

Salary Table 2023-SO
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 18.00%
For the Locality Pay Area of San Antonio-New Braunfels-Pearsall, TX
Total Increase: 4.64%
Effective January 2023

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	\$ 11.87	\$ 12.27	\$ 12.67	\$ 13.06	\$ 13.45	\$ 13.68	\$ 14.07	\$ 14.47	\$ 14.48	\$ 14.85
	O	17.81	18.41	19.01	19.59	20.18	20.52	21.11	21.71	21.72	22.28
2	B	13.35	13.67	14.11	14.48	14.65	15.08	15.51	15.94	16.37	16.80
	O	20.03	20.51	21.17	21.72	21.98	22.62	23.27	23.91	24.56	25.20
3	B	14.57	15.05	15.54	16.02	16.51	17.00	17.48	17.97	18.45	18.94
	O	21.86	22.58	23.31	24.03	24.77	25.50	26.22	26.96	27.68	28.41
4	B	16.35	16.90	17.44	17.99	18.53	19.08	19.62	20.17	20.71	21.26
	O	24.53	25.35	26.16	26.99	27.80	28.62	29.43	30.26	31.07	31.89
5	B	18.29	18.90	19.52	20.13	20.74	21.34	21.96	22.57	23.18	23.79
	O	27.44	28.35	29.28	30.20	31.11	32.01	32.94	33.86	34.77	35.69
6	B	20.39	21.07	21.75	22.43	23.11	23.79	24.47	25.15	25.83	26.51
	O	30.59	31.61	32.63	33.65	34.67	35.69	36.71	37.73	38.75	39.77
7	B	22.66	23.42	24.17	24.93	25.68	26.44	27.20	27.95	28.71	29.46
	O	33.99	35.13	36.26	37.40	38.52	39.66	40.80	41.93	43.07	44.19
8	B	25.10	25.93	26.77	27.61	28.45	29.28	30.12	30.96	31.79	32.63
	O	37.65	38.90	40.16	41.42	42.68	43.92	45.18	45.80	45.80	45.80
9	B	27.72	28.64	29.57	30.49	31.42	32.34	33.26	34.19	35.11	36.04
	O	41.58	42.96	44.36	45.74	45.80	45.80	45.80	45.80	45.80	45.80
10	B	30.53	31.54	32.56	33.58	34.60	35.61	36.63	37.65	38.67	39.69
	O	45.80	45.80	45.80	45.80	45.80	45.80	45.80	45.80	45.80	45.80
11	B	33.54	34.66	35.77	36.89	38.01	39.13	40.25	41.36	42.48	43.60
	O	45.80	45.80	45.80	45.80	45.80	45.80	45.80	45.80	45.80	45.80
12	B	40.20	41.54	42.88	44.22	45.56	46.90	48.24	49.58	50.92	52.26
	O	45.80	45.80	45.80	45.80	45.80	46.90	48.24	49.58	50.92	52.26
13	B	47.80	49.40	50.99	52.58	54.18	55.77	57.36	58.96	60.55	62.14
	O	47.80	49.40	50.99	52.58	54.18	55.77	57.36	58.96	60.55	62.14
14	B	56.49	58.37	60.25	62.14	64.02	65.90	67.79	69.67	71.55	73.43
	O	56.49	58.37	60.25	62.14	64.02	65.90	67.79	69.67	71.55	73.43
15	B	66.45	68.66	70.87	73.09	75.30	77.52	79.73	81.95	84.16	86.38
	O	66.45	68.66	70.87	73.09	75.30	77.52	79.73	81.95	84.16	86.38

Applicable locations are shown on the 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>