

**SALARY TABLE 2019-SO**  
**INCORPORATING A LOCALITY PAYMENT OF 15.37%**  
**FOR THE LOCALITY PAY AREA OF SAN ANTONIO-NEW BRAUNFELS-PEARSALL, TX**  
**APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019**  
**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	\$ 10.38	\$ 10.73	\$ 11.08	\$ 11.42	\$ 11.77	\$ 11.97	\$ 12.31	\$ 12.65	\$ 12.67	\$ 12.99
	O	15.57	16.10	16.62	17.13	17.66	17.96	18.47	18.98	19.01	19.49
2	B	11.68	11.95	12.34	12.67	12.81	13.19	13.57	13.94	14.32	14.70
	O	17.52	17.93	18.51	19.01	19.22	19.79	20.36	20.91	21.48	22.05
3	B	12.74	13.16	13.59	14.01	14.44	14.86	15.29	15.71	16.14	16.56
	O	19.11	19.74	20.39	21.02	21.66	22.29	22.94	23.57	24.21	24.84
4	B	14.30	14.78	15.25	15.73	16.21	16.68	17.16	17.64	18.11	18.59
	O	21.45	22.17	22.88	23.60	24.32	25.02	25.74	26.46	27.17	27.89
5	B	16.00	16.53	17.07	17.60	18.13	18.67	19.20	19.74	20.27	20.80
	O	24.00	24.80	25.61	26.40	27.20	28.01	28.80	29.61	30.41	31.20
6	B	17.84	18.43	19.02	19.62	20.21	20.81	21.40	22.00	22.59	23.18
	O	26.76	27.65	28.53	29.43	30.32	31.22	32.10	33.00	33.89	34.77
7	B	19.82	20.48	21.14	21.80	22.46	23.12	23.78	24.44	25.10	25.77
	O	29.73	30.72	31.71	32.70	33.69	34.68	35.67	36.66	37.65	38.66
8	B	21.95	22.68	23.41	24.15	24.88	25.61	26.34	27.07	27.81	28.54
	O	32.93	34.02	35.12	36.23	37.32	38.42	39.51	40.05	40.05	40.05
9	B	24.24	25.05	25.86	26.67	27.48	28.29	29.09	29.90	30.71	31.52
	O	36.36	37.58	38.79	40.01	40.05	40.05	40.05	40.05	40.05	40.05
10	B	26.70	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
11	B	29.33	30.31	31.29	32.27	33.24	34.22	35.20	36.18	37.16	38.13
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
12	B	35.16	36.33	37.50	38.67	39.85	41.02	42.19	43.36	44.53	45.71
	O	40.05	40.05	40.05	40.05	40.05	41.02	42.19	43.36	44.53	45.71
13	B	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
	O	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
14	B	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
	O	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
15	B	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55
	O	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55

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/>