

Salary Table 2023-MSP (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 26.39%
For the Locality Pay Area of Minneapolis-St. Paul, MN-WI
Total Increase: 4.85%
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	\$ 12.72	\$ 13.14	\$ 13.57	\$ 13.99	\$ 14.41	\$ 14.66	\$ 15.08	\$ 15.50	\$ 15.51	\$ 15.91
	O	19.08	19.71	20.36	20.99	21.62	21.99	22.62	23.25	23.27	23.87
2	B	14.30	14.64	15.11	15.51	15.69	16.15	16.61	17.07	17.53	18.00
	O	21.45	21.96	22.67	23.27	23.54	24.23	24.92	25.61	26.30	27.00
3	B	18.72	19.24	19.76	20.28	20.80	21.33	21.85	22.37	22.89	23.41
	O	28.08	28.86	29.64	30.42	31.20	32.00	32.78	33.56	34.34	35.12
4	B	21.02	21.60	22.18	22.77	23.35	23.94	24.52	25.10	25.69	26.27
	O	31.53	32.40	33.27	34.16	35.03	35.91	36.78	37.65	38.54	39.41
5	B	24.17	24.82	25.48	26.13	26.78	27.44	28.09	28.74	29.40	30.05
	O	36.26	37.23	38.22	39.20	40.17	41.16	42.14	43.11	44.10	45.08
6	B	25.48	26.21	26.94	27.67	28.40	29.12	29.85	30.58	31.31	32.04
	O	38.22	39.32	40.41	41.51	42.60	43.68	44.78	45.87	46.97	48.06
7	B	27.51	28.32	29.13	29.94	30.75	31.56	32.36	33.17	33.98	34.79
	O	41.27	42.48	43.70	44.91	46.13	47.34	48.54	49.76	50.99	50.99
8	B	28.67	29.57	30.47	31.36	32.26	33.16	34.05	34.95	35.85	36.74
	O	43.01	44.36	45.71	47.04	48.39	49.74	50.69	50.69	50.69	50.69
9	B	30.68	31.67	32.66	33.65	34.64	35.63	36.62	37.61	38.60	39.59
	O	46.02	47.51	48.99	50.48	50.69	50.69	50.69	50.69	50.69	50.69
10	B	33.79	34.88	35.97	37.06	38.15	39.24	40.33	41.42	42.51	43.60
	O	50.69	50.69	50.69	50.69	50.69	50.69	50.69	50.69	50.69	50.69
11	B	35.92	37.12	38.32	39.52	40.71	41.91	43.11	44.30	45.50	46.70
	O	50.69	50.69	50.69	50.69	50.69	50.69	50.69	50.69	50.69	50.69
12	B	43.06	44.49	45.93	47.36	48.80	50.23	51.67	53.10	54.54	55.98
	O	50.69	50.69	50.69	50.69	50.69	50.69	51.67	53.10	54.54	55.98
13	B	51.20	52.91	54.61	56.32	58.03	59.73	61.44	63.15	64.85	66.56
	O	51.20	52.91	54.61	56.32	58.03	59.73	61.44	63.15	64.85	66.56
14	B	60.51	62.52	64.54	66.55	68.57	70.59	72.60	74.62	76.64	78.66
	O	60.51	62.52	64.54	66.55	68.57	70.59	72.60	74.62	76.64	78.66
15	B	71.17	73.54	75.91	78.29	80.66	83.03	85.40	87.77	87.93	87.93
	O	71.17	73.54	75.91	78.29	80.66	83.03	85.40	87.77	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/>