

**SALARY TABLE 2019-SO (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.07%**  
**FOR THE LOCALITY PAY AREA OF SAN ANTONIO-NEW BRAUNFELS-PEARSALL, TX**  
**TOTAL INCREASE: 2.02%**  
**EFFECTIVE JANUARY 2019**

*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	\$ 22,109	\$ 22,850	\$ 23,585	\$ 24,316	\$ 25,051	\$ 25,481	\$ 26,207	\$ 26,941	\$ 26,970	\$ 27,656
2	24,859	25,451	26,274	26,970	27,273	28,075	28,877	29,679	30,481	31,283
3	32,548	33,453	34,357	35,261	36,165	37,069	37,973	38,878	39,782	40,686
4	36,535	37,550	38,564	39,579	40,593	41,608	42,622	43,637	44,651	45,665
5	42,013	43,148	44,283	45,418	46,553	47,689	48,824	49,959	51,094	52,229
6	44,305	45,571	46,838	48,104	49,370	50,637	51,903	53,169	54,436	55,702
7	47,825	49,232	50,639	52,046	53,453	54,859	56,266	57,673	59,080	60,486
8	49,849	51,406	52,964	54,522	56,079	57,637	59,195	60,752	62,310	63,868
9	53,338	55,058	56,778	58,498	60,218	61,938	63,659	65,379	67,099	68,819
10	58,737	60,631	62,526	64,420	66,314	68,209	70,103	71,997	73,891	75,786
11	62,451	64,534	66,616	68,698	70,781	72,863	74,945	77,028	79,110	81,192
12	74,854	77,349	79,845	82,340	84,836	87,331	89,827	92,322	94,818	97,313
13	89,011	91,977	94,944	97,911	100,878	103,844	106,811	109,778	112,745	115,711
14	105,184	108,690	112,197	115,703	119,210	122,716	126,223	129,729	133,236	136,742
15	123,725	127,849	131,973	136,097	140,221	144,345	148,469	152,593	156,717	160,841

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 2019 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>