

**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**

*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	16.10	16.54	16.99	17.44	17.89	18.33	18.78	19.23	19.67	20.12
	O	24.15	24.81	25.49	26.16	26.84	27.50	28.17	28.85	29.51	30.18
4	B	18.07	18.57	19.07	19.58	20.08	20.58	21.08	21.58	22.09	22.59
	O	27.11	27.86	28.61	29.37	30.12	30.87	31.62	32.37	33.14	33.89
5	B	20.78	21.34	21.90	22.47	23.03	23.59	24.15	24.71	25.28	25.84
	O	31.17	32.01	32.85	33.71	34.55	35.39	36.23	37.07	37.92	38.76
6	B	21.91	22.54	23.16	23.79	24.42	25.04	25.67	26.29	26.92	27.55
	O	32.87	33.81	34.74	35.69	36.63	37.56	38.51	39.44	40.38	41.33
7	B	23.65	24.35	25.04	25.74	26.43	27.13	27.83	28.52	29.22	29.91
	O	35.48	36.53	37.56	38.61	39.65	40.70	41.75	42.78	43.58	43.58
8	B	24.65	25.42	26.20	26.97	27.74	28.51	29.28	30.05	30.82	31.59
	O	36.98	38.13	39.30	40.46	41.61	42.77	43.58	43.58	43.58	43.58
9	B	26.38	27.23	28.08	28.93	29.78	30.63	31.49	32.34	33.19	34.04
	O	39.57	40.85	42.12	43.40	43.58	43.58	43.58	43.58	43.58	43.58
10	B	29.05	29.99	30.92	31.86	32.80	33.74	34.67	35.61	36.55	37.48
	O	43.58	43.58	43.58	43.58	43.58	43.58	43.58	43.58	43.58	43.58
11	B	30.89	31.92	32.95	33.98	35.01	36.03	37.06	38.09	39.12	40.15
	O	43.58	43.58	43.58	43.58	43.58	43.58	43.58	43.58	43.58	43.58
12	B	37.02	38.26	39.49	40.72	41.96	43.19	44.43	45.66	46.90	48.13
	O	43.58	43.58	43.58	43.58	43.58	43.58	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

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 2020 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>