

**SALARY TABLE 2017-LR (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.68%**  
**FOR THE LOCALITY PAY AREA OF LAREDO, TX**  
**TOTAL INCREASE: 2.84%**  
**EFFECTIVE JANUARY 2017**

*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	\$ 10.36	\$ 10.70	\$ 11.05	\$ 11.39	\$ 11.74	\$ 11.94	\$ 12.28	\$ 12.62	\$ 12.63	\$ 12.95
	O	15.54	16.05	16.58	17.09	17.61	17.91	18.42	18.93	18.95	19.43
2	B	11.64	11.92	12.31	12.63	12.78	13.15	13.53	13.90	14.28	14.66
	O	17.46	17.88	18.47	18.95	19.17	19.73	20.30	20.85	21.42	21.99
3	B	15.25	15.67	16.10	16.52	16.94	17.37	17.79	18.22	18.64	19.06
	O	22.88	23.51	24.15	24.78	25.41	26.06	26.69	27.33	27.96	28.59
4	B	17.12	17.59	18.07	18.54	19.02	19.49	19.97	20.44	20.92	21.39
	O	25.68	26.39	27.11	27.81	28.53	29.24	29.96	30.66	31.38	32.09
5	B	19.68	20.22	20.75	21.28	21.81	22.35	22.88	23.41	23.94	24.47
	O	29.52	30.33	31.13	31.92	32.72	33.53	34.32	35.12	35.91	36.71
6	B	20.76	21.35	21.94	22.53	23.13	23.72	24.31	24.91	25.50	26.09
	O	31.14	32.03	32.91	33.80	34.70	35.58	36.47	37.37	38.25	39.14
7	B	22.41	23.06	23.72	24.38	25.04	25.70	26.36	27.02	27.68	28.34
	O	33.62	34.59	35.58	36.57	37.56	38.55	39.54	40.53	41.28	41.28
8	B	23.35	24.08	24.81	25.54	26.27	27.00	27.73	28.46	29.19	29.92
	O	35.03	36.12	37.22	38.31	39.41	40.50	41.28	41.28	41.28	41.28
9	B	24.99	25.79	26.60	27.41	28.21	29.02	29.82	30.63	31.44	32.24
	O	37.49	38.69	39.90	41.12	41.28	41.28	41.28	41.28	41.28	41.28
10	B	27.52	28.40	29.29	30.18	31.07	31.96	32.84	33.73	34.62	35.51
	O	41.28	41.28	41.28	41.28	41.28	41.28	41.28	41.28	41.28	41.28
11	B	29.26	30.23	31.21	32.18	33.16	34.13	35.11	36.08	37.06	38.03
	O	41.28	41.28	41.28	41.28	41.28	41.28	41.28	41.28	41.28	41.28
12	B	35.07	36.24	37.40	38.57	39.74	40.91	42.08	43.25	44.42	45.59
	O	41.28	41.28	41.28	41.28	41.28	41.28	42.08	43.25	44.42	45.59
13	B	41.70	43.09	44.48	45.87	47.26	48.65	50.04	51.43	52.82	54.21
	O	41.70	43.09	44.48	45.87	47.26	48.65	50.04	51.43	52.82	54.21
14	B	49.28	50.92	52.56	54.20	55.85	57.49	59.13	60.77	62.42	64.06
	O	49.28	50.92	52.56	54.20	55.85	57.49	59.13	60.77	62.42	64.06
15	B	57.96	59.89	61.83	63.76	65.69	67.62	69.55	71.49	73.42	75.35
	O	57.96	59.89	61.83	63.76	65.69	67.62	69.55	71.49	73.42	75.35

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 2017 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017-locality-pay-area-definitions/>