

**Salary Table 2023-OM (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 17.52%**  
**For the Locality Pay Area of Omaha-Council Bluffs-Fremont, NE-IA**  
**Total Increase: 4.63%**  
**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	\$ 11.82	\$ 12.22	\$ 12.61	\$ 13.01	\$ 13.40	\$ 13.63	\$ 14.02	\$ 14.41	\$ 14.43	\$ 14.79
	O	17.73	18.33	18.92	19.52	20.10	20.45	21.03	21.62	21.65	22.19
2	B	13.30	13.61	14.05	14.43	14.59	15.02	15.45	15.87	16.30	16.73
	O	19.95	20.42	21.08	21.65	21.89	22.53	23.18	23.81	24.45	25.10
3	B	17.41	17.89	18.38	18.86	19.34	19.83	20.31	20.80	21.28	21.76
	O	26.12	26.84	27.57	28.29	29.01	29.75	30.47	31.20	31.92	32.64
4	B	19.54	20.09	20.63	21.17	21.71	22.26	22.80	23.34	23.89	24.43
	O	29.31	30.14	30.95	31.76	32.57	33.39	34.20	35.01	35.84	36.65
5	B	22.47	23.08	23.69	24.30	24.90	25.51	26.12	26.73	27.33	27.94
	O	33.71	34.62	35.54	36.45	37.35	38.27	39.18	40.10	41.00	41.91
6	B	23.70	24.37	25.05	25.73	26.40	27.08	27.76	28.43	29.11	29.79
	O	35.55	36.56	37.58	38.60	39.60	40.62	41.64	42.65	43.67	44.69
7	B	25.58	26.33	27.08	27.84	28.59	29.34	30.09	30.85	31.60	32.35
	O	38.37	39.50	40.62	41.76	42.89	44.01	45.14	46.28	47.13	47.13
8	B	26.66	27.50	28.33	29.16	30.00	30.83	31.66	32.50	33.33	34.16
	O	39.99	41.25	42.50	43.74	45.00	46.25	47.13	47.13	47.13	47.13
9	B	28.53	29.45	30.37	31.29	32.21	33.13	34.05	34.97	35.89	36.81
	O	42.80	44.18	45.56	46.94	47.13	47.13	47.13	47.13	47.13	47.13
10	B	31.42	32.43	33.44	34.46	35.47	36.48	37.50	38.51	39.52	40.54
	O	47.13	47.13	47.13	47.13	47.13	47.13	47.13	47.13	47.13	47.13
11	B	33.40	34.52	35.63	36.74	37.86	38.97	40.08	41.20	42.31	43.42
	O	47.13	47.13	47.13	47.13	47.13	47.13	47.13	47.13	47.13	47.13
12	B	40.04	41.37	42.71	44.04	45.37	46.71	48.04	49.38	50.71	52.05
	O	47.13	47.13	47.13	47.13	47.13	47.13	48.04	49.38	50.71	52.05
13	B	47.61	49.20	50.78	52.37	53.96	55.54	57.13	58.72	60.30	61.89
	O	47.61	49.20	50.78	52.37	53.96	55.54	57.13	58.72	60.30	61.89
14	B	56.26	58.13	60.01	61.88	63.76	65.63	67.51	69.38	71.26	73.14
	O	56.26	58.13	60.01	61.88	63.76	65.63	67.51	69.38	71.26	73.14
15	B	66.17	68.38	70.59	72.79	75.00	77.20	79.41	81.61	83.82	86.03
	O	66.17	68.38	70.59	72.79	75.00	77.20	79.41	81.61	83.82	86.03

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/>