

**Salary Table 2024-SO**  
**Incorporating the 4.7% General Schedule Increase and a Locality Payment of 18.49%**  
**For the Locality Pay Area of San Antonio-New Braunfels-Pearsall, TX**  
**Total Increase: 5.13%**  
**Effective January 2024**

*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	\$ 26,051	\$ 26,926	\$ 27,791	\$ 28,654	\$ 29,518	\$ 30,024	\$ 30,882	\$ 31,746	\$ 31,780	\$ 32,587
2	29,293	29,990	30,960	31,780	32,139	33,085	34,030	34,976	35,921	36,867
3	31,963	33,028	34,093	35,158	36,224	37,289	38,354	39,419	40,484	41,550
4	35,879	37,074	38,270	39,465	40,661	41,857	43,052	44,248	45,443	46,639
5	40,142	41,480	42,818	44,155	45,493	46,831	48,169	49,506	50,844	52,182
6	44,748	46,240	47,731	49,223	50,715	52,207	53,698	55,190	56,682	58,174
7	49,726	51,383	53,041	54,699	56,356	58,014	59,672	61,329	62,987	64,645
8	55,068	56,904	58,739	60,574	62,410	64,245	66,081	67,916	69,752	71,587
9	60,823	62,851	64,878	66,905	68,933	70,960	72,987	75,015	77,042	79,070
10	66,980	69,212	71,445	73,677	75,909	78,142	80,374	82,606	84,839	87,071
11	73,591	76,043	78,496	80,949	83,402	85,854	88,307	90,760	93,213	95,665
12	88,205	91,145	94,085	97,024	99,964	102,904	105,844	108,783	111,723	114,663
13	104,887	108,384	111,881	115,377	118,874	122,371	125,867	129,364	132,860	136,357
14	123,945	128,077	132,209	136,341	140,472	144,604	148,736	152,868	156,999	161,131
15	145,791	150,651	155,510	160,369	165,228	170,088	174,947	179,806	184,665	189,525

Applicable locations are shown on the 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>