

SALARY TABLE 2019-SO
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 | 13.00 | 13.43 | 13.86 | 14.30 | 14.73 | 15.16 | 15.60 | 16.03 | 16.46 | 16.90 |
| | O | 19.50 | 20.15 | 20.79 | 21.45 | 22.10 | 22.74 | 23.40 | 24.05 | 24.69 | 25.35 |
| 4 | B | 14.59 | 15.08 | 15.56 | 16.05 | 16.53 | 17.02 | 17.51 | 17.99 | 18.48 | 18.96 |
| | O | 21.89 | 22.62 | 23.34 | 24.08 | 24.80 | 25.53 | 26.27 | 26.99 | 27.72 | 28.44 |
| 5 | B | 16.32 | 16.87 | 17.41 | 17.95 | 18.50 | 19.04 | 19.59 | 20.13 | 20.67 | 21.22 |
| | O | 24.48 | 25.31 | 26.12 | 26.93 | 27.75 | 28.56 | 29.39 | 30.20 | 31.01 | 31.83 |
| 6 | B | 18.20 | 18.80 | 19.41 | 20.02 | 20.62 | 21.23 | 21.84 | 22.44 | 23.05 | 23.66 |
| | O | 27.30 | 28.20 | 29.12 | 30.03 | 30.93 | 31.85 | 32.76 | 33.66 | 34.58 | 35.49 |
| 7 | B | 20.22 | 20.89 | 21.57 | 22.24 | 22.92 | 23.59 | 24.26 | 24.94 | 25.61 | 26.29 |
| | O | 30.33 | 31.34 | 32.36 | 33.36 | 34.38 | 35.39 | 36.39 | 37.41 | 38.42 | 39.44 |
| 8 | B | 22.39 | 23.14 | 23.89 | 24.63 | 25.38 | 26.12 | 26.87 | 27.62 | 28.36 | 29.11 |
| | O | 33.59 | 34.71 | 35.84 | 36.95 | 38.07 | 39.18 | 40.31 | 40.86 | 40.86 | 40.86 |
| 9 | B | 24.73 | 25.56 | 26.38 | 27.21 | 28.03 | 28.85 | 29.68 | 30.50 | 31.33 | 32.15 |
| | O | 37.10 | 38.34 | 39.57 | 40.82 | 40.86 | 40.86 | 40.86 | 40.86 | 40.86 | 40.86 |
| 10 | B | 27.24 | 28.14 | 29.05 | 29.96 | 30.87 | 31.77 | 32.68 | 33.59 | 34.50 | 35.41 |
| | O | 40.86 | 40.86 | 40.86 | 40.86 | 40.86 | 40.86 | 40.86 | 40.86 | 40.86 | 40.86 |
| 11 | B | 29.92 | 30.92 | 31.92 | 32.92 | 33.92 | 34.91 | 35.91 | 36.91 | 37.91 | 38.90 |
| | O | 40.86 | 40.86 | 40.86 | 40.86 | 40.86 | 40.86 | 40.86 | 40.86 | 40.86 | 40.86 |
| 12 | B | 35.87 | 37.06 | 38.26 | 39.45 | 40.65 | 41.85 | 43.04 | 44.24 | 45.43 | 46.63 |
| | O | 40.86 | 40.86 | 40.86 | 40.86 | 40.86 | 41.85 | 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 |

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/>