

JUDICIARY SALARY PLAN
San Antonio-New Braunfels-Pearsall, TX - Table SO
18.78% Locality Payment Included
Effective January 12, 2026

| Grade | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 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 | \$32,912 | \$34,009 | \$35,107 | \$36,204 | \$37,302 | \$38,399 | \$39,497 | \$40,594 | \$41,692 | \$42,789 |
| 4 | \$36,944 | \$38,176 | \$39,408 | \$40,639 | \$41,871 | \$43,103 | \$44,335 | \$45,566 | \$46,798 | \$48,030 |
| 5 | \$41,334 | \$42,712 | \$44,090 | \$45,468 | \$46,846 | \$48,223 | \$49,601 | \$50,979 | \$52,357 | \$53,735 |
| 6 | \$46,076 | \$47,612 | \$49,148 | \$50,683 | \$52,219 | \$53,755 | \$55,291 | \$56,827 | \$58,363 | \$59,898 |
| 7 | \$51,201 | \$52,908 | \$54,615 | \$56,322 | \$58,029 | \$59,736 | \$61,443 | \$63,149 | \$64,856 | \$66,563 |
| 8 | \$56,703 | \$58,593 | \$60,483 | \$62,373 | \$64,262 | \$66,152 | \$68,042 | \$69,932 | \$71,822 | \$73,711 |
| 9 | \$62,629 | \$64,717 | \$66,805 | \$68,894 | \$70,982 | \$73,070 | \$75,158 | \$77,246 | \$79,334 | \$81,423 |
| 10 | \$68,968 | \$71,267 | \$73,565 | \$75,864 | \$78,162 | \$80,460 | \$82,759 | \$85,057 | \$87,356 | \$89,654 |
| 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 |
| 16 | \$176,063 | \$181,932 | \$187,801 | \$193,670 | \$199,539 | \$205,407 | \$209,600 * | \$209,600 * | \$209,600 * | \$209,600 * |
| 17 | \$202,203 | \$208,942 | \$209,600 * | \$209,600 * | \$209,600 * | \$209,600 * | \$209,600 * | \$209,600 * | \$209,600 * | \$209,600 * |
| 18 | \$209,600 * | \$209,600 * | \$209,600 * | \$209,600 * | \$209,600 * | \$209,600 * | \$209,600 * | \$209,600 * | \$209,600 * | \$209,600 * |

* Rate limited to the rate for Level III of the Executive Schedule.