

**Salary Table 2023-SO**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 18.00%**  
**For the Locality Pay Area of San Antonio-New Braunfels-Pearsall, TX**  
**Total Increase: 4.64%**  
**Effective January 2023**

*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	\$ 24,779	\$ 25,611	\$ 26,433	\$ 27,254	\$ 28,077	\$ 28,558	\$ 29,374	\$ 30,195	\$ 30,228	\$ 31,002
2	27,862	28,525	29,448	30,228	30,569	31,468	32,367	33,267	34,166	35,065
3	30,402	31,415	32,429	33,442	34,456	35,470	36,483	37,497	38,510	39,524
4	34,127	35,264	36,402	37,539	38,677	39,814	40,952	42,089	43,227	44,364
5	38,181	39,454	40,728	42,001	43,274	44,547	45,821	47,094	48,367	49,640
6	42,563	43,981	45,399	46,818	48,236	49,654	51,073	52,491	53,909	55,328
7	47,297	48,873	50,450	52,026	53,603	55,179	56,756	58,332	59,909	61,485
8	52,379	54,125	55,872	57,618	59,365	61,111	62,857	64,604	66,350	68,097
9	57,853	59,781	61,709	63,637	65,566	67,494	69,422	71,350	73,278	75,206
10	63,708	65,832	67,956	70,080	72,204	74,328	76,452	78,576	80,700	82,824
11	69,996	72,329	74,662	76,995	79,328	81,661	83,994	86,326	88,659	90,992
12	83,897	86,693	89,490	92,287	95,083	97,880	100,676	103,473	106,270	109,066
13	99,764	103,090	106,415	109,740	113,065	116,390	119,716	123,041	126,366	129,691
14	117,891	121,821	125,750	129,680	133,609	137,538	141,468	145,397	149,327	153,256
15	138,671	143,293	147,915	152,537	157,159	161,782	166,404	171,026	175,648	180,270

Applicable locations are shown on the 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>