

**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,333	\$ 26,184	\$ 27,025	\$ 27,864	\$ 28,705	\$ 29,197	\$ 30,031	\$ 30,871	\$ 30,904	\$ 31,696
2	28,486	29,164	30,107	30,904	31,253	32,172	33,092	34,011	34,930	35,849
3	37,299	38,336	39,372	40,408	41,445	42,481	43,517	44,554	45,590	46,626
4	41,868	43,031	44,194	45,357	46,520	47,683	48,846	50,009	51,172	52,335
5	48,147	49,449	50,751	52,053	53,354	54,656	55,958	57,259	58,561	59,863
6	50,765	52,215	53,665	55,116	56,566	58,016	59,466	60,916	62,366	63,816
7	54,802	56,414	58,025	59,637	61,249	62,861	64,472	66,084	67,696	69,308
8	57,122	58,907	60,693	62,478	64,264	66,049	67,835	69,620	71,406	73,191
9	61,119	63,090	65,061	67,032	69,004	70,975	72,946	74,917	76,889	78,860
10	67,305	69,477	71,648	73,820	75,991	78,163	80,334	82,506	84,677	86,849
11	71,562	73,947	76,333	78,718	81,103	83,488	85,873	88,258	90,643	93,028
12	85,774	88,633	91,492	94,351	97,211	100,070	102,929	105,788	108,647	111,506
13	101,996	105,396	108,796	112,195	115,595	118,994	122,394	125,794	129,193	132,593
14	120,529	124,546	128,564	132,581	136,598	140,616	144,633	148,650	152,668	156,685
15	141,774	146,499	151,225	155,950	160,676	165,401	170,127	174,852	179,577	183,500 *

\* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>