

**Salary Table 2023-BOS**  
**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	16.18	16.72	17.26	17.80	18.34	18.87	19.41	19.95	20.49	21.03
	O	24.27	25.08	25.89	26.70	27.51	28.31	29.12	29.93	30.74	31.55
4	B	18.16	18.77	19.37	19.98	20.58	21.19	21.79	22.40	23.00	23.61
	O	27.24	28.16	29.06	29.97	30.87	31.79	32.69	33.60	34.50	35.42
5	B	20.32	21.00	21.67	22.35	23.03	23.71	24.38	25.06	25.74	26.42
	O	30.48	31.50	32.51	33.53	34.55	35.57	36.57	37.59	38.61	39.63
6	B	22.65	23.40	24.16	24.91	25.67	26.42	27.18	27.93	28.69	29.44
	O	33.98	35.10	36.24	37.37	38.51	39.63	40.77	41.90	43.04	44.16
7	B	25.17	26.01	26.85	27.69	28.52	29.36	30.20	31.04	31.88	32.72
	O	37.76	39.02	40.28	41.54	42.78	44.04	45.30	46.56	47.82	49.08
8	B	27.87	28.80	29.73	30.66	31.59	32.52	33.45	34.38	35.31	36.24
	O	41.81	43.20	44.60	45.99	47.39	48.78	50.18	50.85	50.85	50.85
9	B	30.79	31.81	32.84	33.86	34.89	35.92	36.94	37.97	38.99	40.02
	O	46.19	47.72	49.26	50.79	50.85	50.85	50.85	50.85	50.85	50.85
10	B	33.90	35.03	36.16	37.29	38.42	39.55	40.68	41.81	42.94	44.07
	O	50.85	50.85	50.85	50.85	50.85	50.85	50.85	50.85	50.85	50.85
11	B	37.25	38.49	39.73	40.97	42.21	43.46	44.70	45.94	47.18	48.42
	O	50.85	50.85	50.85	50.85	50.85	50.85	50.85	50.85	50.85	50.85
12	B	44.65	46.13	47.62	49.11	50.60	52.09	53.57	55.06	56.55	58.04
	O	50.85	50.85	50.85	50.85	50.85	52.09	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)).

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/>