

**Salary Table 2023-IND**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 17.57%**  
**For the Locality Pay Area of Indianapolis-Carmel-Muncie, IN**  
**Total Increase: 4.38%**  
**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	\$ 11.83	\$ 12.23	\$ 12.62	\$ 13.01	\$ 13.40	\$ 13.63	\$ 14.02	\$ 14.42	\$ 14.43	\$ 14.80
	O	17.75	18.35	18.93	19.52	20.10	20.45	21.03	21.63	21.65	22.20
2	B	13.30	13.62	14.06	14.43	14.59	15.02	15.45	15.88	16.31	16.74
	O	19.95	20.43	21.09	21.65	21.89	22.53	23.18	23.82	24.47	25.11
3	B	14.51	15.00	15.48	15.97	16.45	16.93	17.42	17.90	18.39	18.87
	O	21.77	22.50	23.22	23.96	24.68	25.40	26.13	26.85	27.59	28.31
4	B	16.29	16.84	17.38	17.92	18.46	19.01	19.55	20.09	20.64	21.18
	O	24.44	25.26	26.07	26.88	27.69	28.52	29.33	30.14	30.96	31.77
5	B	18.23	18.84	19.44	20.05	20.66	21.27	21.88	22.48	23.09	23.70
	O	27.35	28.26	29.16	30.08	30.99	31.91	32.82	33.72	34.64	35.55
6	B	20.32	21.00	21.67	22.35	23.03	23.71	24.38	25.06	25.74	26.41
	O	30.48	31.50	32.51	33.53	34.55	35.57	36.57	37.59	38.61	39.62
7	B	22.58	23.33	24.09	24.84	25.59	26.34	27.10	27.85	28.60	29.35
	O	33.87	35.00	36.14	37.26	38.39	39.51	40.65	41.78	42.90	44.03
8	B	25.01	25.84	26.67	27.51	28.34	29.17	30.01	30.84	31.68	32.51
	O	37.52	38.76	40.01	41.27	42.51	43.76	45.02	45.62	45.62	45.62
9	B	27.62	28.54	29.46	30.38	31.30	32.22	33.14	34.06	34.98	35.90
	O	41.43	42.81	44.19	45.57	45.62	45.62	45.62	45.62	45.62	45.62
10	B	30.41	31.43	32.44	33.46	34.47	35.48	36.50	37.51	38.53	39.54
	O	45.62	45.62	45.62	45.62	45.62	45.62	45.62	45.62	45.62	45.62
11	B	33.42	34.53	35.64	36.76	37.87	38.99	40.10	41.21	42.33	43.44
	O	45.62	45.62	45.62	45.62	45.62	45.62	45.62	45.62	45.62	45.62
12	B	40.05	41.39	42.72	44.06	45.39	46.73	48.06	49.40	50.73	52.07
	O	45.62	45.62	45.62	45.62	45.62	46.73	48.06	49.40	50.73	52.07
13	B	47.63	49.22	50.80	52.39	53.98	55.57	57.15	58.74	60.33	61.92
	O	47.63	49.22	50.80	52.39	53.98	55.57	57.15	58.74	60.33	61.92
14	B	56.28	58.16	60.03	61.91	63.79	65.66	67.54	69.41	71.29	73.17
	O	56.28	58.16	60.03	61.91	63.79	65.66	67.54	69.41	71.29	73.17
15	B	66.20	68.41	70.62	72.82	75.03	77.24	79.44	81.65	83.86	86.06
	O	66.20	68.41	70.62	72.82	75.03	77.24	79.44	81.65	83.86	86.06

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/>