Salary Table 2026-SO

Incorporating the 1% 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%

Effective January 2026

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	$ 12.85	$ 13.28	$ 13.71	$ 14.14	$ 14.56	$ 14.81	$ 15.24	$ 15.66	$ 15.68	$ 16.08
	O	*19.28*	*19.92*	*20.57*	*21.21*	*21.84*	*22.22*	*22.86*	*23.49*	*23.52*	*24.12*
2	B	14.45	14.80	15.28	15.68	15.86	16.32	16.79	17.25	17.72	18.19
	O	*21.68*	*22.20*	*22.92*	*23.52*	*23.79*	*24.48*	*25.19*	*25.88*	*26.58*	*27.29*
3	B	15.77	16.30	16.82	17.35	17.87	18.40	18.93	19.45	19.98	20.50
	O	*23.66*	*24.45*	*25.23*	*26.03*	*26.81*	*27.60*	*28.40*	*29.18*	*29.97*	*30.75*
4	B	17.70	18.29	18.88	19.47	20.06	20.65	21.24	21.83	22.42	23.01
	O	*26.55*	*27.44*	*28.32*	*29.21*	*30.09*	*30.98*	*31.86*	*32.75*	*33.63*	*34.52*
5	B	19.81	20.47	21.13	21.79	22.45	23.11	23.77	24.43	25.09	25.75
	O	*29.72*	*30.71*	*31.70*	*32.69*	*33.68*	*34.67*	*35.66*	*36.65*	*37.64*	*38.63*
6	B	22.08	22.81	23.55	24.29	25.02	25.76	26.49	27.23	27.97	28.70
	O	*33.12*	*34.22*	*35.33*	*36.44*	*37.53*	*38.64*	*39.74*	*40.85*	*41.96*	*43.05*
7	B	24.53	25.35	26.17	26.99	27.80	28.62	29.44	30.26	31.08	31.89
	O	*36.80*	*38.03*	*39.26*	*40.49*	*41.70*	*42.93*	*44.16*	*45.39*	*46.62*	*47.84*
8	B	27.17	28.08	28.98	29.89	30.79	31.70	32.60	33.51	34.41	35.32
	O	*40.76*	*42.12*	*43.47*	*44.84*	*46.19*	*47.55*	*48.90*	*49.58*	*49.58*	*49.58*
9	B	30.01	31.01	32.01	33.01	34.01	35.01	36.01	37.01	38.01	39.01
	O	*45.02*	*46.52*	*48.02*	*49.52*	*49.58*	*49.58*	*49.58*	*49.58*	*49.58*	*49.58*
10	B	33.05	34.15	35.25	36.35	37.45	38.55	39.65	40.76	41.86	42.96
	O	*49.58*	*49.58*	*49.58*	*49.58*	*49.58*	*49.58*	*49.58*	*49.58*	*49.58*	*49.58*
11	B	36.31	37.52	38.73	39.94	41.15	42.36	43.57	44.78	45.99	47.20
	O	*49.58*	*49.58*	*49.58*	*49.58*	*49.58*	*49.58*	*49.58*	*49.58*	*49.58*	*49.58*
12	B	43.52	44.97	46.42	47.87	49.32	50.77	52.22	53.67	55.12	56.57
	O	*49.58*	*49.58*	*49.58*	*49.58*	*49.58*	*50.77*	*52.22*	*53.67*	*55.12*	*56.57*
13	B	51.75	53.47	55.20	56.92	58.65	60.37	62.10	63.82	65.55	67.28
	O	*51.75*	*53.47*	*55.20*	*56.92*	*58.65*	*60.37*	*62.10*	*63.82*	*65.55*	*67.28*
14	B	61.15	63.19	65.23	67.27	69.31	71.35	73.38	75.42	77.46	79.50
	O	*61.15*	*63.19*	*65.23*	*67.27*	*69.31*	*71.35*	*73.38*	*75.42*	*77.46*	*79.50*
15	B	71.93	74.33	76.73	79.12	81.52	83.92	86.32	88.71	91.11	93.51
	O	*71.93*	*74.33*	*76.73*	*79.12*	*81.52*	*83.92*	*86.32*	*88.71*	*91.11*	*93.51*

Applicable locations are shown on the 2026 Locality Pay Area Definitions page:
https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/