

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

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	\$ 11.87	\$ 12.27	\$ 12.67	\$ 13.06	\$ 13.45	\$ 13.68	\$ 14.07	\$ 14.47	\$ 14.48	\$ 14.85
	O	17.81	18.41	19.01	19.59	20.18	20.52	21.11	21.71	21.72	22.28
2	B	13.35	13.67	14.11	14.48	14.65	15.08	15.51	15.94	16.37	16.80
	O	20.03	20.51	21.17	21.72	21.98	22.62	23.27	23.91	24.56	25.20
3	B	17.48	17.97	18.45	18.94	19.42	19.91	20.40	20.88	21.37	21.85
	O	26.22	26.96	27.68	28.41	29.13	29.87	30.60	31.32	32.06	32.78
4	B	19.62	20.17	20.71	21.26	21.80	22.35	22.89	23.44	23.98	24.53
	O	29.43	30.26	31.07	31.89	32.70	33.53	34.34	35.16	35.97	36.80
5	B	22.57	23.18	23.79	24.40	25.01	25.62	26.23	26.84	27.45	28.06
	O	33.86	34.77	35.69	36.60	37.52	38.43	39.35	40.26	41.18	42.09
6	B	23.79	24.47	25.15	25.83	26.51	27.19	27.87	28.55	29.23	29.91
	O	35.69	36.71	37.73	38.75	39.77	40.79	41.81	42.83	43.85	44.87
7	B	25.68	26.44	27.20	27.95	28.71	29.46	30.22	30.97	31.73	32.48
	O	38.52	39.66	40.80	41.93	43.07	44.19	45.33	46.46	47.31	47.31
8	B	26.77	27.61	28.45	29.28	30.12	30.96	31.79	32.63	33.47	34.30
	O	40.16	41.42	42.68	43.92	45.18	46.44	47.31	47.31	47.31	47.31
9	B	28.64	29.57	30.49	31.42	32.34	33.26	34.19	35.11	36.04	36.96
	O	42.96	44.36	45.74	47.13	47.31	47.31	47.31	47.31	47.31	47.31
10	B	31.54	32.56	33.58	34.60	35.61	36.63	37.65	38.67	39.69	40.70
	O	47.31	47.31	47.31	47.31	47.31	47.31	47.31	47.31	47.31	47.31
11	B	33.54	34.66	35.77	36.89	38.01	39.13	40.25	41.36	42.48	43.60
	O	47.31	47.31	47.31	47.31	47.31	47.31	47.31	47.31	47.31	47.31
12	B	40.20	41.54	42.88	44.22	45.56	46.90	48.24	49.58	50.92	52.26
	O	47.31	47.31	47.31	47.31	47.31	47.31	48.24	49.58	50.92	52.26
13	B	47.80	49.40	50.99	52.58	54.18	55.77	57.36	58.96	60.55	62.14
	O	47.80	49.40	50.99	52.58	54.18	55.77	57.36	58.96	60.55	62.14
14	B	56.49	58.37	60.25	62.14	64.02	65.90	67.79	69.67	71.55	73.43
	O	56.49	58.37	60.25	62.14	64.02	65.90	67.79	69.67	71.55	73.43
15	B	66.45	68.66	70.87	73.09	75.30	77.52	79.73	81.95	84.16	86.38
	O	66.45	68.66	70.87	73.09	75.30	77.52	79.73	81.95	84.16	86.38

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/>