

**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**

*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	\$ 11.04	\$ 11.41	\$ 11.78	\$ 12.15	\$ 12.51	\$ 12.73	\$ 13.09	\$ 13.46	\$ 13.47	\$ 13.81
	O	16.56	17.12	17.67	18.23	18.77	19.10	19.64	20.19	20.21	20.72
2	B	12.42	12.71	13.12	13.47	13.62	14.02	14.42	14.83	15.23	15.63
	O	18.63	19.07	19.68	20.21	20.43	21.03	21.63	22.25	22.85	23.45
3	B	16.26	16.71	17.16	17.61	18.06	18.52	18.97	19.42	19.87	20.32
	O	24.39	25.07	25.74	26.42	27.09	27.78	28.46	29.13	29.81	30.48
4	B	18.25	18.76	19.26	19.77	20.28	20.79	21.29	21.80	22.31	22.81
	O	27.38	28.14	28.89	29.66	30.42	31.19	31.94	32.70	33.47	34.22
5	B	20.99	21.56	22.12	22.69	23.26	23.83	24.39	24.96	25.53	26.09
	O	31.49	32.34	33.18	34.04	34.89	35.75	36.59	37.44	38.30	39.14
6	B	22.13	22.76	23.39	24.03	24.66	25.29	25.92	26.56	27.19	27.82
	O	33.20	34.14	35.09	36.05	36.99	37.94	38.88	39.84	40.79	41.73
7	B	23.89	24.59	25.30	26.00	26.70	27.40	28.11	28.81	29.51	30.21
	O	35.84	36.89	37.95	39.00	40.05	41.10	42.17	43.22	44.01	44.01
8	B	24.90	25.68	26.46	27.24	28.01	28.79	29.57	30.35	31.13	31.91
	O	37.35	38.52	39.69	40.86	42.02	43.19	44.01	44.01	44.01	44.01
9	B	26.64	27.50	28.36	29.22	30.08	30.94	31.80	32.66	33.52	34.38
	O	39.96	41.25	42.54	43.83	44.01	44.01	44.01	44.01	44.01	44.01
10	B	29.34	30.29	31.23	32.18	33.13	34.07	35.02	35.97	36.91	37.86
	O	44.01	44.01	44.01	44.01	44.01	44.01	44.01	44.01	44.01	44.01
11	B	31.20	32.24	33.28	34.32	35.36	36.40	37.44	38.48	39.52	40.56
	O	44.01	44.01	44.01	44.01	44.01	44.01	44.01	44.01	44.01	44.01
12	B	37.39	38.64	39.88	41.13	42.38	43.62	44.87	46.12	47.36	48.61
	O	44.01	44.01	44.01	44.01	44.01	44.01	44.87	46.12	47.36	48.61
13	B	44.46	45.95	47.43	48.91	50.39	51.87	53.36	54.84	56.32	57.80
	O	44.46	45.95	47.43	48.91	50.39	51.87	53.36	54.84	56.32	57.80
14	B	52.54	54.29	56.04	57.80	59.55	61.30	63.05	64.80	66.55	68.30
	O	52.54	54.29	56.04	57.80	59.55	61.30	63.05	64.80	66.55	68.30
15	B	61.80	63.86	65.92	67.98	70.04	72.10	74.16	76.22	78.28	80.34
	O	61.80	63.86	65.92	67.98	70.04	72.10	74.16	76.22	78.28	80.34

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. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

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/>