

SALARY TABLE 2021-SO
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	13.55	14.00	14.45	14.90	15.36	15.81	16.26	16.71	17.16	17.61
	O	20.33	21.00	21.68	22.35	23.04	23.72	24.39	25.07	25.74	26.42
4	B	15.21	15.72	16.22	16.73	17.24	17.74	18.25	18.76	19.26	19.77
	O	22.82	23.58	24.33	25.10	25.86	26.61	27.38	28.14	28.89	29.66
5	B	17.02	17.58	18.15	18.72	19.29	19.85	20.42	20.99	21.56	22.12
	O	25.53	26.37	27.23	28.08	28.94	29.78	30.63	31.49	32.34	33.18
6	B	18.97	19.60	20.23	20.87	21.50	22.13	22.76	23.39	24.03	24.66
	O	28.46	29.40	30.35	31.31	32.25	33.20	34.14	35.09	36.05	36.99
7	B	21.08	21.78	22.48	23.19	23.89	24.59	25.30	26.00	26.70	27.40
	O	31.62	32.67	33.72	34.79	35.84	36.89	37.95	39.00	40.05	41.10
8	B	23.34	24.12	24.90	25.68	26.46	27.24	28.01	28.79	29.57	30.35
	O	35.01	36.18	37.35	38.52	39.69	40.86	42.02	42.59	42.59	42.59
9	B	25.78	26.64	27.50	28.36	29.22	30.08	30.94	31.80	32.66	33.52
	O	38.67	39.96	41.25	42.54	42.59	42.59	42.59	42.59	42.59	42.59
10	B	28.39	29.34	30.29	31.23	32.18	33.13	34.07	35.02	35.97	36.91
	O	42.59	42.59	42.59	42.59	42.59	42.59	42.59	42.59	42.59	42.59
11	B	31.20	32.24	33.28	34.32	35.36	36.40	37.44	38.48	39.52	40.56
	O	42.59	42.59	42.59	42.59	42.59	42.59	42.59	42.59	42.59	42.59
12	B	37.39	38.64	39.88	41.13	42.38	43.62	44.87	46.12	47.36	48.61
	O	42.59	42.59	42.59	42.59	42.59	43.62	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

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/>