 | 121,190 | 124,755 | 128,319 | 131,884 | 135,448 | 139,013 |
| 14 | 126,361 | 130,572 | 134,784 | 138,996 | 143,208 | 147,420 | 151,632 | 155,844 | 160,056 | 164,268 |
| 15 | 148,633 | 153,587 | 158,542 | 163,496 | 168,450 | 173,405 | 178,359 | 183,313 | 188,267 | 193,222 |

Applicable locations are shown on the 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>