

**Salary Table 2024-SO (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 4.7% General Schedule Increase and a Locality Payment of 18.49%**  
**For the Locality Pay Area of San Antonio-New Braunfels-Pearsall, TX**  
**Total Increase: 5.13%**  
**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	\$ 12.48	\$ 12.90	\$ 13.32	\$ 13.73	\$ 14.14	\$ 14.39	\$ 14.80	\$ 15.21	\$ 15.23	\$ 15.61
	O	18.72	19.35	19.98	20.60	21.21	21.59	22.20	22.82	22.85	23.42
2	B	14.04	14.37	14.83	15.23	15.40	15.85	16.31	16.76	17.21	17.67
	O	21.06	21.56	22.25	22.85	23.10	23.78	24.47	25.14	25.82	26.51
3	B	18.38	18.89	19.40	19.91	20.42	20.93	21.44	21.95	22.46	22.97
	O	27.57	28.34	29.10	29.87	30.63	31.40	32.16	32.93	33.69	34.46
4	B	20.63	21.20	21.77	22.35	22.92	23.49	24.07	24.64	25.21	25.78
	O	30.95	31.80	32.66	33.53	34.38	35.24	36.11	36.96	37.82	38.67
5	B	23.72	24.36	25.00	25.64	26.29	26.93	27.57	28.21	28.85	29.49
	O	35.58	36.54	37.50	38.46	39.44	40.40	41.36	42.32	43.28	44.24
6	B	25.02	25.73	26.44	27.16	27.87	28.59	29.30	30.02	30.73	31.45
	O	37.53	38.60	39.66	40.74	41.81	42.89	43.95	45.03	46.10	47.18
7	B	27.00	27.80	28.59	29.39	30.18	30.98	31.77	32.56	33.36	34.15
	O	40.50	41.70	42.89	44.09	45.27	46.47	47.66	48.84	49.74	49.74
8	B	28.15	29.02	29.90	30.78	31.66	32.54	33.42	34.30	35.18	36.06
	O	42.23	43.53	44.85	46.17	47.49	48.81	49.74	49.74	49.74	49.74
9	B	30.12	31.09	32.06	33.03	34.00	34.97	35.94	36.92	37.89	38.86
	O	45.18	46.64	48.09	49.55	49.74	49.74	49.74	49.74	49.74	49.74
10	B	33.16	34.23	35.30	36.37	37.44	38.51	39.58	40.65	41.72	42.79
	O	49.74	49.74	49.74	49.74	49.74	49.74	49.74	49.74	49.74	49.74
11	B	35.26	36.44	37.61	38.79	39.96	41.14	42.31	43.49	44.66	45.84
	O	49.74	49.74	49.74	49.74	49.74	49.74	49.74	49.74	49.74	49.74
12	B	42.26	43.67	45.08	46.49	47.90	49.31	50.72	52.12	53.53	54.94
	O	49.74	49.74	49.74	49.74	49.74	49.74	50.72	52.12	53.53	54.94
13	B	50.26	51.93	53.61	55.28	56.96	58.63	60.31	61.99	63.66	65.34
	O	50.26	51.93	53.61	55.28	56.96	58.63	60.31	61.99	63.66	65.34
14	B	59.39	61.37	63.35	65.33	67.31	69.29	71.27	73.25	75.23	77.21
	O	59.39	61.37	63.35	65.33	67.31	69.29	71.27	73.25	75.23	77.21
15	B	69.86	72.19	74.51	76.84	79.17	81.50	83.83	86.16	88.48	90.81
	O	69.86	72.19	74.51	76.84	79.17	81.50	83.83	86.16	88.48	90.81

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/>