

**SALARY TABLE 2020-SO**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.77%**  
**FOR THE LOCALITY PAY AREA OF SAN ANTONIO-NEW BRAUNFELS-PEARSALL, TX**  
**TOTAL INCREASE: 3.22%**  
**EFFECTIVE JANUARY 2020**

*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	\$ 22,820	\$ 23,585	\$ 24,344	\$ 25,099	\$ 25,858	\$ 26,301	\$ 27,051	\$ 27,808	\$ 27,838	\$ 28,548
2	25,659	26,270	27,120	27,838	28,151	28,979	29,807	30,635	31,463	32,290
3	27,997	28,930	29,863	30,796	31,729	32,662	33,595	34,528	35,461	36,394
4	31,429	32,476	33,523	34,571	35,618	36,666	37,713	38,761	39,808	40,855
5	35,163	36,335	37,508	38,680	39,852	41,025	42,197	43,370	44,542	45,714
6	39,196	40,503	41,809	43,116	44,423	45,729	47,036	48,343	49,649	50,956
7	43,556	45,008	46,459	47,911	49,362	50,814	52,265	53,717	55,168	56,619
8	48,238	49,846	51,454	53,061	54,669	56,277	57,885	59,493	61,101	62,709
9	53,279	55,055	56,831	58,607	60,383	62,159	63,935	65,711	67,487	69,263
10	58,672	60,628	62,584	64,540	66,496	68,452	70,408	72,364	74,319	76,275
11	64,462	66,610	68,759	70,907	73,056	75,205	77,353	79,502	81,650	83,799
12	77,263	79,839	82,415	84,991	87,567	90,143	92,719	95,295	97,871	100,447
13	91,876	94,939	98,002	101,064	104,127	107,190	110,253	113,316	116,379	119,442
14	108,569	112,188	115,807	119,425	123,044	126,663	130,281	133,900	137,519	141,138
15	127,707	131,964	136,222	140,479	144,736	148,994	153,251	157,509	161,766	166,024

Applicable locations are shown on the 2020 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>