

**Salary Table 2023-AL**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 19.45%**  
**For the Locality Pay Area of Albany-Schenectady, NY-MA**  
**Total Increase: 4.78%**  
**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	\$ 12.02	\$ 12.42	\$ 12.82	\$ 13.22	\$ 13.62	\$ 13.85	\$ 14.25	\$ 14.65	\$ 14.66	\$ 15.04
	O	18.03	18.63	19.23	19.83	20.43	20.78	21.38	21.98	21.99	22.56
2	B	13.51	13.84	14.28	14.66	14.83	15.26	15.70	16.14	16.57	17.01
	O	20.27	20.76	21.42	21.99	22.25	22.89	23.55	24.21	24.86	25.52
3	B	14.75	15.24	15.73	16.22	16.71	17.20	17.70	18.19	18.68	19.17
	O	22.13	22.86	23.60	24.33	25.07	25.80	26.55	27.29	28.02	28.76
4	B	16.55	17.10	17.66	18.21	18.76	19.31	19.86	20.42	20.97	21.52
	O	24.83	25.65	26.49	27.32	28.14	28.97	29.79	30.63	31.46	32.28
5	B	18.52	19.14	19.75	20.37	20.99	21.61	22.23	22.84	23.46	24.08
	O	27.78	28.71	29.63	30.56	31.49	32.42	33.35	34.26	35.19	36.12
6	B	20.64	21.33	22.02	22.71	23.40	24.08	24.77	25.46	26.15	26.84
	O	30.96	32.00	33.03	34.07	35.10	36.12	37.16	38.19	39.23	40.26
7	B	22.94	23.71	24.47	25.24	26.00	26.76	27.53	28.29	29.06	29.82
	O	34.41	35.57	36.71	37.86	39.00	40.14	41.30	42.44	43.59	44.73
8	B	25.41	26.25	27.10	27.95	28.79	29.64	30.49	31.34	32.18	33.03
	O	38.12	39.38	40.65	41.93	43.19	44.46	45.74	46.35	46.35	46.35
9	B	28.06	29.00	29.93	30.87	31.80	32.74	33.67	34.61	35.54	36.48
	O	42.09	43.50	44.90	46.31	46.35	46.35	46.35	46.35	46.35	46.35
10	B	30.90	31.93	32.96	33.99	35.02	36.05	37.08	38.11	39.14	40.17
	O	46.35	46.35	46.35	46.35	46.35	46.35	46.35	46.35	46.35	46.35
11	B	33.95	35.08	36.21	37.35	38.48	39.61	40.74	41.87	43.00	44.14
	O	46.35	46.35	46.35	46.35	46.35	46.35	46.35	46.35	46.35	46.35
12	B	40.69	42.05	43.41	44.76	46.12	47.48	48.83	50.19	51.55	52.90
	O	46.35	46.35	46.35	46.35	46.35	47.48	48.83	50.19	51.55	52.90
13	B	48.39	50.00	51.62	53.23	54.84	56.45	58.07	59.68	61.29	62.91
	O	48.39	50.00	51.62	53.23	54.84	56.45	58.07	59.68	61.29	62.91
14	B	57.18	59.09	60.99	62.90	64.81	66.71	68.62	70.52	72.43	74.34
	O	57.18	59.09	60.99	62.90	64.81	66.71	68.62	70.52	72.43	74.34
15	B	67.26	69.50	71.75	73.99	76.23	78.47	80.71	82.95	85.20	87.44
	O	67.26	69.50	71.75	73.99	76.23	78.47	80.71	82.95	85.20	87.44

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/>