

**Salary Table 2023-RA**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 21.37%**  
**For the Locality Pay Area of Raleigh-Durham-Chapel Hill, NC**  
**Total Increase: 4.47%**  
**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	\$ 12.21	\$ 12.62	\$ 13.03	\$ 13.43	\$ 13.84	\$ 14.07	\$ 14.48	\$ 14.88	\$ 14.90	\$ 15.28
	O	18.32	18.93	19.55	20.15	20.76	21.11	21.72	22.32	22.35	22.92
2	B	13.73	14.06	14.51	14.90	15.07	15.51	15.95	16.40	16.84	17.28
	O	20.60	21.09	21.77	22.35	22.61	23.27	23.93	24.60	25.26	25.92
3	B	14.98	15.48	15.98	16.48	16.98	17.48	17.98	18.48	18.98	19.48
	O	22.47	23.22	23.97	24.72	25.47	26.22	26.97	27.72	28.47	29.22
4	B	16.82	17.38	17.94	18.50	19.06	19.62	20.18	20.74	21.30	21.86
	O	25.23	26.07	26.91	27.75	28.59	29.43	30.27	31.11	31.95	32.79
5	B	18.82	19.44	20.07	20.70	21.33	21.95	22.58	23.21	23.84	24.46
	O	28.23	29.16	30.11	31.05	32.00	32.93	33.87	34.82	35.76	36.69
6	B	20.98	21.68	22.37	23.07	23.77	24.47	25.17	25.87	26.57	27.27
	O	31.47	32.52	33.56	34.61	35.66	36.71	37.76	38.81	39.86	40.91
7	B	23.31	24.09	24.86	25.64	26.42	27.19	27.97	28.75	29.53	30.30
	O	34.97	36.14	37.29	38.46	39.63	40.79	41.96	43.13	44.30	45.45
8	B	25.81	26.68	27.54	28.40	29.26	30.12	30.98	31.84	32.70	33.56
	O	38.72	40.02	41.31	42.60	43.89	45.18	46.47	47.10	47.10	47.10
9	B	28.51	29.46	30.41	31.36	32.31	33.26	34.21	35.16	36.11	37.06
	O	42.77	44.19	45.62	47.04	47.10	47.10	47.10	47.10	47.10	47.10
10	B	31.40	32.44	33.49	34.54	35.59	36.63	37.68	38.73	39.77	40.82
	O	47.10	47.10	47.10	47.10	47.10	47.10	47.10	47.10	47.10	47.10
11	B	34.50	35.65	36.80	37.95	39.10	40.25	41.40	42.55	43.69	44.84
	O	47.10	47.10	47.10	47.10	47.10	47.10	47.10	47.10	47.10	47.10
12	B	41.35	42.73	44.10	45.48	46.86	48.24	49.62	51.00	52.37	53.75
	O	47.10	47.10	47.10	47.10	47.10	48.24	49.62	51.00	52.37	53.75
13	B	49.17	50.81	52.45	54.08	55.72	57.36	59.00	60.64	62.28	63.92
	O	49.17	50.81	52.45	54.08	55.72	57.36	59.00	60.64	62.28	63.92
14	B	58.10	60.04	61.98	63.91	65.85	67.78	69.72	71.66	73.59	75.53
	O	58.10	60.04	61.98	63.91	65.85	67.78	69.72	71.66	73.59	75.53
15	B	68.34	70.62	72.90	75.18	77.45	79.73	82.01	84.29	86.57	87.93
	O	68.34	70.62	72.90	75.18	77.45	79.73	82.01	84.29	86.57	87.93

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>