

**Salary Table 2023-HAR (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 30.91%**  
**For the Locality Pay Area of Hartford-West Hartford, CT-MA**  
**Total Increase: 4.67%**  
**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	\$ 13.17	\$ 13.61	\$ 14.05	\$ 14.49	\$ 14.93	\$ 15.18	\$ 15.61	\$ 16.05	\$ 16.07	\$ 16.48
	O	19.76	20.42	21.08	21.74	22.40	22.77	23.42	24.08	24.11	24.72
2	B	14.81	15.16	15.65	16.07	16.25	16.73	17.21	17.68	18.16	18.64
	O	22.22	22.74	23.48	24.11	24.38	25.10	25.82	26.52	27.24	27.96
3	B	19.39	19.93	20.47	21.01	21.55	22.09	22.63	23.17	23.70	24.24
	O	29.09	29.90	30.71	31.52	32.33	33.14	33.95	34.76	35.55	36.36
4	B	21.77	22.37	22.98	23.58	24.19	24.79	25.40	26.00	26.61	27.21
	O	32.66	33.56	34.47	35.37	36.29	37.19	38.10	39.00	39.92	40.82
5	B	25.03	25.71	26.39	27.06	27.74	28.42	29.09	29.77	30.45	31.13
	O	37.55	38.57	39.59	40.59	41.61	42.63	43.64	44.66	45.68	46.70
6	B	26.40	27.15	27.90	28.66	29.41	30.17	30.92	31.67	32.43	33.18
	O	39.60	40.73	41.85	42.99	44.12	45.26	46.38	47.51	48.65	49.77
7	B	28.49	29.33	30.17	31.01	31.85	32.68	33.52	34.36	35.20	36.04
	O	42.74	44.00	45.26	46.52	47.78	49.02	50.28	51.54	52.50	52.50
8	B	29.70	30.63	31.56	32.49	33.41	34.34	35.27	36.20	37.13	38.06
	O	44.55	45.95	47.34	48.74	50.12	51.51	52.50	52.50	52.50	52.50
9	B	31.78	32.80	33.83	34.85	35.88	36.90	37.93	38.95	39.98	41.00
	O	47.67	49.20	50.75	52.28	52.50	52.50	52.50	52.50	52.50	52.50
10	B	35.00	36.12	37.25	38.38	39.51	40.64	41.77	42.90	44.03	45.16
	O	52.50	52.50	52.50	52.50	52.50	52.50	52.50	52.50	52.50	52.50
11	B	37.21	38.45	39.69	40.93	42.17	43.41	44.65	45.89	47.13	48.37
	O	52.50	52.50	52.50	52.50	52.50	52.50	52.50	52.50	52.50	52.50
12	B	44.60	46.08	47.57	49.06	50.54	52.03	53.52	55.00	56.49	57.98
	O	52.50	52.50	52.50	52.50	52.50	52.50	53.52	55.00	56.49	57.98
13	B	53.03	54.80	56.57	58.34	60.10	61.87	63.64	65.41	67.17	68.94
	O	53.03	54.80	56.57	58.34	60.10	61.87	63.64	65.41	67.17	68.94
14	B	62.67	64.76	66.85	68.93	71.02	73.11	75.20	77.29	79.38	81.47
	O	62.67	64.76	66.85	68.93	71.02	73.11	75.20	77.29	79.38	81.47
15	B	73.71	76.17	78.63	81.09	83.54	86.00	87.93	87.93	87.93	87.93
	O	73.71	76.17	78.63	81.09	83.54	86.00	87.93	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/>