

Salary Table 2023-CS (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 19.11%
For the Locality Pay Area of Colorado Springs, CO
Total Increase: 4.71%
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	\$ 11.98	\$ 12.39	\$ 12.78	\$ 13.18	\$ 13.58	\$ 13.81	\$ 14.21	\$ 14.60	\$ 14.62	\$ 14.99
	O	17.97	18.59	19.17	19.77	20.37	20.72	21.32	21.90	21.93	22.49
2	B	13.48	13.80	14.24	14.62	14.79	15.22	15.66	16.09	16.52	16.96
	O	20.22	20.70	21.36	21.93	22.19	22.83	23.49	24.14	24.78	25.44
3	B	17.65	18.14	18.63	19.12	19.61	20.10	20.59	21.08	21.57	22.06
	O	26.48	27.21	27.95	28.68	29.42	30.15	30.89	31.62	32.36	33.09
4	B	19.81	20.36	20.91	21.46	22.01	22.56	23.11	23.66	24.21	24.76
	O	29.72	30.54	31.37	32.19	33.02	33.84	34.67	35.49	36.32	37.14
5	B	22.78	23.39	24.01	24.62	25.24	25.86	26.47	27.09	27.70	28.32
	O	34.17	35.09	36.02	36.93	37.86	38.79	39.71	40.64	41.55	42.48
6	B	24.02	24.70	25.39	26.07	26.76	27.45	28.13	28.82	29.50	30.19
	O	36.03	37.05	38.09	39.11	40.14	41.18	42.20	43.23	44.25	45.29
7	B	25.93	26.69	27.45	28.21	28.98	29.74	30.50	31.26	32.03	32.79
	O	38.90	40.04	41.18	42.32	43.47	44.61	45.75	46.89	47.76	47.76
8	B	27.02	27.87	28.71	29.56	30.40	31.25	32.09	32.94	33.78	34.63
	O	40.53	41.81	43.07	44.34	45.60	46.88	47.76	47.76	47.76	47.76
9	B	28.91	29.85	30.78	31.71	32.64	33.58	34.51	35.44	36.37	37.31
	O	43.37	44.78	46.17	47.57	47.76	47.76	47.76	47.76	47.76	47.76
10	B	31.84	32.87	33.90	34.92	35.95	36.98	38.00	39.03	40.06	41.09
	O	47.76	47.76	47.76	47.76	47.76	47.76	47.76	47.76	47.76	47.76
11	B	33.85	34.98	36.11	37.24	38.37	39.50	40.62	41.75	42.88	44.01
	O	47.76	47.76	47.76	47.76	47.76	47.76	47.76	47.76	47.76	47.76
12	B	40.58	41.93	43.28	44.64	45.99	47.34	48.69	50.05	51.40	52.75
	O	47.76	47.76	47.76	47.76	47.76	47.76	48.69	50.05	51.40	52.75
13	B	48.25	49.86	51.47	53.08	54.69	56.29	57.90	59.51	61.12	62.73
	O	48.25	49.86	51.47	53.08	54.69	56.29	57.90	59.51	61.12	62.73
14	B	57.02	58.92	60.82	62.72	64.62	66.52	68.42	70.32	72.22	74.12
	O	57.02	58.92	60.82	62.72	64.62	66.52	68.42	70.32	72.22	74.12
15	B	67.07	69.31	71.54	73.78	76.01	78.25	80.48	82.72	84.95	87.19
	O	67.07	69.31	71.54	73.78	76.01	78.25	80.48	82.72	84.95	87.19

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/>