

**SALARY TABLE 2020-SO**  
**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**

*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	\$ 10.93	\$ 11.30	\$ 11.66	\$ 12.03	\$ 12.39	\$ 12.60	\$ 12.96	\$ 13.32	\$ 13.34	\$ 13.68
	O	16.40	16.95	17.49	18.05	18.59	18.90	19.44	19.98	20.01	20.52
2	B	12.29	12.59	12.99	13.34	13.49	13.89	14.28	14.68	15.08	15.47
	O	18.44	18.89	19.49	20.01	20.24	20.84	21.42	22.02	22.62	23.21
3	B	13.41	13.86	14.31	14.76	15.20	15.65	16.10	16.54	16.99	17.44
	O	20.12	20.79	21.47	22.14	22.80	23.48	24.15	24.81	25.49	26.16
4	B	15.06	15.56	16.06	16.56	17.07	17.57	18.07	18.57	19.07	19.58
	O	22.59	23.34	24.09	24.84	25.61	26.36	27.11	27.86	28.61	29.37
5	B	16.85	17.41	17.97	18.53	19.10	19.66	20.22	20.78	21.34	21.90
	O	25.28	26.12	26.96	27.80	28.65	29.49	30.33	31.17	32.01	32.85
6	B	18.78	19.41	20.03	20.66	21.29	21.91	22.54	23.16	23.79	24.42
	O	28.17	29.12	30.05	30.99	31.94	32.87	33.81	34.74	35.69	36.63
7	B	20.87	21.57	22.26	22.96	23.65	24.35	25.04	25.74	26.43	27.13
	O	31.31	32.36	33.39	34.44	35.48	36.53	37.56	38.61	39.65	40.70
8	B	23.11	23.88	24.65	25.42	26.20	26.97	27.74	28.51	29.28	30.05
	O	34.67	35.82	36.98	38.13	39.30	40.46	41.61	42.77	42.17	42.17
9	B	25.53	26.38	27.23	28.08	28.93	29.78	30.63	31.49	32.34	33.19
	O	38.30	39.57	40.85	42.12	42.17	42.17	42.17	42.17	42.17	42.17
10	B	28.11	29.05	29.99	30.92	31.86	32.80	33.74	34.67	35.61	36.55
	O	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17
11	B	30.89	31.92	32.95	33.98	35.01	36.03	37.06	38.09	39.12	40.15
	O	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17
12	B	37.02	38.26	39.49	40.72	41.96	43.19	44.43	45.66	46.90	48.13
	O	42.17	42.17	42.17	42.17	42.17	43.19	44.43	45.66	46.90	48.13
13	B	44.02	45.49	46.96	48.43	49.89	51.36	52.83	54.30	55.76	57.23
	O	44.02	45.49	46.96	48.43	49.89	51.36	52.83	54.30	55.76	57.23
14	B	52.02	53.76	55.49	57.22	58.96	60.69	62.43	64.16	65.89	67.63
	O	52.02	53.76	55.49	57.22	58.96	60.69	62.43	64.16	65.89	67.63
15	B	61.19	63.23	65.27	67.31	69.35	71.39	73.43	75.47	77.51	79.55
	O	61.19	63.23	65.27	67.31	69.35	71.39	73.43	75.47	77.51	79.55

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/>