

**Salary Table 2026-SO (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**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**

*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	\$ 26,825	\$ 27,724	\$ 28,616	\$ 29,505	\$ 30,395	\$ 30,916	\$ 31,799	\$ 32,687	\$ 32,724	\$ 33,553
2	30,162	30,879	31,879	32,724	33,090	34,063	35,035	36,008	36,981	37,954
3	39,497	40,594	41,692	42,789	43,887	44,984	46,082	47,179	48,277	49,374
4	44,335	45,566	46,798	48,030	49,262	50,493	51,725	52,957	54,189	55,420
5	50,979	52,357	53,735	55,113	56,491	57,868	59,246	60,624	62,002	63,380
6	53,755	55,291	56,827	58,363	59,898	61,434	62,970	64,506	66,042	67,578
7	58,029	59,736	61,443	63,149	64,856	66,563	68,270	69,977	71,684	73,391
8	60,483	62,373	64,262	66,152	68,042	69,932	71,822	73,711	75,601	77,491
9	64,717	66,805	68,894	70,982	73,070	75,158	77,246	79,334	81,423	83,511
10	71,267	73,565	75,864	78,162	80,460	82,759	85,057	87,356	89,654	91,952
11	75,776	78,302	80,829	83,355	85,882	88,408	90,934	93,461	95,987	98,514
12	90,823	93,850	96,878	99,906	102,934	105,961	108,989	112,017	115,044	118,072
13	108,001	111,601	115,201	118,801	122,402	126,002	129,602	133,202	136,802	140,403
14	127,624	131,879	136,134	140,388	144,643	148,898	153,153	157,407	161,662	165,917
15	150,119	155,123	160,127	165,132	170,136	175,140	180,144	185,148	190,153	195,157

Note: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>