

**SALARY TABLE 2021-SO**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.77%**  
**FOR THE LOCALITY PAY AREA OF SAN ANTONIO-NEW BRAUNFELS-PEARSALL, TX**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*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	\$ 23,048	\$ 23,821	\$ 24,587	\$ 25,350	\$ 26,116	\$ 26,564	\$ 27,322	\$ 28,086	\$ 28,116	\$ 28,831
2	25,916	26,532	27,391	28,116	28,432	29,268	30,104	30,941	31,777	32,613
3	28,277	29,219	30,162	31,104	32,046	32,989	33,931	34,873	35,816	36,758
4	31,743	32,801	33,859	34,917	35,975	37,032	38,090	39,148	40,206	41,264
5	35,514	36,698	37,883	39,067	40,251	41,435	42,619	43,803	44,987	46,171
6	39,589	40,908	42,228	43,547	44,867	46,186	47,506	48,825	50,145	51,464
7	43,992	45,459	46,925	48,392	49,858	51,325	52,792	54,258	55,725	57,192
8	48,720	50,344	51,968	53,593	55,217	56,841	58,466	60,090	61,714	63,338
9	53,811	55,605	57,398	59,192	60,985	62,779	64,573	66,366	68,160	69,953
10	59,258	61,234	63,210	65,186	67,161	69,137	71,113	73,089	75,064	77,040
11	65,106	67,277	69,448	71,619	73,789	75,960	78,131	80,302	82,472	84,643
12	78,036	80,638	83,239	85,841	88,443	91,044	93,646	96,248	98,849	101,451
13	92,795	95,888	98,981	102,074	105,168	108,261	111,354	114,447	117,541	120,634
14	109,655	113,310	116,965	120,620	124,275	127,930	131,585	135,240	138,894	142,549
15	128,984	133,284	137,583	141,883	146,182	150,481	154,781	159,080	163,380	167,679

Applicable locations are shown on the 2021 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>