

**Salary Table 2023-DCB (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 32.49%**  
**For the Locality Pay Area of Washington-Baltimore-Arlington, DC-MD-VA-WV-PA**  
**Total Increase: 4.86%**  
**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	\$ 27,822	\$ 28,756	\$ 29,679	\$ 30,601	\$ 31,525	\$ 32,065	\$ 32,981	\$ 33,903	\$ 33,940	\$ 34,809
2	31,284	32,028	33,064	33,940	34,323	35,332	36,342	37,352	38,361	39,371
3	40,963	42,101	43,239	44,378	45,516	46,654	47,792	48,930	50,068	51,206
4	45,981	47,258	48,535	49,812	51,089	52,367	53,644	54,921	56,198	57,475
5	52,877	54,306	55,736	57,165	58,595	60,025	61,454	62,884	64,313	65,743
6	55,752	57,344	58,937	60,529	62,122	63,714	65,307	66,900	68,492	70,085
7	60,185	61,955	63,725	65,495	67,265	69,035	70,805	72,575	74,345	76,116
8	62,733	64,694	66,654	68,615	70,576	72,537	74,498	76,459	78,420	80,380
9	67,122	69,287	71,452	73,617	75,782	77,947	80,111	82,276	84,441	86,606
10	73,916	76,301	78,686	81,071	83,455	85,840	88,225	90,610	92,995	95,380
11	78,592	81,211	83,830	86,450	89,069	91,688	94,308	96,927	99,546	102,166
12	94,199	97,339	100,479	103,619	106,759	109,899	113,039	116,179	119,319	122,459
13	112,015	115,749	119,482	123,216	126,949	130,683	134,416	138,150	141,884	145,617
14	132,368	136,780	141,192	145,604	150,016	154,428	158,840	163,252	167,663	172,075
15	155,700	160,889	166,079	171,268	176,458	181,648	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/>