

Salary Table 2023-LR (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 20.64%
For the Locality Pay Area of Laredo, TX
Total Increase: 4.79%
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	\$ 12.14	\$ 12.55	\$ 12.95	\$ 13.35	\$ 13.75	\$ 13.99	\$ 14.39	\$ 14.79	\$ 14.81	\$ 15.19
	O	18.21	18.83	19.43	20.03	20.63	20.99	21.59	22.19	22.22	22.79
2	B	13.65	13.97	14.43	14.81	14.98	15.42	15.86	16.30	16.74	17.18
	O	20.48	20.96	21.65	22.22	22.47	23.13	23.79	24.45	25.11	25.77
3	B	17.87	18.37	18.87	19.36	19.86	20.36	20.85	21.35	21.84	22.34
	O	26.81	27.56	28.31	29.04	29.79	30.54	31.28	32.03	32.76	33.51
4	B	20.06	20.62	21.18	21.73	22.29	22.85	23.40	23.96	24.52	25.08
	O	30.09	30.93	31.77	32.60	33.44	34.28	35.10	35.94	36.78	37.62
5	B	23.07	23.69	24.32	24.94	25.56	26.19	26.81	27.44	28.06	28.68
	O	34.61	35.54	36.48	37.41	38.34	39.29	40.22	41.16	42.09	43.02
6	B	24.32	25.02	25.71	26.41	27.10	27.80	28.49	29.19	29.88	30.58
	O	36.48	37.53	38.57	39.62	40.65	41.70	42.74	43.79	44.82	45.87
7	B	26.26	27.03	27.80	28.58	29.35	30.12	30.89	31.66	32.44	33.21
	O	39.39	40.55	41.70	42.87	44.03	45.18	46.34	47.49	48.38	48.38
8	B	27.37	28.23	29.08	29.94	30.79	31.65	32.50	33.36	34.21	35.07
	O	41.06	42.35	43.62	44.91	46.19	47.48	48.38	48.38	48.38	48.38
9	B	29.29	30.23	31.17	32.12	33.06	34.01	34.95	35.90	36.84	37.79
	O	43.94	45.35	46.76	48.18	48.38	48.38	48.38	48.38	48.38	48.38
10	B	32.25	33.29	34.33	35.37	36.41	37.45	38.49	39.53	40.57	41.61
	O	48.38	48.38	48.38	48.38	48.38	48.38	48.38	48.38	48.38	48.38
11	B	34.29	35.43	36.58	37.72	38.86	40.00	41.15	42.29	43.43	44.57
	O	48.38	48.38	48.38	48.38	48.38	48.38	48.38	48.38	48.38	48.38
12	B	41.10	42.47	43.84	45.21	46.58	47.95	49.32	50.69	52.06	53.43
	O	48.38	48.38	48.38	48.38	48.38	48.38	49.32	50.69	52.06	53.43
13	B	48.87	50.50	52.13	53.76	55.39	57.02	58.65	60.28	61.90	63.53
	O	48.87	50.50	52.13	53.76	55.39	57.02	58.65	60.28	61.90	63.53
14	B	57.75	59.68	61.60	63.53	65.45	67.38	69.30	71.23	73.15	75.08
	O	57.75	59.68	61.60	63.53	65.45	67.38	69.30	71.23	73.15	75.08
15	B	67.93	70.20	72.46	74.72	76.99	79.25	81.52	83.78	86.05	87.93
	O	67.93	70.20	72.46	74.72	76.99	79.25	81.52	83.78	86.05	87.93

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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 2023 Locality Pay Area Definitions page:

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