

SALARY TABLE 2021-SO (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.77%
FOR THE LOCALITY PAY AREA OF SAN ANTONIO-NEW BRAUNFELS-PEARSALL, TX
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

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	\$ 23,048	\$ 23,821	\$ 24,587	\$ 25,350	\$ 26,116	\$ 26,564	\$ 27,322	\$ 28,086	\$ 28,116	\$ 28,831
2	25,916	26,532	27,391	28,116	28,432	29,268	30,104	30,941	31,777	32,613
3	33,931	34,873	35,816	36,758	37,700	38,643	39,585	40,527	41,470	42,412
4	38,090	39,148	40,206	41,264	42,322	43,380	44,438	45,496	46,554	47,612
5	43,803	44,987	46,171	47,355	48,539	49,723	50,907	52,091	53,275	54,459
6	46,186	47,506	48,825	50,145	51,464	52,784	54,103	55,423	56,742	58,062
7	49,858	51,325	52,792	54,258	55,725	57,192	58,658	60,125	61,592	63,058
8	51,968	53,593	55,217	56,841	58,466	60,090	61,714	63,338	64,963	66,587
9	55,605	57,398	59,192	60,985	62,779	64,573	66,366	68,160	69,953	71,747
10	61,234	63,210	65,186	67,161	69,137	71,113	73,089	75,064	77,040	79,016
11	65,106	67,277	69,448	71,619	73,789	75,960	78,131	80,302	82,472	84,643
12	78,036	80,638	83,239	85,841	88,443	91,044	93,646	96,248	98,849	101,451
13	92,795	95,888	98,981	102,074	105,168	108,261	111,354	114,447	117,541	120,634
14	109,655	113,310	116,965	120,620	124,275	127,930	131,585	135,240	138,894	142,549
15	128,984	133,284	137,583	141,883	146,182	150,481	154,781	159,080	163,380	167,679

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 2021 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>