

Salary Table 2025-SO (LEO)
Including Special Base Rates at GS-3 through GS-10 and
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	39,100	40,186	41,271	42,357	43,443	44,528	45,614	46,700	47,785	48,871
4	43,898	45,117	46,337	47,557	48,777	49,997	51,217	52,437	53,656	54,876
5	50,470	51,833	53,197	54,560	55,924	57,288	58,651	60,015	61,378	62,742
6	53,222	54,742	56,263	57,783	59,303	60,824	62,344	63,864	65,385	66,905
7	57,455	59,145	60,836	62,526	64,216	65,906	67,597	69,287	70,977	72,667
8	59,885	61,757	63,629	65,501	67,373	69,245	71,117	72,989	74,861	76,733
9	64,076	66,143	68,209	70,276	72,343	74,410	76,477	78,543	80,610	82,677
10	70,561	72,837	75,113	77,389	79,665	81,940	84,216	86,492	88,768	91,044
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

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>