

Salary Table 2024-SO
Incorporating the 4.7% General Schedule Increase and a Locality Payment of 18.49%
For the Locality Pay Area of San Antonio-New Braunfels-Pearsall, TX
Total Increase: 5.13%
Effective January 2024

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	\$ 12.48	\$ 12.90	\$ 13.32	\$ 13.73	\$ 14.14	\$ 14.39	\$ 14.80	\$ 15.21	\$ 15.23	\$ 15.61
	O	18.72	19.35	19.98	20.60	21.21	21.59	22.20	22.82	22.85	23.42
2	B	14.04	14.37	14.83	15.23	15.40	15.85	16.31	16.76	17.21	17.67
	O	21.06	21.56	22.25	22.85	23.10	23.78	24.47	25.14	25.82	26.51
3	B	15.32	15.83	16.34	16.85	17.36	17.87	18.38	18.89	19.40	19.91
	O	22.98	23.75	24.51	25.28	26.04	26.81	27.57	28.34	29.10	29.87
4	B	17.19	17.76	18.34	18.91	19.48	20.06	20.63	21.20	21.77	22.35
	O	25.79	26.64	27.51	28.37	29.22	30.09	30.95	31.80	32.66	33.53
5	B	19.23	19.88	20.52	21.16	21.80	22.44	23.08	23.72	24.36	25.00
	O	28.85	29.82	30.78	31.74	32.70	33.66	34.62	35.58	36.54	37.50
6	B	21.44	22.16	22.87	23.59	24.30	25.02	25.73	26.44	27.16	27.87
	O	32.16	33.24	34.31	35.39	36.45	37.53	38.60	39.66	40.74	41.81
7	B	23.83	24.62	25.41	26.21	27.00	27.80	28.59	29.39	30.18	30.98
	O	35.75	36.93	38.12	39.32	40.50	41.70	42.89	44.09	45.27	46.47
8	B	26.39	27.27	28.15	29.02	29.90	30.78	31.66	32.54	33.42	34.30
	O	39.59	40.91	42.23	43.53	44.85	46.17	47.49	48.14	48.14	48.14
9	B	29.14	30.12	31.09	32.06	33.03	34.00	34.97	35.94	36.92	37.89
	O	43.71	45.18	46.64	48.09	48.14	48.14	48.14	48.14	48.14	48.14
10	B	32.09	33.16	34.23	35.30	36.37	37.44	38.51	39.58	40.65	41.72
	O	48.14	48.14	48.14	48.14	48.14	48.14	48.14	48.14	48.14	48.14
11	B	35.26	36.44	37.61	38.79	39.96	41.14	42.31	43.49	44.66	45.84
	O	48.14	48.14	48.14	48.14	48.14	48.14	48.14	48.14	48.14	48.14
12	B	42.26	43.67	45.08	46.49	47.90	49.31	50.72	52.12	53.53	54.94
	O	48.14	48.14	48.14	48.14	48.14	49.31	50.72	52.12	53.53	54.94
13	B	50.26	51.93	53.61	55.28	56.96	58.63	60.31	61.99	63.66	65.34
	O	50.26	51.93	53.61	55.28	56.96	58.63	60.31	61.99	63.66	65.34
14	B	59.39	61.37	63.35	65.33	67.31	69.29	71.27	73.25	75.23	77.21
	O	59.39	61.37	63.35	65.33	67.31	69.29	71.27	73.25	75.23	77.21
15	B	69.86	72.19	74.51	76.84	79.17	81.50	83.83	86.16	88.48	90.81
	O	69.86	72.19	74.51	76.84	79.17	81.50	83.83	86.16	88.48	90.81

Applicable locations are shown on the 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>