

**Salary Table 2023-BOS (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 27,519	\$ 28,443	\$ 29,357	\$ 30,269	\$ 31,182	\$ 31,717	\$ 32,622	\$ 33,534	\$ 33,571	\$ 34,431
2	30,944	31,680	32,705	33,571	33,950	34,948	35,947	36,946	37,944	38,943
3	40,518	41,644	42,769	43,895	45,021	46,147	47,272	48,398	49,524	50,650
4	45,481	46,744	48,008	49,271	50,534	51,798	53,061	54,324	55,587	56,851
5	52,302	53,716	55,130	56,544	57,958	59,372	60,786	62,200	63,614	65,028
6	55,146	56,721	58,296	59,872	61,447	63,022	64,597	66,172	67,748	69,323
7	59,531	61,282	63,032	64,783	66,534	68,285	70,036	71,787	73,537	75,288
8	62,051	63,990	65,930	67,869	69,809	71,749	73,688	75,628	77,567	79,507
9	66,393	68,534	70,675	72,817	74,958	77,099	79,241	81,382	83,523	85,665
10	73,113	75,472	77,831	80,189	82,548	84,907	87,266	89,625	91,984	94,343
11	77,738	80,328	82,919	85,510	88,101	90,692	93,283	95,874	98,464	101,055
12	93,175	96,281	99,387	102,493	105,599	108,705	111,811	114,916	118,022	121,128
13	110,798	114,491	118,184	121,877	125,569	129,262	132,955	136,648	140,341	144,034
14	130,929	135,293	139,657	144,021	148,385	152,749	157,113	161,477	165,841	170,205
15	154,007	159,141	164,274	169,407	174,540	179,673	183,500 *	183,500 *	183,500 *	183,500 *

\* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>