

Salary Table 2023-LR
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 20.64%
For the Locality Pay Area of Laredo, TX
Total Increase: 4.79%
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	\$ 12.14	\$ 12.55	\$ 12.95	\$ 13.35	\$ 13.75	\$ 13.99	\$ 14.39	\$ 14.79	\$ 14.81	\$ 15.19
	O	18.21	18.83	19.43	20.03	20.63	20.99	21.59	22.19	22.22	22.79
2	B	13.65	13.97	14.43	14.81	14.98	15.42	15.86	16.30	16.74	17.18
	O	20.48	20.96	21.65	22.22	22.47	23.13	23.79	24.45	25.11	25.77
3	B	14.89	15.39	15.89	16.38	16.88	17.38	17.87	18.37	18.87	19.36
	O	22.34	23.09	23.84	24.57	25.32	26.07	26.81	27.56	28.31	29.04
4	B	16.72	17.28	17.83	18.39	18.95	19.50	20.06	20.62	21.18	21.73
	O	25.08	25.92	26.75	27.59	28.43	29.25	30.09	30.93	31.77	32.60
5	B	18.70	19.33	19.95	20.58	21.20	21.82	22.45	23.07	23.69	24.32
	O	28.05	29.00	29.93	30.87	31.80	32.73	33.68	34.61	35.54	36.48
6	B	20.85	21.55	22.24	22.93	23.63	24.32	25.02	25.71	26.41	27.10
	O	31.28	32.33	33.36	34.40	35.45	36.48	37.53	38.57	39.62	40.65
7	B	23.17	23.94	24.71	25.49	26.26	27.03	27.80	28.58	29.35	30.12
	O	34.76	35.91	37.07	38.24	39.39	40.55	41.70	42.87	44.03	45.18
8	B	25.66	26.51	27.37	28.23	29.08	29.94	30.79	31.65	32.50	33.36
	O	38.49	39.77	41.06	42.35	43.62	44.91	46.19	46.82	46.82	46.82
9	B	28.34	29.29	30.23	31.17	32.12	33.06	34.01	34.95	35.90	36.84
	O	42.51	43.94	45.35	46.76	46.82	46.82	46.82	46.82	46.82	46.82
10	B	31.21	32.25	33.29	34.33	35.37	36.41	37.45	38.49	39.53	40.57
	O	46.82	46.82	46.82	46.82	46.82	46.82	46.82	46.82	46.82	46.82
11	B	34.29	35.43	36.58	37.72	38.86	40.00	41.15	42.29	43.43	44.57
	O	46.82	46.82	46.82	46.82	46.82	46.82	46.82	46.82	46.82	46.82
12	B	41.10	42.47	43.84	45.21	46.58	47.95	49.32	50.69	52.06	53.43
	O	46.82	46.82	46.82	46.82	46.82	47.95	49.32	50.69	52.06	53.43
13	B	48.87	50.50	52.13	53.76	55.39	57.02	58.65	60.28	61.90	63.53
	O	48.87	50.50	52.13	53.76	55.39	57.02	58.65	60.28	61.90	63.53
14	B	57.75	59.68	61.60	63.53	65.45	67.38	69.30	71.23	73.15	75.08
	O	57.75	59.68	61.60	63.53	65.45	67.38	69.30	71.23	73.15	75.08
15	B	67.93	70.20	72.46	74.72	76.99	79.25	81.52	83.78	86.05	87.93
	O	67.93	70.20	72.46	74.72	76.99	79.25	81.52	83.78	86.05	87.93

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>