

**SALARY TABLE 2020-SO (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.77%**  
**FOR THE LOCALITY PAY AREA OF SAN ANTONIO-NEW BRAUNFELS-PEARSALL, TX**  
**TOTAL INCREASE: 3.22%**  
**EFFECTIVE JANUARY 2020**

*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	\$ 22,820	\$ 23,585	\$ 24,344	\$ 25,099	\$ 25,858	\$ 26,301	\$ 27,051	\$ 27,808	\$ 27,838	\$ 28,548
2	25,659	26,270	27,120	27,838	28,151	28,979	29,807	30,635	31,463	32,290
3	33,595	34,528	35,461	36,394	37,327	38,260	39,193	40,126	41,059	41,992
4	37,713	38,761	39,808	40,855	41,903	42,950	43,998	45,045	46,093	47,140
5	43,370	44,542	45,714	46,887	48,059	49,231	50,404	51,576	52,749	53,921
6	45,729	47,036	48,343	49,649	50,956	52,263	53,569	54,876	56,183	57,489
7	49,362	50,814	52,265	53,717	55,168	56,619	58,071	59,522	60,974	62,425
8	51,454	53,061	54,669	56,277	57,885	59,493	61,101	62,709	64,317	65,925
9	55,055	56,831	58,607	60,383	62,159	63,935	65,711	67,487	69,263	71,039
10	60,628	62,584	64,540	66,496	68,452	70,408	72,364	74,319	76,275	78,231
11	64,462	66,610	68,759	70,907	73,056	75,205	77,353	79,502	81,650	83,799
12	77,263	79,839	82,415	84,991	87,567	90,143	92,719	95,295	97,871	100,447
13	91,876	94,939	98,002	101,064	104,127	107,190	110,253	113,316	116,379	119,442
14	108,569	112,188	115,807	119,425	123,044	126,663	130,281	133,900	137,519	141,138
15	127,707	131,964	136,222	140,479	144,736	148,994	153,251	157,509	161,766	166,024

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2020 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>