

Salary Table 2023-DEN (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 29.05%
For the Locality Pay Area of Denver-Aurora, CO
Total Increase: 4.87%
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	\$ 12.98	\$ 13.42	\$ 13.85	\$ 14.28	\$ 14.71	\$ 14.97	\$ 15.39	\$ 15.82	\$ 15.84	\$ 16.25
	O	19.47	20.13	20.78	21.42	22.07	22.46	23.09	23.73	23.76	24.38
2	B	14.60	14.95	15.43	15.84	16.02	16.49	16.96	17.43	17.90	18.37
	O	21.90	22.43	23.15	23.76	24.03	24.74	25.44	26.15	26.85	27.56
3	B	19.12	19.65	20.18	20.71	21.24	21.77	22.31	22.84	23.37	23.90
	O	28.68	29.48	30.27	31.07	31.86	32.66	33.47	34.26	35.06	35.85
4	B	21.46	22.06	22.65	23.25	23.84	24.44	25.04	25.63	26.23	26.82
	O	32.19	33.09	33.98	34.88	35.76	36.66	37.56	38.45	39.35	40.23
5	B	24.68	25.35	26.01	26.68	27.35	28.01	28.68	29.35	30.02	30.68
	O	37.02	38.03	39.02	40.02	41.03	42.02	43.02	44.03	45.03	46.02
6	B	26.02	26.76	27.51	28.25	28.99	29.74	30.48	31.22	31.97	32.71
	O	39.03	40.14	41.27	42.38	43.49	44.61	45.72	46.83	47.96	49.07
7	B	28.09	28.92	29.74	30.57	31.39	32.22	33.05	33.87	34.70	35.52
	O	42.14	43.38	44.61	45.86	47.09	48.33	49.58	50.81	51.75	51.75
8	B	29.28	30.19	31.11	32.02	32.94	33.85	34.77	35.68	36.60	37.51
	O	43.92	45.29	46.67	48.03	49.41	50.78	51.75	51.75	51.75	51.75
9	B	31.33	32.34	33.35	34.36	35.37	36.38	37.39	38.40	39.41	40.42
	O	47.00	48.51	50.03	51.54	51.75	51.75	51.75	51.75	51.75	51.75
10	B	34.50	35.61	36.72	37.84	38.95	40.06	41.18	42.29	43.40	44.52
	O	51.75	51.75	51.75	51.75	51.75	51.75	51.75	51.75	51.75	51.75
11	B	36.68	37.90	39.13	40.35	41.57	42.79	44.01	45.24	46.46	47.68
	O	51.75	51.75	51.75	51.75	51.75	51.75	51.75	51.75	51.75	51.75
12	B	43.96	45.43	46.90	48.36	49.83	51.29	52.76	54.22	55.69	57.15
	O	51.75	51.75	51.75	51.75	51.75	51.75	52.76	54.22	55.69	57.15
13	B	52.28	54.02	55.76	57.51	59.25	60.99	62.73	64.48	66.22	67.96
	O	52.28	54.02	55.76	57.51	59.25	60.99	62.73	64.48	66.22	67.96
14	B	61.78	63.84	65.90	67.96	70.01	72.07	74.13	76.19	78.25	80.31
	O	61.78	63.84	65.90	67.96	70.01	72.07	74.13	76.19	78.25	80.31
15	B	72.67	75.09	77.51	79.93	82.36	84.78	87.20	87.93	87.93	87.93
	O	72.67	75.09	77.51	79.93	82.36	84.78	87.20	87.93	87.93	87.93

* 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. 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/>