

**Salary Table 2023-BN**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 18.31%**  
**For the Locality Pay Area of Burlington-South Burlington, VT**  
**Total Increase: 4.71%**  
**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   | \$ 11.90 | \$ 12.30 | \$ 12.70 | \$ 13.09 | \$ 13.49 | \$ 13.72 | \$ 14.11 | \$ 14.51 | \$ 14.52 | \$ 14.89 |
|       | O   | 17.85    | 18.45    | 19.05    | 19.64    | 20.24    | 20.58    | 21.17    | 21.77    | 21.78    | 22.34    |
| 2     | B   | 13.39    | 13.70    | 14.15    | 14.52    | 14.69    | 15.12    | 15.55    | 15.98    | 16.41    | 16.85    |
|       | O   | 20.09    | 20.55    | 21.23    | 21.78    | 22.04    | 22.68    | 23.33    | 23.97    | 24.62    | 25.28    |
| 3     | B   | 14.61    | 15.09    | 15.58    | 16.07    | 16.55    | 17.04    | 17.53    | 18.01    | 18.50    | 18.99    |
|       | O   | 21.92    | 22.64    | 23.37    | 24.11    | 24.83    | 25.56    | 26.30    | 27.02    | 27.75    | 28.49    |
| 4     | B   | 16.39    | 16.94    | 17.49    | 18.03    | 18.58    | 19.13    | 19.67    | 20.22    | 20.77    | 21.31    |
|       | O   | 24.59    | 25.41    | 26.24    | 27.05    | 27.87    | 28.70    | 29.51    | 30.33    | 31.16    | 31.97    |
| 5     | B   | 18.34    | 18.95    | 19.57    | 20.18    | 20.79    | 21.40    | 22.01    | 22.62    | 23.24    | 23.85    |
|       | O   | 27.51    | 28.43    | 29.36    | 30.27    | 31.19    | 32.10    | 33.02    | 33.93    | 34.86    | 35.78    |
| 6     | B   | 20.45    | 21.13    | 21.81    | 22.49    | 23.17    | 23.85    | 24.54    | 25.22    | 25.90    | 26.58    |
|       | O   | 30.68    | 31.70    | 32.72    | 33.74    | 34.76    | 35.78    | 36.81    | 37.83    | 38.85    | 39.87    |
| 7     | B   | 22.72    | 23.48    | 24.24    | 24.99    | 25.75    | 26.51    | 27.27    | 28.02    | 28.78    | 29.54    |
|       | O   | 34.08    | 35.22    | 36.36    | 37.49    | 38.63    | 39.77    | 40.91    | 42.03    | 43.17    | 44.31    |
| 8     | B   | 25.16    | 26.00    | 26.84    | 27.68    | 28.52    | 29.36    | 30.20    | 31.04    | 31.88    | 32.71    |
|       | O   | 37.74    | 39.00    | 40.26    | 41.52    | 42.78    | 44.04    | 45.30    | 45.92    | 45.92    | 45.92    |
| 9     | B   | 27.79    | 28.72    | 29.65    | 30.57    | 31.50    | 32.43    | 33.35    | 34.28    | 35.20    | 36.13    |
|       | O   | 41.69    | 43.08    | 44.48    | 45.86    | 45.92    | 45.92    | 45.92    | 45.92    | 45.92    | 45.92    |
| 10    | B   | 30.61    | 31.63    | 32.65    | 33.67    | 34.69    | 35.71    | 36.73    | 37.75    | 38.77    | 39.79    |
|       | O   | 45.92    | 45.92    | 45.92    | 45.92    | 45.92    | 45.92    | 45.92    | 45.92    | 45.92    | 45.92    |
| 11    | B   | 33.63    | 34.75    | 35.87    | 36.99    | 38.11    | 39.23    | 40.35    | 41.47    | 42.59    | 43.71    |
|       | O   | 45.92    | 45.92    | 45.92    | 45.92    | 45.92    | 45.92    | 45.92    | 45.92    | 45.92    | 45.92    |
| 12    | B   | 40.31    | 41.65    | 42.99    | 44.34    | 45.68    | 47.02    | 48.37    | 49.71    | 51.05    | 52.40    |
|       | O   | 45.92    | 45.92    | 45.92    | 45.92    | 45.92    | 47.02    | 48.37    | 49.71    | 51.05    | 52.40    |
| 13    | B   | 47.93    | 49.53    | 51.12    | 52.72    | 54.32    | 55.92    | 57.51    | 59.11    | 60.71    | 62.31    |
|       | O   | 47.93    | 49.53    | 51.12    | 52.72    | 54.32    | 55.92    | 57.51    | 59.11    | 60.71    | 62.31    |
| 14    | B   | 56.64    | 58.52    | 60.41    | 62.30    | 64.19    | 66.08    | 67.96    | 69.85    | 71.74    | 73.63    |
|       | O   | 56.64    | 58.52    | 60.41    | 62.30    | 64.19    | 66.08    | 67.96    | 69.85    | 71.74    | 73.63    |
| 15    | B   | 66.62    | 68.84    | 71.06    | 73.28    | 75.50    | 77.72    | 79.94    | 82.16    | 84.38    | 86.60    |
|       | O   | 66.62    | 68.84    | 71.06    | 73.28    | 75.50    | 77.72    | 79.94    | 82.16    | 84.38    | 86.60    |

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/>