

Salary Table 2023-SD (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 32.01%
For the Locality Pay Area of San Diego-Carlsbad, CA
Total Increase: 5.01%
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	\$ 13.28	\$ 13.73	\$ 14.17	\$ 14.61	\$ 15.05	\$ 15.31	\$ 15.75	\$ 16.19	\$ 16.20	\$ 16.62
	O	19.92	20.60	21.26	21.92	22.58	22.97	23.63	24.29	24.30	24.93
2	B	14.94	15.29	15.79	16.20	16.39	16.87	17.35	17.83	18.31	18.80
	O	22.41	22.94	23.69	24.30	24.59	25.31	26.03	26.75	27.47	28.20
3	B	19.56	20.10	20.64	21.19	21.73	22.27	22.82	23.36	23.90	24.45
	O	29.34	30.15	30.96	31.79	32.60	33.41	34.23	35.04	35.85	36.68
4	B	21.95	22.56	23.17	23.78	24.39	25.00	25.61	26.22	26.83	27.44
	O	32.93	33.84	34.76	35.67	36.59	37.50	38.42	39.33	40.25	41.16
5	B	25.24	25.93	26.61	27.29	27.97	28.66	29.34	30.02	30.70	31.39
	O	37.86	38.90	39.92	40.94	41.96	42.99	44.01	45.03	46.05	47.09
6	B	26.62	27.38	28.14	28.90	29.66	30.42	31.18	31.94	32.70	33.46
	O	39.93	41.07	42.21	43.35	44.49	45.63	46.77	47.91	49.05	50.19
7	B	28.73	29.58	30.42	31.27	32.11	32.96	33.80	34.65	35.49	36.34
	O	43.10	44.37	45.63	46.91	48.17	49.44	50.70	51.98	52.94	52.94
8	B	29.95	30.89	31.82	32.76	33.69	34.63	35.57	36.50	37.44	38.38
	O	44.93	46.34	47.73	49.14	50.54	51.95	52.94	52.94	52.94	52.94
9	B	32.05	33.08	34.11	35.15	36.18	37.21	38.25	39.28	40.31	41.35
	O	48.08	49.62	51.17	52.73	52.94	52.94	52.94	52.94	52.94	52.94
10	B	35.29	36.43	37.57	38.70	39.84	40.98	42.12	43.26	44.40	45.54
	O	52.94	52.94	52.94	52.94	52.94	52.94	52.94	52.94	52.94	52.94
11	B	37.52	38.77	40.02	41.27	42.52	43.77	45.02	46.28	47.53	48.78
	O	52.94	52.94	52.94	52.94	52.94	52.94	52.94	52.94	52.94	52.94
12	B	44.97	46.47	47.97	49.47	50.97	52.47	53.97	55.47	56.97	58.46
	O	52.94	52.94	52.94	52.94	52.94	52.94	53.97	55.47	56.97	58.46
13	B	53.48	55.26	57.04	58.83	60.61	62.39	64.17	65.96	67.74	69.52
	O	53.48	55.26	57.04	58.83	60.61	62.39	64.17	65.96	67.74	69.52
14	B	63.20	65.30	67.41	69.51	71.62	73.73	75.83	77.94	80.05	82.15
	O	63.20	65.30	67.41	69.51	71.62	73.73	75.83	77.94	80.05	82.15
15	B	74.33	76.81	79.29	81.77	84.24	86.72	87.93	87.93	87.93	87.93
	O	74.33	76.81	79.29	81.77	84.24	86.72	87.93	87.93	87.93	87.93

* 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. 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/>