

**Salary Table 2023-AQ**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 17.63%**  
**For the Locality Pay Area of Albuquerque-Santa Fe-Las Vegas, NM**  
**Total Increase: 4.54%**  
**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	\$ 11.84	\$ 12.23	\$ 12.63	\$ 13.02	\$ 13.41	\$ 13.64	\$ 14.03	\$ 14.42	\$ 14.44	\$ 14.81
	O	17.76	18.35	18.95	19.53	20.12	20.46	21.05	21.63	21.66	22.22
2	B	13.31	13.63	14.07	14.44	14.60	15.03	15.46	15.89	16.32	16.75
	O	19.97	20.45	21.11	21.66	21.90	22.55	23.19	23.84	24.48	25.13
3	B	14.52	15.01	15.49	15.97	16.46	16.94	17.43	17.91	18.39	18.88
	O	21.78	22.52	23.24	23.96	24.69	25.41	26.15	26.87	27.59	28.32
4	B	16.30	16.84	17.39	17.93	18.47	19.02	19.56	20.10	20.65	21.19
	O	24.45	25.26	26.09	26.90	27.71	28.53	29.34	30.15	30.98	31.79
5	B	18.24	18.85	19.45	20.06	20.67	21.28	21.89	22.49	23.10	23.71
	O	27.36	28.28	29.18	30.09	31.01	31.92	32.84	33.74	34.65	35.57
6	B	20.33	21.01	21.69	22.36	23.04	23.72	24.40	25.07	25.75	26.43
	O	30.50	31.52	32.54	33.54	34.56	35.58	36.60	37.61	38.63	39.65
7	B	22.59	23.34	24.10	24.85	25.60	26.36	27.11	27.86	28.62	29.37
	O	33.89	35.01	36.15	37.28	38.40	39.54	40.67	41.79	42.93	44.06
8	B	25.02	25.85	26.69	27.52	28.36	29.19	30.02	30.86	31.69	32.53
	O	37.53	38.78	40.04	41.28	42.54	43.79	45.03	45.65	45.65	45.65
9	B	27.63	28.55	29.48	30.40	31.32	32.24	33.16	34.08	35.00	35.92
	O	41.45	42.83	44.22	45.60	45.65	45.65	45.65	45.65	45.65	45.65
10	B	30.43	31.45	32.46	33.47	34.49	35.50	36.52	37.53	38.55	39.56
	O	45.65	45.65	45.65	45.65	45.65	45.65	45.65	45.65	45.65	45.65
11	B	33.43	34.55	35.66	36.78	37.89	39.01	40.12	41.23	42.35	43.46
	O	45.65	45.65	45.65	45.65	45.65	45.65	45.65	45.65	45.65	45.65
12	B	40.07	41.41	42.75	44.08	45.42	46.75	48.09	49.42	50.76	52.10
	O	45.65	45.65	45.65	45.65	45.65	46.75	48.09	49.42	50.76	52.10
13	B	47.65	49.24	50.83	52.42	54.01	55.59	57.18	58.77	60.36	61.95
	O	47.65	49.24	50.83	52.42	54.01	55.59	57.18	58.77	60.36	61.95
14	B	56.31	58.19	60.07	61.94	63.82	65.70	67.57	69.45	71.33	73.20
	O	56.31	58.19	60.07	61.94	63.82	65.70	67.57	69.45	71.33	73.20
15	B	66.24	68.44	70.65	72.86	75.07	77.28	79.48	81.69	83.90	86.11
	O	66.24	68.44	70.65	72.86	75.07	77.28	79.48	81.69	83.90	86.11

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/>