

**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**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.59	\$ 10.95	\$ 11.30	\$ 11.65	\$ 12.00	\$ 12.21	\$ 12.56	\$ 12.91	\$ 12.92	\$ 13.25
	O	15.89	16.43	16.95	17.48	18.00	18.32	18.84	19.37	19.38	19.88
2	B	11.91	12.20	12.59	12.92	13.07	13.45	13.84	14.22	14.61	14.99
	O	17.87	18.30	18.89	19.38	19.61	20.18	20.76	21.33	21.92	22.49
3	B	15.60	16.03	16.46	16.90	17.33	17.76	18.20	18.63	19.06	19.49
	O	23.40	24.05	24.69	25.35	26.00	26.64	27.30	27.95	28.59	29.24
4	B	17.51	17.99	18.48	18.96	19.45	19.94	20.42	20.91	21.39	21.88
	O	26.27	26.99	27.72	28.44	29.18	29.91	30.63	31.37	32.09	32.82
5	B	20.13	20.67	21.22	21.76	22.31	22.85	23.39	23.94	24.48	25.03
	O	30.20	31.01	31.83	32.64	33.47	34.28	35.09	35.91	36.72	37.55
6	B	21.23	21.84	22.44	23.05	23.66	24.26	24.87	25.48	26.08	26.69
	O	31.85	32.76	33.66	34.58	35.49	36.39	37.31	38.22	39.12	40.04
7	B	22.92	23.59	24.26	24.94	25.61	26.29	26.96	27.63	28.31	28.98
	O	34.38	35.39	36.39	37.41	38.42	39.44	40.44	41.45	42.21	42.21
8	B	23.89	24.63	25.38	26.12	26.87	27.62	28.36	29.11	29.86	30.60
	O	35.84	36.95	38.07	39.18	40.31	41.43	42.21	42.21	42.21	42.21
9	B	25.56	26.38	27.21	28.03	28.85	29.68	30.50	31.33	32.15	32.98
	O	38.34	39.57	40.82	42.05	42.21	42.21	42.21	42.21	42.21	42.21
10	B	28.14	29.05	29.96	30.87	31.77	32.68	33.59	34.50	35.41	36.31
	O	42.21	42.21	42.21	42.21	42.21	42.21	42.21	42.21	42.21	42.21
11	B	29.92	30.92	31.92	32.92	33.92	34.91	35.91	36.91	37.91	38.90
	O	42.21	42.21	42.21	42.21	42.21	42.21	42.21	42.21	42.21	42.21
12	B	35.87	37.06	38.26	39.45	40.65	41.85	43.04	44.24	45.43	46.63
	O	42.21	42.21	42.21	42.21	42.21	42.21	43.04	44.24	45.43	46.63
13	B	42.65	44.07	45.49	46.91	48.34	49.76	51.18	52.60	54.02	55.44
	O	42.65	44.07	45.49	46.91	48.34	49.76	51.18	52.60	54.02	55.44
14	B	50.40	52.08	53.76	55.44	57.12	58.80	60.48	62.16	63.84	65.52
	O	50.40	52.08	53.76	55.44	57.12	58.80	60.48	62.16	63.84	65.52
15	B	59.28	61.26	63.24	65.21	67.19	69.16	71.14	73.12	75.09	77.07
	O	59.28	61.26	63.24	65.21	67.19	69.16	71.14	73.12	75.09	77.07

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. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>