

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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 12.73	\$ 13.15	\$ 13.58	\$ 14.00	\$ 14.42	\$ 14.67	\$ 15.09	\$ 15.51	\$ 15.52	\$ 15.92
	O	19.10	19.73	20.37	21.00	21.63	22.01	22.64	23.27	23.28	23.88
2	B	14.31	14.65	15.12	15.52	15.70	16.16	16.62	17.08	17.54	18.01
	O	21.47	21.98	22.68	23.28	23.55	24.24	24.93	25.62	26.31	27.02
3	B	15.61	16.13	16.65	17.17	17.69	18.21	18.74	19.26	19.78	20.30
	O	23.42	24.20	24.98	25.76	26.54	27.32	28.11	28.89	29.67	30.45
4	B	17.53	18.11	18.70	19.28	19.86	20.45	21.03	21.62	22.20	22.79
	O	26.30	27.17	28.05	28.92	29.79	30.68	31.55	32.43	33.30	34.19
5	B	19.61	20.26	20.92	21.57	22.22	22.88	23.53	24.18	24.84	25.49
	O	29.42	30.39	31.38	32.36	33.33	34.32	35.30	36.27	37.26	38.24
6	B	21.86	22.59	23.32	24.04	24.77	25.50	26.23	26.96	27.69	28.42
	O	32.79	33.89	34.98	36.06	37.16	38.25	39.35	40.44	41.54	42.63
7	B	24.29	25.10	25.91	26.72	27.53	28.34	29.15	29.96	30.77	31.58
	O	36.44	37.65	38.87	40.08	41.30	42.51	43.73	44.94	46.16	47.37
8	B	26.90	27.80	28.69	29.59	30.49	31.39	32.28	33.18	34.08	34.97
	O	40.35	41.70	43.04	44.39	45.74	47.09	48.42	49.08	49.08	49.08
9	B	29.71	30.70	31.69	32.68	33.67	34.66	35.65	36.64	37.63	38.62
	O	44.57	46.05	47.54	49.02	49.08	49.08	49.08	49.08	49.08	49.08
10	B	32.72	33.81	34.90	35.99	37.08	38.17	39.26	40.35	41.44	42.53
	O	49.08	49.08	49.08	49.08	49.08	49.08	49.08	49.08	49.08	49.08
11	B	35.95	37.15	38.34	39.54	40.74	41.94	43.14	44.33	45.53	46.73
	O	49.08	49.08	49.08	49.08	49.08	49.08	49.08	49.08	49.08	49.08
12	B	43.09	44.52	45.96	47.40	48.83	50.27	51.71	53.14	54.58	56.02
	O	49.08	49.08	49.08	49.08	49.08	50.27	51.71	53.14	54.58	56.02
13	B	51.24	52.94	54.65	56.36	58.07	59.78	61.48	63.19	64.90	66.61
	O	51.24	52.94	54.65	56.36	58.07	59.78	61.48	63.19	64.90	66.61
14	B	60.55	62.56	64.58	66.60	68.62	70.64	72.66	74.67	76.69	78.71
	O	60.55	62.56	64.58	66.60	68.62	70.64	72.66	74.67	76.69	78.71
15	B	71.22	73.59	75.97	78.34	80.71	83.09	85.46	87.84	90.21	92.58
	O	71.22	73.59	75.97	78.34	80.71	83.09	85.46	87.84	90.21	92.58

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/>