

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/>