

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:

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