

**Salary Table 2023-SO (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 18.00%**  
**For the Locality Pay Area of San Antonio-New Braunfels-Pearsall, TX**  
**Total Increase: 4.64%**  
**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	\$ 24,779	\$ 25,611	\$ 26,433	\$ 27,254	\$ 28,077	\$ 28,558	\$ 29,374	\$ 30,195	\$ 30,228	\$ 31,002
2	27,862	28,525	29,448	30,228	30,569	31,468	32,367	33,267	34,166	35,065
3	36,483	37,497	38,510	39,524	40,538	41,551	42,565	43,579	44,592	45,606
4	40,952	42,089	43,227	44,364	45,502	46,640	47,777	48,915	50,052	51,190
5	47,094	48,367	49,640	50,913	52,187	53,460	54,733	56,006	57,280	58,553
6	49,654	51,073	52,491	53,909	55,328	56,746	58,165	59,583	61,001	62,420
7	53,603	55,179	56,756	58,332	59,909	61,485	63,062	64,638	66,215	67,791
8	55,872	57,618	59,365	61,111	62,857	64,604	66,350	68,097	69,843	71,589
9	59,781	61,709	63,637	65,566	67,494	69,422	71,350	73,278	75,206	77,134
10	65,832	67,956	70,080	72,204	74,328	76,452	78,576	80,700	82,824	84,948
11	69,996	72,329	74,662	76,995	79,328	81,661	83,994	86,326	88,659	90,992
12	83,897	86,693	89,490	92,287	95,083	97,880	100,676	103,473	106,270	109,066
13	99,764	103,090	106,415	109,740	113,065	116,390	119,716	123,041	126,366	129,691
14	117,891	121,821	125,750	129,680	133,609	137,538	141,468	145,397	149,327	153,256
15	138,671	143,293	147,915	152,537	157,159	161,782	166,404	171,026	175,648	180,270

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/>