

Salary Table 2023-BOS (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 31.05%
For the Locality Pay Area of Boston-Worcester-Providence, MA-RI-NH-ME
Total Increase: 4.87%
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	\$ 13.19	\$ 13.63	\$ 14.07	\$ 14.50	\$ 14.94	\$ 15.20	\$ 15.63	\$ 16.07	\$ 16.09	\$ 16.50
	O	19.79	20.45	21.11	21.75	22.41	22.80	23.45	24.11	24.14	24.75
2	B	14.83	15.18	15.67	16.09	16.27	16.75	17.22	17.70	18.18	18.66
	O	22.25	22.77	23.51	24.14	24.41	25.13	25.83	26.55	27.27	27.99
3	B	19.41	19.95	20.49	21.03	21.57	22.11	22.65	23.19	23.73	24.27
	O	29.12	29.93	30.74	31.55	32.36	33.17	33.98	34.79	35.60	36.41
4	B	21.79	22.40	23.00	23.61	24.21	24.82	25.42	26.03	26.63	27.24
	O	32.69	33.60	34.50	35.42	36.32	37.23	38.13	39.05	39.95	40.86
5	B	25.06	25.74	26.42	27.09	27.77	28.45	29.13	29.80	30.48	31.16
	O	37.59	38.61	39.63	40.64	41.66	42.68	43.70	44.70	45.72	46.74
6	B	26.42	27.18	27.93	28.69	29.44	30.20	30.95	31.71	32.46	33.22
	O	39.63	40.77	41.90	43.04	44.16	45.30	46.43	47.57	48.69	49.83
7	B	28.52	29.36	30.20	31.04	31.88	32.72	33.56	34.40	35.24	36.07
	O	42.78	44.04	45.30	46.56	47.82	49.08	50.34	51.60	52.55	52.55
8	B	29.73	30.66	31.59	32.52	33.45	34.38	35.31	36.24	37.17	38.10
	O	44.60	45.99	47.39	48.78	50.18	51.57	52.55	52.55	52.55	52.55
9	B	31.81	32.84	33.86	34.89	35.92	36.94	37.97	38.99	40.02	41.05
	O	47.72	49.26	50.79	52.34	52.55	52.55	52.55	52.55	52.55	52.55
10	B	35.03	36.16	37.29	38.42	39.55	40.68	41.81	42.94	44.07	45.21
	O	52.55	52.55	52.55	52.55	52.55	52.55	52.55	52.55	52.55	52.55
11	B	37.25	38.49	39.73	40.97	42.21	43.46	44.70	45.94	47.18	48.42
	O	52.55	52.55	52.55	52.55	52.55	52.55	52.55	52.55	52.55	52.55
12	B	44.65	46.13	47.62	49.11	50.60	52.09	53.57	55.06	56.55	58.04
	O	52.55	52.55	52.55	52.55	52.55	52.55	53.57	55.06	56.55	58.04
13	B	53.09	54.86	56.63	58.40	60.17	61.94	63.71	65.48	67.25	69.01
	O	53.09	54.86	56.63	58.40	60.17	61.94	63.71	65.48	67.25	69.01
14	B	62.74	64.83	66.92	69.01	71.10	73.19	75.28	77.37	79.46	81.55
	O	62.74	64.83	66.92	69.01	71.10	73.19	75.28	77.37	79.46	81.55
15	B	73.79	76.25	78.71	81.17	83.63	86.09	87.93	87.93	87.93	87.93
	O	73.79	76.25	78.71	81.17	83.63	86.09	87.93	87.93	87.93	87.93

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

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/>