

**Salary Table 2023-COL (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 21.27%**  
**For the Locality Pay Area of Columbus-Marion-Zanesville, OH**  
**Total Increase: 4.60%**  
**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	\$ 12.20	\$ 12.61	\$ 13.02	\$ 13.42	\$ 13.83	\$ 14.06	\$ 14.46	\$ 14.87	\$ 14.89	\$ 15.27
	O	18.30	18.92	19.53	20.13	20.75	21.09	21.69	22.31	22.34	22.91
2	B	13.72	14.05	14.50	14.89	15.05	15.50	15.94	16.38	16.82	17.27
	O	20.58	21.08	21.75	22.34	22.58	23.25	23.91	24.57	25.23	25.91
3	B	17.97	18.46	18.96	19.46	19.96	20.46	20.96	21.46	21.96	22.46
	O	26.96	27.69	28.44	29.19	29.94	30.69	31.44	32.19	32.94	33.69
4	B	20.17	20.73	21.29	21.85	22.41	22.97	23.53	24.09	24.65	25.21
	O	30.26	31.10	31.94	32.78	33.62	34.46	35.30	36.14	36.98	37.82
5	B	23.19	23.82	24.44	25.07	25.70	26.33	26.95	27.58	28.21	28.83
	O	34.79	35.73	36.66	37.61	38.55	39.50	40.43	41.37	42.32	43.25
6	B	24.45	25.15	25.85	26.55	27.25	27.94	28.64	29.34	30.04	30.74
	O	36.68	37.73	38.78	39.83	40.88	41.91	42.96	44.01	45.06	46.11
7	B	26.40	27.17	27.95	28.72	29.50	30.28	31.05	31.83	32.61	33.38
	O	39.60	40.76	41.93	43.08	44.25	45.42	46.58	47.75	48.63	48.63
8	B	27.51	28.37	29.23	30.09	30.95	31.81	32.67	33.53	34.39	35.25
	O	41.27	42.56	43.85	45.14	46.43	47.72	48.63	48.63	48.63	48.63
9	B	29.44	30.39	31.34	32.29	33.24	34.19	35.14	36.08	37.03	37.98
	O	44.16	45.59	47.01	48.44	48.63	48.63	48.63	48.63	48.63	48.63
10	B	32.42	33.46	34.51	35.56	36.60	37.65	38.69	39.74	40.79	41.83
	O	48.63	48.63	48.63	48.63	48.63	48.63	48.63	48.63	48.63	48.63
11	B	34.47	35.62	36.77	37.92	39.06	40.21	41.36	42.51	43.66	44.81
	O	48.63	48.63	48.63	48.63	48.63	48.63	48.63	48.63	48.63	48.63
12	B	41.31	42.69	44.07	45.45	46.82	48.20	49.58	50.95	52.33	53.71
	O	48.63	48.63	48.63	48.63	48.63	48.63	49.58	50.95	52.33	53.71
13	B	49.13	50.76	52.40	54.04	55.68	57.31	58.95	60.59	62.23	63.86
	O	49.13	50.76	52.40	54.04	55.68	57.31	58.95	60.59	62.23	63.86
14	B	58.05	59.99	61.92	63.86	65.79	67.73	69.66	71.60	73.53	75.47
	O	58.05	59.99	61.92	63.86	65.79	67.73	69.66	71.60	73.53	75.47
15	B	68.29	70.56	72.84	75.11	77.39	79.67	81.94	84.22	86.49	87.93
	O	68.29	70.56	72.84	75.11	77.39	79.67	81.94	84.22	86.49	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/>