

Salary Table 2024-LR (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.7% General Schedule Increase and a Locality Payment of 21.33%
For the Locality Pay Area of Laredo, TX
Total Increase: 5.30%
Effective January 2024

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	\$ 12.78	\$ 13.21	\$ 13.64	\$ 14.06	\$ 14.48	\$ 14.73	\$ 15.15	\$ 15.58	\$ 15.59	\$ 15.99
	O	19.17	19.82	20.46	21.09	21.72	22.10	22.73	23.37	23.39	23.99
2	B	14.37	14.71	15.19	15.59	15.77	16.23	16.70	17.16	17.62	18.09
	O	21.56	22.07	22.79	23.39	23.66	24.35	25.05	25.74	26.43	27.14
3	B	18.82	19.34	19.86	20.39	20.91	21.43	21.95	22.48	23.00	23.52
	O	28.23	29.01	29.79	30.59	31.37	32.15	32.93	33.72	34.50	35.28
4	B	21.12	21.71	22.30	22.88	23.47	24.06	24.64	25.23	25.82	26.40
	O	31.68	32.57	33.45	34.32	35.21	36.09	36.96	37.85	38.73	39.60
5	B	24.29	24.95	25.60	26.26	26.92	27.57	28.23	28.88	29.54	30.20
	O	36.44	37.43	38.40	39.39	40.38	41.36	42.35	43.32	44.31	45.30
6	B	25.61	26.35	27.08	27.81	28.54	29.27	30.01	30.74	31.47	32.20
	O	38.42	39.53	40.62	41.72	42.81	43.91	45.02	46.11	47.21	48.30
7	B	27.65	28.46	29.28	30.09	30.90	31.72	32.53	33.34	34.16	34.97
	O	41.48	42.69	43.92	45.14	46.35	47.58	48.80	50.01	50.94	50.94
8	B	28.82	29.72	30.62	31.52	32.42	33.32	34.22	35.12	36.02	36.92
	O	43.23	44.58	45.93	47.28	48.63	49.98	50.94	50.94	50.94	50.94
9	B	30.84	31.83	32.83	33.82	34.82	35.81	36.81	37.80	38.79	39.79
	O	46.26	47.75	49.25	50.73	50.94	50.94	50.94	50.94	50.94	50.94
10	B	33.96	35.05	36.15	37.24	38.34	39.44	40.53	41.63	42.72	43.82
	O	50.94	50.94	50.94	50.94	50.94	50.94	50.94	50.94	50.94	50.94
11	B	36.11	37.31	38.51	39.72	40.92	42.12	43.33	44.53	45.73	46.94
	O	50.94	50.94	50.94	50.94	50.94	50.94	50.94	50.94	50.94	50.94
12	B	43.28	44.72	46.16	47.60	49.05	50.49	51.93	53.37	54.82	56.26
	O	50.94	50.94	50.94	50.94	50.94	50.94	51.93	53.37	54.82	56.26
13	B	51.46	53.18	54.89	56.61	58.32	60.04	61.76	63.47	65.19	66.90
	O	51.46	53.18	54.89	56.61	58.32	60.04	61.76	63.47	65.19	66.90
14	B	60.81	62.84	64.87	66.89	68.92	70.95	72.98	75.00	77.03	79.06
	O	60.81	62.84	64.87	66.89	68.92	70.95	72.98	75.00	77.03	79.06
15	B	71.53	73.92	76.30	78.68	81.07	83.45	85.84	88.22	90.60	91.95
	O	71.53	73.92	76.30	78.68	81.07	83.45	85.84	88.22	90.60	91.95

* 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 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>