

**Salary Table 2023-DAY (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 20.59%**  
**For the Locality Pay Area of Dayton-Springfield-Sidney, OH**  
**Total Increase: 4.67%**  
**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	\$ 12.13	\$ 12.54	\$ 12.94	\$ 13.35	\$ 13.75	\$ 13.98	\$ 14.38	\$ 14.79	\$ 14.80	\$ 15.18
	O	18.20	18.81	19.41	20.03	20.63	20.97	21.57	22.19	22.20	22.77
2	B	13.64	13.97	14.42	14.80	14.97	15.41	15.85	16.29	16.73	17.17
	O	20.46	20.96	21.63	22.20	22.46	23.12	23.78	24.44	25.10	25.76
3	B	17.86	18.36	18.86	19.35	19.85	20.35	20.84	21.34	21.84	22.33
	O	26.79	27.54	28.29	29.03	29.78	30.53	31.26	32.01	32.76	33.50
4	B	20.05	20.61	21.17	21.72	22.28	22.84	23.40	23.95	24.51	25.07
	O	30.08	30.92	31.76	32.58	33.42	34.26	35.10	35.93	36.77	37.61
5	B	23.06	23.68	24.31	24.93	25.55	26.18	26.80	27.43	28.05	28.67
	O	34.59	35.52	36.47	37.40	38.33	39.27	40.20	41.15	42.08	43.01
6	B	24.31	25.01	25.70	26.40	27.09	27.79	28.48	29.18	29.87	30.57
	O	36.47	37.52	38.55	39.60	40.64	41.69	42.72	43.77	44.81	45.86
7	B	26.25	27.02	27.79	28.56	29.34	30.11	30.88	31.65	32.42	33.20
	O	39.38	40.53	41.69	42.84	44.01	45.17	46.32	47.48	48.36	48.36
8	B	27.36	28.21	29.07	29.92	30.78	31.63	32.49	33.34	34.20	35.06
	O	41.04	42.32	43.61	44.88	46.17	47.45	48.36	48.36	48.36	48.36
9	B	29.27	30.22	31.16	32.11	33.05	33.99	34.94	35.88	36.83	37.77
	O	43.91	45.33	46.74	48.17	48.36	48.36	48.36	48.36	48.36	48.36
10	B	32.24	33.28	34.32	35.36	36.40	37.44	38.48	39.52	40.56	41.60
	O	48.36	48.36	48.36	48.36	48.36	48.36	48.36	48.36	48.36	48.36
11	B	34.28	35.42	36.56	37.70	38.84	39.99	41.13	42.27	43.41	44.56
	O	48.36	48.36	48.36	48.36	48.36	48.36	48.36	48.36	48.36	48.36
12	B	41.08	42.45	43.82	45.19	46.56	47.93	49.30	50.67	52.04	53.41
	O	48.36	48.36	48.36	48.36	48.36	48.36	49.30	50.67	52.04	53.41
13	B	48.85	50.48	52.11	53.74	55.37	56.99	58.62	60.25	61.88	63.51
	O	48.85	50.48	52.11	53.74	55.37	56.99	58.62	60.25	61.88	63.51
14	B	57.73	59.65	61.58	63.50	65.43	67.35	69.27	71.20	73.12	75.05
	O	57.73	59.65	61.58	63.50	65.43	67.35	69.27	71.20	73.12	75.05
15	B	67.90	70.17	72.43	74.69	76.96	79.22	81.48	83.75	86.01	87.93
	O	67.90	70.17	72.43	74.69	76.96	79.22	81.48	83.75	86.01	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/>