

Salary Table 2023-RUS (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 16.50%
For the Locality Pay Area of Rest of U.S.
Total Increase: 4.37%
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	\$ 11.72	\$ 12.12	\$ 12.50	\$ 12.89	\$ 13.28	\$ 13.51	\$ 13.90	\$ 14.28	\$ 14.30	\$ 14.67
	O	17.58	18.18	18.75	19.34	19.92	20.27	20.85	21.42	21.45	22.01
2	B	13.18	13.49	13.93	14.30	14.46	14.89	15.31	15.74	16.16	16.59
	O	19.77	20.24	20.90	21.45	21.69	22.34	22.97	23.61	24.24	24.89
3	B	17.26	17.74	18.22	18.70	19.18	19.66	20.14	20.62	21.09	21.57
	O	25.89	26.61	27.33	28.05	28.77	29.49	30.21	30.93	31.64	32.36
4	B	19.37	19.91	20.45	20.99	21.53	22.06	22.60	23.14	23.68	24.22
	O	29.06	29.87	30.68	31.49	32.30	33.09	33.90	34.71	35.52	36.33
5	B	22.28	22.88	23.48	24.09	24.69	25.29	25.89	26.49	27.10	27.70
	O	33.42	34.32	35.22	36.14	37.04	37.94	38.84	39.74	40.65	41.55
6	B	23.49	24.16	24.83	25.50	26.17	26.84	27.52	28.19	28.86	29.53
	O	35.24	36.24	37.25	38.25	39.26	40.26	41.28	42.29	43.29	44.30
7	B	25.36	26.10	26.85	27.60	28.34	29.09	29.83	30.58	31.32	32.07
	O	38.04	39.15	40.28	41.40	42.51	43.64	44.75	45.87	46.71	46.71
8	B	26.43	27.26	28.08	28.91	29.74	30.56	31.39	32.21	33.04	33.87
	O	39.65	40.89	42.12	43.37	44.61	45.84	46.71	46.71	46.71	46.71
9	B	28.28	29.19	30.10	31.02	31.93	32.84	33.75	34.67	35.58	36.49
	O	42.42	43.79	45.15	46.53	46.71	46.71	46.71	46.71	46.71	46.71
10	B	31.14	32.15	33.15	34.16	35.16	36.17	37.17	38.18	39.18	40.19
	O	46.71	46.71	46.71	46.71	46.71	46.71	46.71	46.71	46.71	46.71
11	B	33.11	34.22	35.32	36.42	37.53	38.63	39.73	40.84	41.94	43.05
	O	46.71	46.71	46.71	46.71	46.71	46.71	46.71	46.71	46.71	46.71
12	B	39.69	41.01	42.33	43.66	44.98	46.30	47.63	48.95	50.27	51.60
	O	46.71	46.71	46.71	46.71	46.71	46.71	47.63	48.95	50.27	51.60
13	B	47.20	48.77	50.34	51.91	53.49	55.06	56.63	58.21	59.78	61.35
	O	47.20	48.77	50.34	51.91	53.49	55.06	56.63	58.21	59.78	61.35
14	B	55.77	57.63	59.49	61.35	63.21	65.06	66.92	68.78	70.64	72.50
	O	55.77	57.63	59.49	61.35	63.21	65.06	66.92	68.78	70.64	72.50
15	B	65.60	67.79	69.97	72.16	74.35	76.53	78.72	80.91	83.09	85.28
	O	65.60	67.79	69.97	72.16	74.35	76.53	78.72	80.91	83.09	85.28

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/>