

Salary Table 2023-AQ (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 17.63%
For the Locality Pay Area of Albuquerque-Santa Fe-Las Vegas, NM
Total Increase: 4.54%
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	\$ 11.84	\$ 12.23	\$ 12.63	\$ 13.02	\$ 13.41	\$ 13.64	\$ 14.03	\$ 14.42	\$ 14.44	\$ 14.81
	O	17.76	18.35	18.95	19.53	20.12	20.46	21.05	21.63	21.66	22.22
2	B	13.31	13.63	14.07	14.44	14.60	15.03	15.46	15.89	16.32	16.75
	O	19.97	20.45	21.11	21.66	21.90	22.55	23.19	23.84	24.48	25.13
3	B	17.43	17.91	18.39	18.88	19.36	19.85	20.33	20.82	21.30	21.78
	O	26.15	26.87	27.59	28.32	29.04	29.78	30.50	31.23	31.95	32.67
4	B	19.56	20.10	20.65	21.19	21.73	22.28	22.82	23.36	23.91	24.45
	O	29.34	30.15	30.98	31.79	32.60	33.42	34.23	35.04	35.87	36.68
5	B	22.49	23.10	23.71	24.32	24.93	25.54	26.14	26.75	27.36	27.97
	O	33.74	34.65	35.57	36.48	37.40	38.31	39.21	40.13	41.04	41.96
6	B	23.72	24.40	25.07	25.75	26.43	27.10	27.78	28.46	29.14	29.82
	O	35.58	36.60	37.61	38.63	39.65	40.65	41.67	42.69	43.71	44.73
7	B	25.60	26.36	27.11	27.86	28.62	29.37	30.12	30.87	31.63	32.38
	O	38.40	39.54	40.67	41.79	42.93	44.06	45.18	46.31	47.18	47.18
8	B	26.69	27.52	28.36	29.19	30.02	30.86	31.69	32.53	33.36	34.20
	O	40.04	41.28	42.54	43.79	45.03	46.29	47.18	47.18	47.18	47.18
9	B	28.55	29.48	30.40	31.32	32.24	33.16	34.08	35.00	35.92	36.84
	O	42.83	44.22	45.60	46.98	47.18	47.18	47.18	47.18	47.18	47.18
10	B	31.45	32.46	33.47	34.49	35.50	36.52	37.53	38.55	39.56	40.58
	O	47.18	47.18	47.18	47.18	47.18	47.18	47.18	47.18	47.18	47.18
11	B	33.43	34.55	35.66	36.78	37.89	39.01	40.12	41.23	42.35	43.46
	O	47.18	47.18	47.18	47.18	47.18	47.18	47.18	47.18	47.18	47.18
12	B	40.07	41.41	42.75	44.08	45.42	46.75	48.09	49.42	50.76	52.10
	O	47.18	47.18	47.18	47.18	47.18	47.18	48.09	49.42	50.76	52.10
13	B	47.65	49.24	50.83	52.42	54.01	55.59	57.18	58.77	60.36	61.95
	O	47.65	49.24	50.83	52.42	54.01	55.59	57.18	58.77	60.36	61.95
14	B	56.31	58.19	60.07	61.94	63.82	65.70	67.57	69.45	71.33	73.20
	O	56.31	58.19	60.07	61.94	63.82	65.70	67.57	69.45	71.33	73.20
15	B	66.24	68.44	70.65	72.86	75.07	77.28	79.48	81.69	83.90	86.11
	O	66.24	68.44	70.65	72.86	75.07	77.28	79.48	81.69	83.90	86.11

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/>